

## Understanding the General Overview of Conflict Transformation and its Dynamics in the Savannah Region of Ghana

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### Abstract

*From creation, conflict has since lived with mankind in all facets of life. Conflict lives with man, his environment, groups or associations. In families or marriages, conflict is deeply experienced either in the form of simple or chronic. At the workplace or the institutional level, conflict plays a key role in work operations among or between employees and employers or core management. Conflict in itself comes with positive and negative development to society. In the sovereign country like Ghana, majority of the population hold the perception or proposition that the five regions of the North are deeply rooted into conflict engagements. This perception is done to some geo-conflict occurrences in the Northern part of Ghana. The question is - what really is the term conflict? Many have divergent conceptualized views, opinions or perceptions about conflict in society. Some find answers by saying it erupts when there is argument between two or more people, when there are interests to satisfy, misunderstanding, cheating, injustice among others. Even identical twins do have conflicts. Examples of conflicts include the Kusasi – Mamprusi conflict of Bawku, Konkomba – Dagomba conflict, the Abudu – Andani Dagbon Chieftaincy conflict all of Northern Ghana and the Eritrean – Ethiopia Civil War, Rwandan Genocide, Somali Civil War, Nigerian Civil War as well as the Russia – Ukraine War.*

**Keywords:** *Conflict, Development, Innovations and Best practices, Mechanisms, Transformation.*

### Introduction

Conflict across the world borders on the diversified understanding perspectives of individuals and groups who by nature conduct research or inquiries to understand conflict and to prescribe remedial solutions to forestall the social and cultural caprices contributed by conflict to society.

The genesis and dynamic nature of conflict with varied understanding makes it complex and therefore associate it to the spaghetti bowl theory. The conflict phenomenon transcends across the globe; within families, ethnic groups, associations, communities, individuals, countries etc. thereby making the study of

conflict extremely complex. Many defined conflict to mean, any argument within an individual or between two or more people in society. In the animal Kingdom, conflict is still an experience anchored on the principle of the survival of the fittest of an ecology. Many postulate that conflict erupts when matters surmount to argument between two or more people, when there is an interest in consideration, cheating, injustice among others. Conflict is a universal phenomenon with positive and negative impacts. Thus, conflict creates environmental insecurity, thwart social relations and is a key factor of poverty in society. Conflict in general affects the vulnerable like women and children, creates

organizational or institutional deficiency and food security issues. Early researchers such as Karl Marx and Max Weber, among others, are protagonists in the discipline, and their works helped to create a body of knowledge known as conflict theory [1]. The conflict perspective has its roots in Karl Marx's classic works, which argued that industrialization creates two classes of people: the "haves" (bourgeoisie) and the "have-nots" (proletariat). Marx concluded that the proletariats, who can only earn subsistence wages, estrangement, and the need for an ideological change as prerequisite conditions for the occurrence of conflicts [2].

### **Research Hypothesis**

1. Leaders who apply conflict transformation mechanisms enjoy no peace in Northern Ghana (Ho).
2. Leaders who apply conflict transformation mechanisms enjoy peace in Northern Ghana (Hi).

### **Research Objectives**

1. To understand the general perspectives of conflicts in Northern Ghana.
2. To examine the general interests that causes conflict in Northern Ghana.
3. To investigate the impact and challenges involved in conflict eruption in Northern Ghana.
4. To outline the best mitigation practices of conflict transformation in Northern Ghana
5. To identify sustainable innovations for conflict transformation in Northern

### **Problem Statement**

Conflicts in many forms have been discussed extensively and scholarly in different perspectives in society. The unnecessary interruption by stakeholders creates conflict all the time in northern Ghana.

Many of the times, conflict mirror into destruction of scarce resources, property of state, property of private individuals, loss of lives, displacement of human beings (the vulnerable women and children), retardation of

education, it also put to questioning human health, environmental unsustainability and destruction of societal peace. It therefore appears to seem clear that the bad caprices of conflict in society outweigh the good aspects of conflict in society. Conflict in its perpetual convection of misunderstanding between more than one person and the degree of interest involved in a particular cause of action derail the reasoning ability of man to take unequivocal decisions and actions in other to satisfy the pursuing interest either privately or collectively. The mastery design of pursue interest result into struggles, community pressure, ethnic segregations, disunity and general societal acrimonies thereby creating an unconducive environment for development and peacebuilding in society.

