


# Impact of training and reward on employee performance in Enugu state civil service, 2010-2019

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ARTICLE INFO	Abstract
<p><b>Keywords:</b> <i>the armed conflict, international intervention, Africa, peacekeeping, security governance.</i></p> <p>©2026 Author(s): This is an open-access article distributed under the terms of the <a href="#">Creative Commons Attribution 4.0 International</a></p> 	<p><i>Armed conflicts remain persistent in the modern-day Africa even after decades of attempts by international intervention. These wars, which have grown in complexity and transnational aspects, cast important questions about the adequacy, reliability and validity of international and regional responses to security crises in the continent. In this paper, the author discusses the characteristics and the reasons of armed conflicts in Africa today and critically assesses the crisis of international intervention. The research is qualitative, descriptive, and analytical based on secondary data of academic sources and international institutions. It uses case studies of important areas of conflicts in Africa and applies content analysis to extract patterns and themes. The research is based on the theories of international relations and achieves validity due to the triangulation of data. The findings revealed that modern armed conflicts in Africa are influenced by political unrest, poor leadership, ethnic, religious unrest, competition over resources, external forces, and increased insurgencies. The case studies of Sahel, Horn of Africa, Great Lakes, Sudan and Nigeria demonstrate diverse yet interdependent conflict dynamics. The UN, the regional organizations, and the international actors continue to intervene in international matters at an inconsistent rate and with limited effectiveness because of the political interest and logistical problems. These wars are devastating in terms of humanitarian and economic consequences, state institutions, and region security, and it is necessary to find African-led, inclusive, and sustainable ways of peacebuilding. The paper concludes that to solve armed conflicts in Africa, it is necessary to reinforce the African-led efforts, enhance the governance and restructure the international intervention frameworks to focus on context-specific, inclusive and long-term peacebuilding efforts.</i></p>

## 1. Introduction

African continent has traditionally been linked to a variety of armed conflicts, starting with large-scale civil wars and going down to small-scale insurgence and ethnic violence. The modern-day scholarship points out that these conflicts are not uniform or ahistorical; on the contrary, they are based on a multifaceted interaction of historical backgrounds, politics, and socio-economics. Africa has over the past decades been one of the epicentres of violent conflict in the world with a large percentage of armed conflicts taking place in the world today (Bere, 2026). The historical root of armed conflict in Africa can be traced back to the colonial era whereby arbitrary borders were created without respecting any ethnic, cultural or political fact. These artificial formations of states had a habit of uniting the rival communities under the same polity hence planting the seeds of post-independence conflicts. After gaining independence in the mid 20th century, much of African states inherited poor institutional and system of governance that were not well placed to deal with diversity and political competition. Consequently, the post-colonial period marked the shift in the nature of inter-state conflicts to the intra-state conflicts, such as civil wars and insurgencies (Stapleton, 2023)

The armed conflicts in Africa in the modern times are marked by complexities and persistence. The Armed Conflict Survey 2025 states that the sub-Saharan Africa has recorded consistent incidences of violence in the last 10 years, and the number of conflicts and deaths increased substantially since 2014. Even in the areas where there has not been any new conflicts, the old ones have either remained unchanged or deteriorated, especially in such nations as the Democratic Republic of the Congo, Sudan, and the Sahel region as a whole (International Institute for Strategic Studies). (2025). These wars are usually long-lasting and are not one-sided, as they can include such participants as state forces, rebel forces, and transnational extremist groups. The case change of nature and geography of modern African conflicts is a characteristic feature of African conflicts. Although previous wars were mostly rural and state based, recent research shows that the war has become urbanized with violence now being witnessed in urban areas through protests, riots, and various types of political movements that have yet to be fully understood (Shewly, 2025). This shift can be seen as a wider socio-economic shift such as the accelerated urbanization, population growth and political mobilization of urban populations.