It is therefore against this background that this study is carried out to provide the appropriate transformable mechanisms, innovations and the best human practices to fix or narrow the protracted lingering gap between conflict and peace in society. In the end, the research seeks to provide a congenial inhabitable environment for the growth of human relationship building for peace in the World. The study objectively aims to change the narrative by providing the appropriate transformable mechanisms to bring to zero or reduce conflict existence and happenings in human society and promote the growth of peacebuilding and effective human relationship to provide environmental and institutional development.

### **Methodology**

Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. Typically, it encompasses concepts such as paradigm, theoretical model, phases and quantitative or qualitative technique. A methodology does not set out to provide solutions—it is, therefore, not

same as a method. For example, in the organisational development consulting process, the steps include entry, contracting, data collection and analysis, feedback, implementation of intervention, evaluation and exit. Thus, a systematic process.

In other words, methodology carries philosophical postulations about how an investigative process should continue, proposing ways of thinking that assist to shape the evaluation of research objectives, questions, and design [3].

Research methodology in this sense are the procedures, principles, techniques, tools, and processes used in the identification and resolution of a social problem [4].

Qualitative and Quantitative technics of data collection were employed in gathering data on the topic under study. Both secondary and primary data collection remain relevant in data gathering. Structured and unstructured questionnaires equally remain essential to information gathering for the purpose of this study.

## Data Collection

Data collection or analysis is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses, and evaluate outcomes. All facets of the data collection process were carefully reviewed in order to ensure reliable and valid data (U.S. Department of Health & Human Services).

Below are some data collection tools.

1. **Interviews:** It is a medium of communication or conversation where questions are asked to elicit information. Usually, interviews take the form of face to face, group, focus group etc. Interviews are either structured (close ended), semi structured or unstructured (open ended) Interviews provide in-depth information pertaining to participants' experiences and viewpoints of a particular topic [5].

2. **Spider-Web Instrument (SWI):** was used as a tool for community groups, teams or retreatants to appreciate team building and get everybody involved in a transformation agenda [6]. It is a tool for data collection. Using this tool, participants' names, their likes (cherished values) and dislikes, and competencies are clearly stated. Observation, lessons learned, and the impressions of the participants were documented.

3. **Questionnaire:** A questionnaire is a research tool featuring series of questions used to collect useful information from respondents. These instruments include either written or oral questions. Questionnaires may be qualitative or quantitative and can be conducted online, by phone, on paper or face-to-face, and questions don't necessarily have to be administered with a researcher present. Questionnaires are either opened or closed questions and sometimes, a mixture of both is used.

4. **Observation:** is used in the social sciences as a method for collecting data about people, processes, and cultures. Observation, particularly participant observation, has been the hallmark of much of the research conducted in anthropological and sociological studies and is a typical methodological approach of ethnography. It is also a tool used regularly to collect data by researchers. In the case of this survey, observation was highly used.

## Study Area

The Savannah region is located in the north of the country Ghana. Its capital is Damongo. The region has a land size of 35,862 square kilometers with a total population of 581,368 people. The region has seven (7) districts which include Bole, West Gonja Municipal, Central Gonja, North Gonja, Sawla-Tuna-Kalba, Northeast Gonja and East Gonja Municipal. It is the largest region in terms of land size in

Ghana. The survey was conducted in the seven (7) districts of the Savannah Region of Ghana.

Fig.1 is a map showing the districts in the Savannah Region of Ghana. In the Savannah

region, the central Gonja district is the largest district while the smallest district is the east Gonja district.



**Figure 1.** A Map Showing the Districts of the Savannah Region of Ghana

### **Sample Size and Sampling Technique**

Sample size is the measure of the number of individual samples or observations used in a statistical setting. It can also be called sample statistics. Sample size is a critical determination for a project, as it affects the accuracy and reliability of the results of the research. In short, the sample size is the number of people to be surveyed.

Using sample size calculator in determining the sample size with a population of 70 people, at confidence level of 95% with a margin of error of 5% with population proportion of 50%. The sample size (n) therefore is 60 people.

### **Sampling Technique**

Online survey or Google form survey and stratified sampling techniques were used to gather data from respondents in conducting the survey.