The causes of armed conflicts in Africa are complex. The focus continues to be on weak institutions of the state and failures of governance because governments tend to be ineffective in the delivery of security, justice, and even basic services. This institutional weakness gives non-state armed groups a chance to form and exist. Also, the rivalry of natural resources, including oil, minerals, and land has contributed to wars in some parts of the world especially the Niger Delta and eastern Congo. Poverty and inequality are another source of grievances, which in turn increases the chances of joining armed groups. The ethnic and religious rifts also contribute a lot but scholars warn that such factors cannot be considered independently. On the contrary, they tend to overlap with political and economic interests, which results in the instrumentalization of identity to mobilize and escalate a conflict. Moreover, the spread of small arms and the participation of third parties have escalated conflicts and local conflicts have turned into regional crises (Ogbe et al, 2024) .

The emergence of terrorism and insurgency movements, especially in Sahel and Lake Chad Basin is also another dimension of importance. The activities of groups like Boko Haram and al-Shabaab have taken advantage of the state vulnerabilities and domestic discontents to increase their activities, which have led to the instability of the region and humanitarian disasters. These conflicts often cross borders and this makes them transnational and difficult to resolve. The rationale behind conducting the study is that the violent conflicts have continued to be dynamic and persistent in the continent and there is increasing concerns about the effectiveness of external responses. Even decades of peacekeeping, humanitarian intervention, and diplomatic intervention failed to stop Africa, which is still facing some of the most protracted and complex conflicts in the world, especially in the Sahel, the Horn of Africa, and the Great Lakes (Williams, 2016). This brings serious concerns as to why international interventions have not usually led to sustainable peace..

Researchers have found major gaps in the theory and practice. As an example, the Responsibility to Protect (R2P) doctrine, which is created to stop mass atrocities, has not been used consistently and selectively, which has discredited its validity (Bellamy, 2019). In line with this, the current literature notes that most interventions are concerned with the short-term stabilization rather than with the long-term state-building, and that underlying structural factors that drive conflict, including weak governance, inequality, and competition over the resources, are largely unexplored (De-Coning, 2018). Moreover, the incorporated international actors are not integrated with local views, and the international intervention strategies are less integrated, which results in a lack of relations between international actors and affected communities. The necessity to critically analyze these gaps and make the contribution to more effective and context-sensitive ways of conflict resolution in Africa is thus the motivation behind this study.

## **2. Conceptual and Theoretical Framework.**

The analysis of the contemporary armed conflicts and international intervention cannot be completed without a conceptual and theoretical framework as it will help in clarifying the key concepts and placing them into the existing international relations theories.

### **2.1. The definition of Armed Conflict**

Under the modern international humanitarian law (IHL), armed conflict is perceived as a factual circumstance of persistent hostilities among organized parties, irrespective of the official declarations of war. The concept of the International Committee of the Red Cross (ICRC) underlines that it is founded on perceived violence, and not political recognition, which is the difference between international armed conflicts (between states) and non-international armed conflict (within states). The recent literature also emphasizes two criteria that define armed conflict intensity of violence and the extent of organization of the participants in the conflict, which is a more complicated and multi-actor warfare (Balcells and Stanton, 2021).

### **2.2 Understanding International Intervention**

International intervention can be defined as the interference of external actors like states, regional or UN intervention in the internal affairs of another state to either control or solve the conflict. In modern literature, it can be seen that intervention has been transformed into multidimensional peace operations, which comprise military, political, and humanitarian approaches (Jasper & Moreland, 2015). Currently, peacekeeping is not considered to be a one-way and isolated mission, but rather, a global assemblage with multiple actors and interests (Schumann & Bara, 2024). Nevertheless, the problems of geopolitical competition, opposition by the host-state, and the lack of resources remain an issue to influence and restrict the efficacy of such interventions (Reeder, 2025).

### **2.3 Theories of Conflict**

The international relations theories give various perspectives on the explanation of conflict. According to realism, conflict is unavoidable since the international system is anarchic and there is competition over power. Liberalism, in its turn, focuses more on the place of institutions, cooperation and democratic governance in reducing the conflict. Constructivism deals with the role played by ideas, identities, and norms in defining the behaviour of the states. According to recent research, the situation with modern conflicts is most adequately explained in terms of an integration of these views because material power and social constructs have a certain impact on conflict dynamics (Schumann & Bara, 2024).

### **2.4. The Responsibility to protect (R2P) Doctrine.**

Responsibility to Protect (R2P) is a normative approach, which states that states have a primary responsibility to ensure that their populations are not victims of genocide and war crimes, ethnic cleansing, and crimes against humanity, and that the international community should intervene when states cannot. However, recent scholarship points out that its implementation has critical gaps, such as selective application and political bias, which makes it less credible (Moses, 2024). According to critics, even though it is a normatively appealing concept, R2P has not been able to turn into a consistent action especially on the African conflicts where the results of intervention are not always positive.

## **3. Methodology**

In this research, the qualitative research methodology will be used to analyze the present-day armed conflicts and the crisis of international intervention in Africa. Qualitative approach is suitable since the study aims at unraveling intricate political, social and institutional processes that cannot be sufficiently represented by quantitative variables. It allows having a deep insight into the patterns of conflicts, the strategies of intervention, and the factors that define them. The research design is mainly descriptive and analytical with a combination of the conceptual analysis and empirical evidence based on secondary sources. The research heavily depends on the secondary data source, the peer-reviewed

journal articles, policy reports, books, and the publications of the respectable international organizations, the United Nations (UN), African Union (AU), and International Crisis Group. These sources will supply us with sound and modern information concerning the trends of conflicts, intervention processes and policy discussion on the continent of Africa.

An analysis is also done using a case study approach to contextualize it. The conflict zones that are selected include the Sahel region, Horn of Africa, and the Lake Chad Basin that are analyzed to depict the character of armed conflicts that occur today and the role of international intervention. The selection of these cases is done depending on the relevance, the variety of conflict dynamics and the existence of notable international intervention. The case study approach enables the exploration of particular contexts in greater detail and provides the opportunity to compare the situation on a regional basis. The content analysis is also a method of data analysis used in the study. The review of the relevant documents and literature is performed in a systematic way, in order to reveal the themes, patterns, and gaps in the matters of armed conflict and international intervention. Themes in this regard will be what causes the conflict, the success of peacekeeping operations, the sovereignty question, and the problems that are related to the application of the international norms like the Responsibility to Protect (R2P). In the process, the study is a critical assessment of the existing knowledge and where interventions strategies have either been successful or not.

Besides, a theoretical analysis is included in the methodology. The paper uses realism, liberalism, and constructivism, which are the key theories in international relations, to make inferences and offer a broader analytical approach. This theoretical background can be used to explain the interest of state and non-state actors and the action of international organizations in the intervention of conflicts. In order to achieve validity and reliability, the study will triple data by using various and credible sources. The cross-referencing of the various literature kinds is one way of reducing bias and increasing the strength of the findings. Current and academic sources are preferred only to make sure that the analysis is up-to-date and represents the tendencies in the African conflicts and the intervention practice by the international community..

## **4. Results**

### **4.1 Nature and Causes of Contemporary Armed Conflicts**

Modern conflict situations on the African continent are manifold and sophisticated, and prolonged, which is a manifestation of internal and external factors. Most of the conflicts that are being experienced today are intra-state unlike the previous interstate wars and they involve governments, non-state armed groups and transnational actors (Clément et al, 2021). Such conflicts are influenced by political, economical, and social overlaps that sustain the development of the cycles of violence. Political instability and failure of governance is one of the significant forces. Poor institutions of the state, inadequate accountability and marginal politics tend to provide the conditions where grievances are transformed into violence (Figure 1). Weak states lose authority because of failing to offer security and other basic services, allowing armed groups to get influence (De-Coning, 2018). Unconstitutional regime transitions and coups especially in the Sahel, are other factors that destabilize weak political regimes.