The sampling technique is the method employed while choosing a sample from a population. For example, you could select every 3<sup>rd</sup> person, everyone in a particular age group, and so on. The study was carefully considered and put into perspective before choosing the appropriate sampling technique. The sampling technique has a significant effect

on the results. For example, some sampling techniques might be intentionally biased. So, selecting a suitable sampling technique is essential to draw accurate conclusions from the data.

### **Definition of Conflict**

According to [7], Societies are defined by inequality that produces conflict, rather than order and consensus. This conflict based on inequality can only be overcome through a fundamental transformation of the existing relations in society and is productive of new social relations.

According to [8] some of these "rights" and "entitlements" in Ghana include wages and salaries, electoral laws and procedures, taxes, health and education policies, chieftaincy, the need for involvement, etc. Denying these "rights" or "entitlements" is equivalent to denying citizenship and inviting war.

[9] listed several conditions that must be met for conflict to arise, including opposing interests, thoughts, perceptions, and feelings; recognition of the existence of the opposing points of view by those involved; an ongoing rather than one-time disagreement; and attempts by those holding opposing viewpoints to thwart the objectives of the other party.

*I therefore view conflict as a clash of values and interests, in the mist of imbalance power of social injustice within the confines of limited resources in human society.*

### **Causes of Conflict**

The causes of conflict are numerous and uncountable that faces society day in day out. It is perhaps so because of the unpredictability nature of mankind.

Bates asserts that institutions are a way of overcoming social welfare conundrums brought on by individual conduct and that they aid in maximizing collective welfare [10].

The risk of conflict escalating, and its intensity is influenced by various political forms of governments [11]. As a first observation, history demonstrates that democratic societies with distinct legal roles are less prone to experience negative, harmful conflicts because they have open legal and political institutions that enable conflicts to be managed.

[12] for example, explains how society might be drawn into a fight when it is not in everyone's best interests to engage. The ease with which institutions operate may also be determined by hierarchy. In communities where inequality and injustice are seen as normal and an integral element of society (such as the caste system), disputes over the distribution or access to scarce resources are less likely to turn violent since they are seen as just a component of the system. Disagreement may not lead to physical altercations if the parties feel that doing so would be a waste of time and energy.

According to [13] ethnic conflict is a sign of a fragile state, or a state mired in ancient allegiances. In this case, states act biased in favor of one ethnic group or region over another, which exacerbates ethnic tensions through actions like preferential treatment. As a result, in difficult or critical political circumstances, the capacity of the government

to address social problems and basic human needs is essential.

[14] Because it extends beyond ideas that attribute African conflicts to a prehistoric past, this theory is important for managing ethnic conflict in Africa. Instead, it highlights institutions that are dysfunctional and unable to provide the fundamental demands of their constituents. Conflict is unavoidable when such non-negotiable needs are not addressed. Other ideas.

### **Levels of Conflict**

#### **Interpersonal Conflict**

This conflict is between individuals, often due to differences in values, beliefs or personalities. It occurs when a couple's needs, objectives, or communication style are at odds. At the same time, humans have very real distinctive behaviours that cannot be overcome by any amount of increased communication. Strong disagreements in values, approaches, or motivations while dealing with others are referred to as "personality conflicts."

#### **Intergroup Conflict**

This occurs between people, such as racial or ethnic groups, between departments or levels of decision-making within organizations, and between management and labor. Intergroup conflict is typically generated by competition for limited resources, and societies have developed several regulatory measures to deal with intergroup conflict in less disruptive ways, such as collective bargaining and mediation. Members of one group frequently construct prejudices against the opposite group, use them as a convenient target to cover up their issues and discriminate against them. These basic indications of intergroup conflict can be found in the workplace just as frequently as racial problems in public locations.

#### **Multi-Party Conflict**

This type of conflict occurs in a society or community when various interest groups and

organizations place different priorities on the management of resources and the creation of policies. These complex conflicts frequently combine sources of power, value, and the economy. Traditional authoritative or adversarial processes frequently fall short of dealing with this complexity, hence more cooperative methods of achieving consensus are needed [15].