Ethnic and religious conflicts are also factors that lead to conflict. Although the differences in identity are not the source of conflict per se, they are often politicized by the elites in order to gather the support and legitimize violence. In most African settings, power and resources distribution is set on ethnic or religious terms, fuelling the separation and escalating the conflicts (Basedau et al., 2016). It is highly dependent on economic factors especially control of resources. This has been attributed to the fact that the richness of natural resources like oil, diamonds, and minerals has been associated with the conflict in what is commonly referred to as the resource curse. Political elites, armed groups are fighting over these resources and the revenues are used to perpetuate violence. Simultaneously,

poverty and unemployment, as well as the inequality on a large scale, lead to the conditions, which encourage the recruitment into armed movements (Berman et al., 2017).

The other significant aspect is the presence of external forces and proxy wars. Local conflicts are usually internationalized by foreign states and other international actors who aim to serve geopolitical or economic interests by sponsoring local groups. These types of interventions may extend the violence and complicate the peace processes by adding more actors and conflicting agendas (De-Franco & Gelot, 2025). The emergence of the terrorism and insurgence groups has changed the character of the war in Africa. Organizations like the Boko Haram and al-Shabaab groups are taking advantage of the weak administration systems, border-openness, and domestic dissatisfaction to spread their activities. These organizations frequently cross national borders and conflicts thus become more diffuse and hard to contain (International Crisis Group, 2024).



**Figure 1: Characteristics and Reasons of Modern Armed Conflicts.**

#### 4.2 Contemporary Conflict Case Studies.

Africa has witnessed armed conflicts in the contemporary times that can be best explained by regional case studies where a variety of dynamics are observed to be interconnected due to failures in governance, identity issues and transnational factors. The Sahel region that consists of Mali, Burkina Faso and Niger that has become one of the most unstable conflict areas in the world. It is a region that has weak state power, military coups and militant Islamist groups that have grown at a very high rate. The recent years are marked by a surge in violence where extremist groups are involved in most of the conflicts that cause loss of life and mass displacement of civilians (Africa Center for Strategic Studies, 2025). Also, the porous borders, traffic of arms and the inability of the government to control the situation has allowed insurgents to act across national borders and this aspect has made the conflict very transnational.

The ethnic divisions, political fragmentation, and regional rivalries are the causes of conflicts in the Horn of Africa specifically in Ethiopia and Somalia. The case of the Ethiopian-Tigray conflict and the long-standing civil war in Somalia demonstrate that the conflict of governance structures and politics based on identity may transform into a long-term violence. These conflicts are also not easy to eradicate because of external actors and power politics between countries in the region (Dubale, 2024). Prolonged instability has long been experienced in the Great Lakes region and in particular, the Democratic Republic of the Congo (DRC) and Rwanda. In the eastern region of DRC, the war has not ended yet because there are various armed forces who are fighting over the mineral resources and the territories. The history of the Rwandan genocide still affects the tensions in the region, and the cross-border relations keep on creating new cycles of violence and insecurity. Such conflicts

usually have both local grievances and regional geopolitical interests as their basis (International Crisis Group, 2024).

The political power struggles, ethnic divisions, and weak states institutions form the basis of conflict in Sudan and South Sudan. The ongoing war in Sudan between the two warring military groups has caused massive displacement and humanitarian disasters and South Sudan still remains unstable despite the formal peace treaties. The participation of regional and world powers has made the conflict even more heated and a proxy war (Africa Center for Strategic Studies, 2025). Another very important case is the Boko Haram insurgency in Nigeria. The Lake Chad Basin Boko Haram and its splinters have been able to use governance gaps, poverty, and local complaints to continue to wage a violent insurgency since 2009. Nigeria and its neighboring counterparts have tried to curb the activities of the group through military means, but this has not been successful because of the cross-border operations and malleability of the group. The insurgency has also led to massive displacement and instability of the region.