### **Western-Centered Conflict Management Mechanisms**

Western-centered systems for managing conflicts are formal processes that are supported by concerns about human rights, the rule of law, and retributive justice [9]. These broadly encompass diplomatic and economic tools, including ceasefire orders, peacekeeping operations, bilateral and multinational agreements, and enforcement tools like trade embargos [16]. The official judicial system and tribunals, mediation efforts, and peace education initiatives are some of these instruments on the inside [16]

### **Institutions/Mechanisms Responsible for Conflict Resolution in Ghana**

#### **The Formal Court System**

Adjudication is currently the primary means of conflict management permitted by law in Ghana [17]. It is well known that efforts to preserve some African traditions were only made inadvertently and even then, under very restrictive guidelines. The western legal system placed a lot of stress on the courts to make sure that the law plays its part in managing conflict. Courts are viewed as the arbiters of conflicts between citizens or between citizens and the state. Courts have the authority to use socially sanctioned force to carry out officially recognized conflict management and resolution.

The two divisions of the judiciary are the Superior Courts, such as the Supreme Court, the Court of Appeals, the High Court, and Regional Tribunals, and the Lower Courts, which consist

of Circuit Courts, District Courts, and Juvenile Courts [18]. The legal system Ghana acquired from the British does not, perhaps more importantly, sufficiently and accurately represent Ghana's socio-political structure, societal values, and demographic trends. Due to these circumstances, the burden of legal issues in the rising traditional conflicts is becoming more and more severe [19].

To address the underlying causes of violence, prevent its recurrence, and foster community healing and reconciliation, formal justice mechanisms have proven to be unsuccessful [20]. As a result, communities have grown to distrust these structures, which has led to a rejection of their use and increased instability in conflict situations [17].

#### **Commission of Inquiry (CI)**

One of the many organizations at the government's disposal to look into different matters is CI. CI presents its findings, offers guidance, and suggestions to the government about an issue. It offers a distinctive avenue for interested parties to directly take part in the decision-making process.

According to [21] these committees/commissions are post-dated in the sense that they are established to conduct a post-mortem after the conflict has occurred and the harm has been done. Several committees and commissions were established in the Dagbon Chieftaincy struggle, with the Wuaku commission being the most notable.

[22] notes that conflict management mechanisms that are primarily based on the Western agenda of "liberal peace" do not always offer the best solutions to conflict and sustaining peacebuilding. Due to this, the majority of conflict management specialists now recommend using indigenous processes that are primarily based on the cultural values of the populace.

## **Alternative Dispute Resolution (ADR) Act 798 of 2010**

It is an Act of law passed by parliament of Ghana and assented to by the President of the Republic of Ghana purposely to provide for the settlement of disputes by arbitration, mediation and customary arbitration to settle matters of conflict in society. The Act made provision for the establishment of ADR centers to provide such important services. The Act further mandates the Ministry of Justice and Attorney General to establish National ADR centers to regulate the practice of ADR in Ghana. The ADR mechanisms include arbitration, land disputes, mediation, negotiation and settlement conferences.

### **Conflict Transformation**

Conflict transformation is a process that goes beyond resolving disputes by addressing underlying issues and transforming relationships. It focuses on changing the structures and dynamics of a conflict to promote understanding and collaboration rather than simply reaching a compromise or resolution.

Scholars such as [23] & [24], helped popularize the conflict transformation school (CTS).

CTS most likely arose in response to the constraints of the resolving conflicts school (RCS). When [16] observed that "the majority of conflict theory considers the issues, players, and interests as given and makes efforts to find a solution to minimize or remove tensions between them," they recommended a transformative approach as opposed to settlement. Nonetheless, the social, economic, and political processes of society cause subjects, actors, and interests to change over time. Although conflict transformation is not succinctly described by [16], he does question the effectiveness of the RCS. His understanding that conflict is dynamic and significantly more extensive in scope is a crucial contribution since it expands the framework in which we see

and handle conflict. Following this, [16] identified four entrance stages that are necessary while attempting to resolve a disagreement. These are as follows: i. Actor transformation ii. Issue transformation iii. Rule transformation and iv. Structural transformation

According to [23] conflict transformation is defined as imagining and responding to the ebb and flow of social conflict as life-giving possibilities for generating fruitful transformation processes that lessen violence, increase justice in interpersonal relationships and social structures, and address practical issues in interpersonal interactions. The conflict transformation approach focuses on relationship building, and Lederach emphasizes that a transformational approach recognizes conflict as a normal and constant dynamic within human interactions.