The case studies help to realize that a modern conflict in Africa is not isolated, and it usually crosses boundaries of states and also includes various actors. They point to the weakness of state-based solutions and emphasize the necessity to develop regional and international policies to deal with the roots of conflict.

### **4.3. International Intervention in Africa**

Africa has become the epicenter of conflict management by the international intervention, where different world, regional, and non-traditional actors are participating in the conflict management. The goal of these interventions is to stabilize conflict zones, protect civilians and facilitate peacebuilding, however, their effectiveness is still disputed. The United Nations (UN) is on the forefront of peacekeeping in Africa and most of the UN missions in the world are found in the continent. Such activities are usually multidimensional in nature, such as civilian protection, disarmament, and institutional support. Nevertheless, the recent literature points to the increasing doubts regarding their efficiency, and that their years-long presence in places like the Democratic Republic of the Congo and South Sudan show little in terms of sustainable peace (Kuol, 2025). This has prompted more demands of change and more flexibility in UN interventions (Council on Foreign Relations, 2025).

The African Union (AU) has established its peace and security architecture, such as the Peace and Security Council and African Standby Force to enhance African solutions. The peace operations under the leadership of the AU have grown tremendously and currently 70,000 plus people are in various missions. The interventions have enhanced regional collaboration and local ownership of peace processes but they are frequently limited due to limited funding, logistics and coordination problems (Africa Center for Strategic Studies, 2023). On the sub-regional level, the ECOWAS, IGAD, and SADC organizations are important in resolving conflicts. The bodies have been in the forefront in intervening in such nations as Liberia, Mali and South Sudan with the focus on collective security as well as the stability of the region. Nevertheless, internal fragmentation, scarcity of resources, and conflicts of national interests, and external meddling by non-African forces usually cripple their performance (Abutima & Kandilige, 2026).

African conflict has also heavily involved western powers and NATO particularly by interfering in the African conflicts and engaging in counterterrorism activities as well as supporting peacekeeping missions. The partnerships of NATO with African institutions are an expression of the increased interest in cooperation security models. Although these interventions have the potential to augment capacity and deliver vital resources, they are usually condemned as escalating strategic interests and eroding local ownership of peace processes. China and Russia are some of the non-traditional players in African security that have gained prominence in the recent years. China has also increased its involvement by taking part in the UN peacekeeping and infrastructure-associated security participation, which is indicative of its more comprehensive geopolitical ambitions (Global

Observatory, 2023) . Equally, Russia has expanded the influence in the forms of individual military contractors and security alliances especially in the Sahel and Central Africa, where it tends to present itself as an alternative to Western influence. The given developments indicate a transition to a more multipolar intervention environment, in which rival world powers influence conflict relationships.

#### **4.4 The Crisis of International Intervention.**

The international intervention crisis in Africa is an indication of the increasing issues regarding the efficacy, validity, and reliability of external measures aimed at controlling armed conflicts. Although decades of peacekeeping and humanitarian activity have been involved, the interventions are being criticized more and more because of their inability to provide stable peace, which reveals the structural and political vulnerabilities of the world security governance. Selective intervention and double standards is one of the issues. Geopolitical interests usually influence international reaction to conflicts instead of humanitarian emergency. Certain crises get much attention and resources, whereas the rest are disregarded, and the viability of international norms is questioned. According to scholars, strategic factors often determine the priorities of intervention, resulting in an unequal and disjointed level of engagement between African conflicts (van Emmerik and Albrecht, 2025)

The tension between the state sovereignty and the humanitarian intervention is closely linked. Although there are doctrines, the Responsibility to Protect (R2P) which encourages the intervention to avert the occurrence of mass atrocity is opposed by most governments in Africa, which perceive it as infringing their sovereignty. This opposition has been manifest in the example of Mali, where the administration revoked permission to have UN peacekeeping forces, indicating the frailty of international legitimacy and collaboration (Sauter, 2024) . The second issue that is very crucial is the ineffectiveness of peacekeeping missions. Most missions have not been able to fulfill their mandates although they are being carried out on large scale. As an example, the UN mission in the Democratic Republic of the Congo which is a long-term one has been criticized of its inability to protect civilians and stabilize conflict zones despite being one of the largest and most costly missions in the history of the UN. Equally, institutional weaknesses like ambiguous mandates, absence of localization support and coordinations issues that have constrained the effectiveness of interventions in complicated conflict settings have been cited.

These complications are also worsened by funding and logistical constraints. Although the involvement of African-led peace operations as a more prevalent trend is growing, their capacity to operate is weak due to poor and unreliable funding. Any attempt to create more stable systems of funding has been politically hampered and slowed down in the institution, and missions have been left underfunded and overstretched (Van-Emmerik & Albrecht, 2025) . Also, ineffective infrastructure, uneven terrain, and inadequate equipment make the use and performance of peacekeeping forces problematic. Lastly, the humanitarian interests usually do not coincide with political interests. The strategic goals of strong states often influence interventions, and they might put counterterrorism, access to resources, or geopolitical power over peacebuilding in the long-term. This may result in stabilizing regimes without corrective interventions to root causes of conflict hence increasing instability. In addition, the increasing presence of various stakeholders such as regional forces and even the engagement of the military contractor companies that has brought rival interests that further makes coordination and accountability even more difficult (Deng, 2024).

The selective engagement, the sovereignty issues, the inefficiency of operations, the limitation of resources, and the contradictory political interests are the drivers of the crisis of the international intervention in Africa. These issues are indicative of more profound historical and socio-political processes that are based on colonial legacies and intergroup relations and still impact conflict dynamics and reactions (Molokwu et al., 2023). Ongoing violence and insecurity also negatively affect the development and state-building processes and make it more difficult to achieve the results of intervention (Ezeogidi et al., 2020). Also, weak systems of governance are caused by socio-cultural

realities and internal tensions in the society (Okezie, 2021), and the lack of resolution of social issues increases instability (Okezie, 2022), which supports the idea of inclusive and local-based peacebuilding approaches.

#### 4.5. Impacts of Armed Conflicts and Failed Interventions

The humanitarian, economic, political, and security effects of armed conflicts and failed international interventions in Africa have been very deep. Such effects are usually interrelated, which strengthens cycles of instability and underdevelopment on the continent. The humanitarian crisis is one of the most direct consequences, where the displacement is massive, there are victims and human suffering. Sub-Saharan Africa has been plunged into conflicts that have led to the loss of millions of lives, as well as the displacement of people in large numbers, the refugee population has grown in the recent years, and the internally displaced people (IDPs) have also grown. An example is the loss of many lives through violence in conflict situations and forced migration, with such parts of the world as East and Central Africa registering more than a million conflict related deaths in the past. Disruptions in access to healthcare, education, and basic services also characterize armed conflicts and aggravate human development outcomes, as well as exposes vulnerable populations to disease, malnutrition and psychological trauma.



**Figure 2: Effects of Failed Interventions and Armed Conflicts.**

Conflicts have drastic economic and developmental effects, beyond humanitarian effects. Literature indicates that armed conflict has a profound negative economic impact in the sense that it can decline GDP growth in sub-Saharan Africa by as much as 30 percent (Karwatka, 2011). Destruction of infrastructure, trade disruption and loss of foreign investment is another blow to weak economies. Also, conflicts are the cause of food insecurity and poverty since they interfere with agricultural systems and livelihoods as the example of Ethiopia where millions of people became victims of the conditions of famine following disruptions caused by the conflict. Such economic losses are barriers to the long-term development and make the situation worse. It is also the armed conflicts that make states fragile and governance is broken. Violence, corruption and loss of state control are additional weakening factors in weak institutions. In most of the instances, governments lose authority over certain areas of their lands, and armed groups that are not state actors are left to run their activities. War-like situations tend to undermine the perception of the citizens of the state in state institutions and decrease the rule of law, providing the preconditions of long-term instability. It has been found out that conflict is closely associated with political and social exclusion which also contributes to instability and destabilization of governance structures.