Conflict transformation mechanisms (CTM) strategies and approaches include:

### **Communication and Dialogue**

Communication and dialogue are crucial tools in conflict transformation as they foster understanding, build trust, and provide a platform for finding mutually acceptable solutions. Effective communication assists in addressing underlying issues, reducing tensions and promoting sustainable resolution among parties. Communication will aid all affected parties to share their worries and concerns to the third party which will inform the third party of the best strategies to use in the transforming process for sustainable peace. Effective feedback enhances trust and confidence building in affected parties.

### **Mediation**

Mediation involves a neutral third party to facilitate discussions, guide negotiations, and assist in finding mutually acceptable solutions. Mediation facilitates conflict transformation by providing a structured process for parties to communicate, understand each other's

perspectives and interests, and collaboratively find solutions. It encourages active listening, empathy, and promotes a focus on common interests rather than entrenched positions.

### Building Social Cohesion

Social cohesion plays a crucial role in conflict transformation by fostering a sense of unity and shared identity among diverse groups. When people feel connected and understand each other, it can reduce tensions and contribute to resolving conflicts. Building trust through open communication and shared experiences promotes cooperation and helps address

underlying issues that may contribute conflict. In addition, social cohesion provides a foundation for inclusive decision-making, leading to sustainable transformable solutions that consider the needs and perspectives of all parties.

Table 1 explains the various conflict prevention tools usually used in conflict resolution. These include negotiation, mediation, problem solving (win-win) and reconciliation. Table1 numerates the advantages and disadvantages associated with each of the conflict prevention tools.

**Table 1.** Modern Conflict Prevention Tools

S/N	Conflict prevention tools	Advantages	Disadvantages	Remarks
1	Negotiation	1.It allows parties to reach mutually beneficial agreements 2.It promotes a sense of ownership to the final agreement.	1.Power Imbalance occur in some cases between the parties. 2.Time-consuming in the negotiation process	General tool for conflict resolution
2	Mediation	1.The process is informal, flexible. 2. Confidentiality principle is guaranteed	1. Unwillingness of one or both parties may set 2. Time and efforts may be in vain	Peace prevails
3	Problem solving (Win-Win)	1. It fosters positive emotions for improve well-being. 2.It increase satisfaction, valued, and respected	1. Parties may find it difficult to forgive 2. Rigid positions and biases may occur	Creates joy and happiness among parties
4	Reconciliation	1.It prevents the use of the past as a seed to renew conflict	1.Time consuming and raise of sentiments	Effective tool for conflict resolution



		2. Reconciliation consolidate peace and cycle of violence break	2. It is also expensive to handling	
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Source: field survey, 2024

## Data Analysis and Results

### Data Analysis

Data analysis is the process of applying statistical practices to organize, represent, describe, evaluate, and interpret data. In the statistical application, data analysis can be divided into descriptive statistics such as averages or median may be generated to help to understand the data. In the case of this data, excel was used to analyse and interpret the data.

### Results Interpretation

Interacting with respondents, many perceptions about conflict and its understanding took diverse dimensions. Some respondents viewed conflict as a perceived incompatibility between two or more parties. These incompatibilities could include power, beliefs systems, social values, inequitable resource sharing and derogatory cultural remarks.

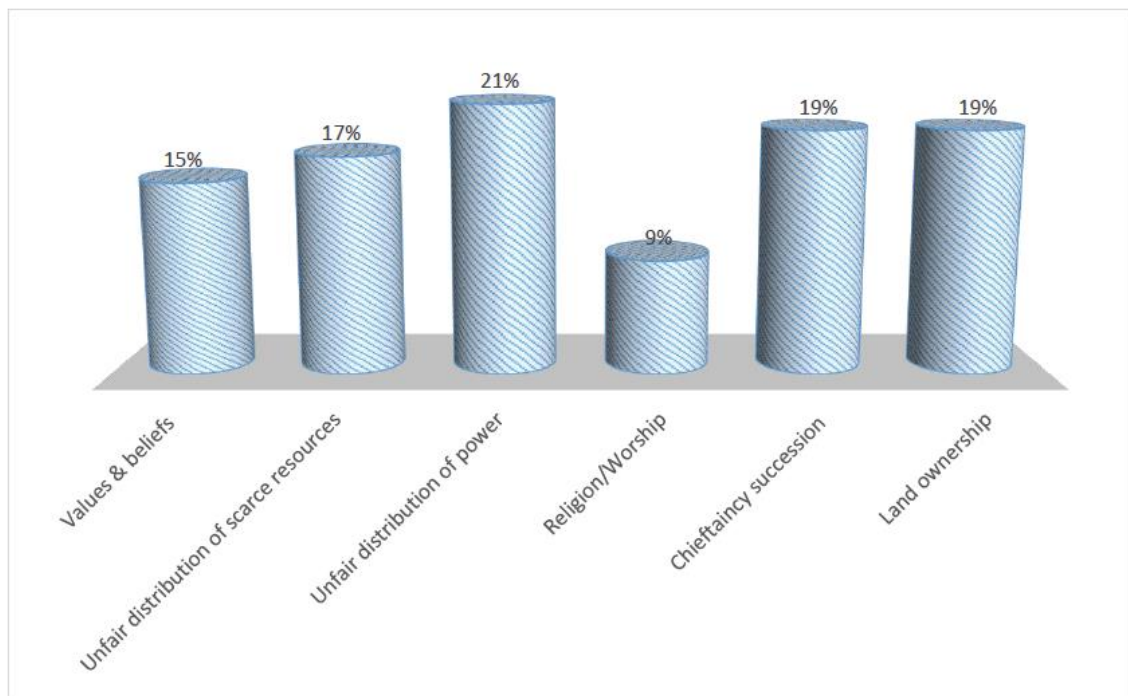
Also, some viewed conflict as an expressed struggle between two or more individuals and groups, over an interest and needs. Others hold the view that conflict is a natural phenomenon and a disagreement over an issue or idea. According to respondents, conflict is not bad. However, how it is managed is a challenge to society. Here, objective (1) which centered on understanding conflict was addressed considering the many definitions and explanations provided.

Table 2 gives information on the causes of conflict in the Savannah Region of Ghana. The variable that easily causes conflict in the Savannah Region observing from the table is unfair distribution of power representing 21%. Religion or worship has little tendency of causing conflict in the Savannah region representing 9%.

**Table 2.** Causes of Conflict in Savannah Region of Ghana

S/N	Variables	Numbers	Percentages (%)
1	Values & Beliefs	30	15
2	Scarce Resources	34	17
3	Unfair Distribution of Power	42	21
4	Religion & Worship	17	9
5	Chieftaincy Succession	37	19
6	Land Ownership	38	19
Totals		<b>198</b>	<b>100</b>

Source: field survey, 2024



**Figure 2.** Bar Graph Showing Causes of Conflict in the Savannah Region

Figure 2 shares information on the causes of conflict in the Savannah Region. It is observed that unfair distribution of power is the most pressing area when it comes to causes of conflict in the region.

From the bar graph, the major cause of conflict in the Savannah region is unfair distribution of power representing 21%. This, however, is not limited to poverty, greed, injustice, superiority complex, stereotyping, land ownership, prejudice, ineffective chieftaincy succession and resource management structural regimes etc. Objective (2) of the research seeks to answer causes of conflict.

In resolving conflict with the indigenous mechanisms that longed-lived with the local system predates modern mechanisms in preventing and reducing conflict in society. Engaging with respondents brought to the limelight many indigenous mechanisms and these include but not limited to.

1. **Blood burial:** with this approach, the mediator brings an animal before the parties. The animal is slaughtered, and spiritual recantations and traditional oaths are recited to invoke the gods or the deities

the parties' belief and have faith in. the animal (sheep) is then slaughtered. In the case of the Kusasi – Mamprusi conflict in Bawku, each side refuses to perform the blood burial to avert the conflict. This is similar to Okro stick burial approach.

2. **Playmate concept:** many of the tribes and according to custom and tradition are playmates to each other. For example, the Dagabas and the Frafra, the Gonjas and Kasen, the Gonjas and the Mos, the Gonjas and the Bimoba, Chokosi, as well as the Dagomba and the Mosi, the Mamprusi and Kamara and many other tribes makes it difficult for such tribes to engage in conflict or any disagreement. These families or tribes are by birth playmates and closets friends which is deep rooted according to custom and tradition. This concept makes it flexible to live well with each other without prejudice in society. Respondents recommended the following modern tools in resolving conflict.
3. **Negotiation:** It is a discussion between two or more disputants who try to work out a solution to their problem. This is a common tool people use to deal with

problems/conflict, it works better when the parties involved are ready to talk to each other and to find a solution to the problem. It is the process where interested parties resolve disputes, agree upon cause of action, bargain for individual collective advantage and design outcomes to serve their mutual interests. What is spectacular about negotiation is that the parties acknowledge that there is some conflict of interest between them and think they can use some form of influence to get a better deal.