In addition, the consequences of war are not limited to national boundaries, and have important security consequences in regions and globally. Armed conflicts have a tendency of creating spill over effects such as contagion of violence, arms trade and migration of refugees to the neighboring states hence destabilizing whole regions. These processes are indicative of the larger historical and social interactions, which define human relations and conflict patterns (Chukwu et al., 2025). This instability also compromises the effectiveness of social protection mechanisms, further exposing vulnerable populations and marginalization to all affected populations, especially those who

are marginalized (Okezie et al., 2023). Moreover, the long-term insecurity interferes with the economic frameworks, declines productivity, and institutional capacity, thus preventing the sustainable development and organizational performance (Muogbo et al., 2025c). Instability is further caused by poor governance and ineffective incentive systems in institutions that reduce effective responses to conflict (Muogbo et al., 2025b). Development processes are also put under strain by environmental and sustainability issues that are associated with conflict (Muogbo et al., 2025a). Therefore, interventions that fail to consider these interrelated elements will contribute to the development of such instabilities, which explains the importance of considering such intertwined aspects of peacebuilding in a holistic and context-specific manner.

#### 4.6 Problems Confronting Conflict Resolution in Africa.

The issue of conflict resolution in Africa has many structural and contextual issues that have continued to challenge the sustainable peacebuilding. These insecurities lie within the institutional flaws, a lack of good governance, socio-economic dependency, and complicated cultural interactions, which combine to continue creating instability on the continent. Weak institutions are one of the greatest hindrances. The African states are typified by weak systems of governance that are not able to deal with conflicts properly, apply laws and provide state services. The causes of weak institutions are usually low coordination of peacebuilding efforts and state power in post-conflict areas (Figure 3). According to empirical data, weak institutions and fragility have a high probability of persistent conflict and lack of stability in sub-Saharan Africa (International Monetary Fund [IMF], 2024). It is impossible to have sustainable mediation, reconciliation and post-conflict reconstruction efforts without good institutions.

Close to it is the problem of corruption and leadership difficulties. Corruption erodes the confidence towards government, mingles the distribution of resources and the state power. Patronage, embezzlement, and the illegal financial flows are among the practices that undermine development and peacebuilding in most African countries. Research shows that corruption is a root of grievances and conflicts are more likely to occur as it enhances inequality and exclusion (Hope, 2023). Moreover, poor leadership that causes people to focus more on personal interests or political agendas rather than national stability increases tension levels and compromises efforts to achieve peace (Mlambo et al., 2023). The external dependency, especially the dependence on a foreign aid and international actors to solve the conflicts is another significant challenge. Although outside support may be helpful in peace processes, the over reliance has the effect of reducing the ownership and sustainability of the processes. There is an indication that aid to fragile and conflict-affected countries is less effective as it is associated with weak institutional capacity, which has a low impact on the long-run and perpetuates dependency cycles (IMF, 2024). Also, externally motivated actions are not always consistent with local realities, which makes them less legitimate and useful.



**Figure 3: The Problems in Conflict Resolution in Africa.**

Moreover, the cultural and social obstacles make the process of resolving conflicts difficult. The ethnic, religious and cultural backgrounds of the African continent may complicate the process of peacebuilding, in particular, in situations where the conflict is built on the basis of identity-based grievances. Political behaviour and the outcome of governance tend to be affected by cultural norms such as patronage systems and the loyalties of a given community. Studies have shown that both institutional quality and corruption in African states are influenced by socio-cultural processes to some extent, and this aspect also has an implication on the conflict resolution mechanisms (Boateng et al., 2024). Further, the disjuncture between the formal state mechanisms and the customary conflict resolution systems may establish gaps in the peacebuilding mechanisms.