4. **Mediation:** It is a confidential conference, where all the participants have agreed to attend and cooperate in good faith to

resolve the dispute between parties. The presence of an impartial third party helps two or more parties discuss a dispute and work toward a solution that is acceptable to all parties and participation is normally voluntary. The mediator does not decide the outcome of the dispute. Mediated agreements tend to succeed because they result from a process that allows parties to create their own solutions. People prefer mediation because it is friendlier, informal, and if successful, provides a cheaper and quicker means of settling disputes.

A blend of the indigenous and modern mechanisms answer's objective 4 of the research.

**Table 3.** Innovations for Conflict Transformation in the Savannah Region of Ghana

S/N	Variables	Number	Percentages (%)
1	Inter-Marriage relationships	30	15
2	Intercultural tribal games	34	17
3	Collective decision making	31	16
4	Business development	30	15
5	Conflict transformation committees	40	20
6	Relationship Sustenance	33	17
Total		<b>198</b>	<b>100</b>

**Source:** Field survey, 2024

Table 3 provides information on the innovation areas to improve upon conflict related issues in the region. These include inter-marriage relationships, intercultural tribal games, collective decision making, business development, conflict transformation committees and relationship sustenance. When these areas are enhanced, conflict and its related activities will reduce to the bearer's level.

According to respondents and clearly from table 2, the best innovation to embark on is the establishment of conflict transformation committees representing 20% across the Savannah region to bring peace to society. Obviously, objective 5 has been addressed since the innovation areas have been identified.

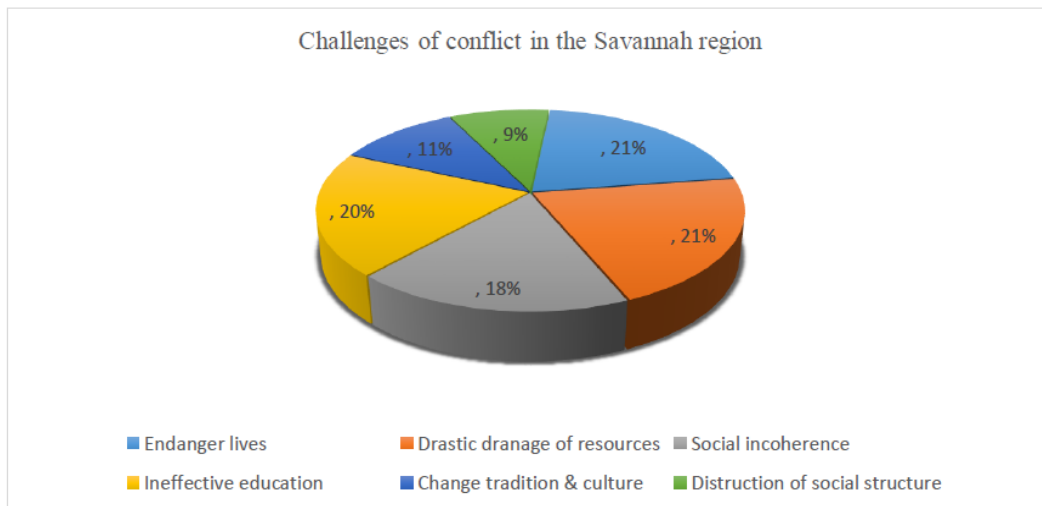
**Table 4.** Challenges of Conflict in the Savannah Region of Ghana

S/N	Variables	Number	Percentage (%)
1	Endanger lives	46	21
2	Drastic drain of resources	45	21
3	Social Incoherence	39	18
4	Ineffective education	42	20
5	Change tradition & culture	24	11
6	Destruction of social structure	20	9
Total		<b>216</b>	<b>100</b>

Source: field survey, 2024

Table 4 concerns itself on the challenges of conflict in the Savannah region of Ghana. Some of the challenges include life endangerment, drastic drain of community resources, social

incoherence, ineffective education, change of tradition and culture and destruction of social structure.



**Figure 3.** Pie Chart Showing Challenges of Conflict in the Savannah Region of Ghana

Figure 3 provides information on the challenges of conflict in the Savannah Region. The data clearly indicates that endangerment of life representing 21% is the key challenge in the Savannah Region.

After conflict and its related issues in the Savannah region, and per the view of respondents, ineffective education representing 20% is a major challenge to the leadership and folks of the region. Respondents further

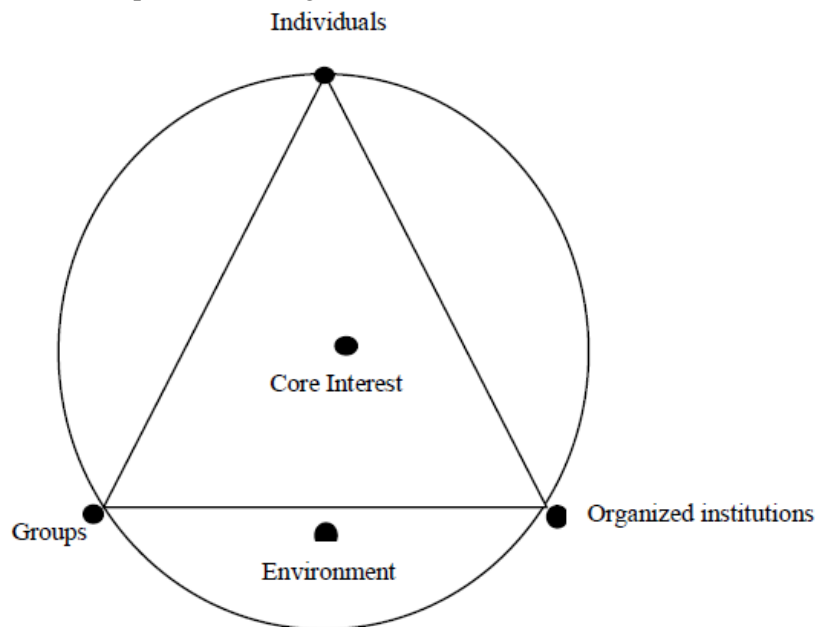
revealed that conflict exerts on society a series of negative impacts such as cultural and traditional structural change, social incoherence, loss of lives and property among others as indicated in the pie chart above. Objective 3 equally is satisfied with the responses of respondents.

## Discussion

A forum was organised for results presentation to the leadership and key stakeholders in the region for discussion and the best mechanisms to employ in overcoming conflict in the region. Equitable power sharing and clear role definition, equitable sharing of

community resources, and relationship building, chieftaincy succession issues were discussed and to work on them for sustainable conflict transformation and peacebuilding. The stakeholders for the session included traditional authority, the security, opinion leaders, assemblymen and women, politicians, the youth groups among others. Participants for the session were enthused for bringing to the fore a mirage of issues to discuss to enhance conflict transformation in the region. The outcome of the discussion was to establish effective collaboration with all the structures in society.

## Conflict Concept Diagram



**Figure.4.** Conflict Concept Diagram

Figure 4 is a conceptual view of conflict in society and how the environment relates with conflict.

In every environment, there are people (individuals), groups and organised institutions. Every individual in a particular point in time and location has an interest. Likewise, groups or organised institutions (Formal organization). Each of these three key thematic areas has an interest and their interest may conflict. That is why leadership and conflict transformation facilitator or practitioner must ensure everybody is involved in the decision-making process [25].

## Conclusion

The research used the best techniques and methods in gathering data for quality results. The validity of the work was enhanced as a result of proof reading of work. The commitment of respondents to the research work was encouraging and stakeholders in providing the needed information was apt and timely to aid the work. It was observed that matters of sustainable relationship building and understanding of roles were key factors to achieve a transformed society and peacebuilding. The region will develop and

expand if more sensitization work is carried out on effective social cohesion principles, good leadership and strong relationship building are considered as key focused areas.

## Conflict of Interest

Conducting the research, the research has no conflict of interest in the course of the study about any occurrences. Professionally, there is not any conflict of interest during the study.

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