There is a lack of leadership that also exacerbates these issues. A good conflict resolution should involve inclusive, transparent and accountable leadership that is able to bring dialogue and reconciliation. Yet, a lot of African countries are powerless in terms of leadership with the ability and willingness to resolve the root socio-economic and political dissatisfactions. According to Ioryue (2025), leadership approaches that facilitate inclusiveness, accountability, and sustainable development are crucial in the process of sustainable peacebuilding in Africa.

#### **4.7 Prospects and Recommendations**

The contemporary armed conflicts and crisis of international intervention in Africa need to be approached through the change towards more sustainable, inclusive, and context-specific strategies. This paper has indicated that only a combination of enhanced local ownership, institutional reform, and better coordination of stakeholders can lead to durable peace. One of the recommendations is empowering African solutions. Localization of conflict resolution builds legitimacy and makes interventions more in touch with local realities. The African Union (AU) and sub-regional organizations should further be empowered by better funding, logistics and political coverage. Initiatives that are headed by African people have a higher possibility of integrating indigenous knowledge and culturally sensitive strategies, which will enhance the success of peace activities.

The other opportunity that can lead to significant change is the reformation of the international intervention frameworks. There is the necessity to shift towards more unanimous, preventive, and long-term approaches to reactive and selective intervention. Preventing conflicts, early warning mechanisms and mediation should be given priority by the international actors instead of military responses as the main priority. Furthermore, the better the intervention mandates should be made more realistic and closer to the local context to enhance the outcomes. It is also important to improve the peacebuilding and post-conflict reconstruction. Sustainable peace goes beyond the termination of hostilities and entails the reconstruction of institutions, restoration of livelihoods and the mitigation of the causes of conflict. The probability of the recurrence of the conflict can be minimized with the help of more investment in education, infrastructure, and economic recovery. The inclusion of disarmament, demobilization, and reintegration (DDR) programs should be integrated with the larger development programs to achieve long term stability.

Moreover, good governance and accountability should be encouraged as a way of preventing and solving conflicts. State legitimacy can be bolstered by strengthening democratic institutions, creating transparency, and fighting corruption, and grievances, which are the primary causes of violence, can be minimized. Governments should also focus on inclusive governance by providing equal representation and inclusion of the marginalized groups in political processes. The contribution of the civil society and local actors cannot be ignored. Community leaders, grassroots organizations, and traditional institutions are very crucial during mediation, reconciliation, and peacebuilding. Their participation makes the peace processes inclusive and local sensitive. Capacity building and funding of these actors can make them effective and sustainable.

## 5. Conclusion

The analysis of modern armed conflicts in Africa and the crisis of international intervention provided information that the conflicts in the continent are multifaceted, prolonged and conditioned by interrelated factors in the form of political instability, poor governance, tension of identity, competition of resources and external forces. The case studies in the regions such as the Sahel, Horn of Africa, Great Lakes, Sudan and Nigeria have indicated that these conflicts are becoming more transnational and hard to solve. Moreover, although international intervention by the United Nations, African Union, regional organizations, and world powers have been vital, they are usually inconsistent, under-resourced and politically motivated and this restricts their effectiveness in bringing about sustainable peace.

The results also revealed that there were major impacts of these conflicts such as humanitarian crisis, economic recession, weak states, and insecurity of the regions. Long-term obstacles like poor institutions, corruption, dependence on externalities, and socio-cultural problems are still disrupting the conflict resolution process. Reflectively, the paper highlights the importance of a paradigm shift in favor of African-led, inclusive, and context-specific mechanisms of peacebuilding. To combat the cause of conflict, and ensure long term stability and development in Africa, strengthening governance, increasing local ownership, and reforming international intervention structures are required.

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