Ethnicity Bureaucracy And Political Leadership Institution Reform In Republic Of Guinea Conakry:

Toure Cheick A. Mandian*, Sity Daud * Russli Kamaruddin,

Faculty of Social   Science and Humanities, Department of PoliticalScience, History and Strategic Studies
Universiti Kebangsaan Malaysia

Abstract: This paper examine ethnicity bureaucracy and political institution reform in a democracy of the Guinea Conakry. Ethnicity has influence of natural resources which has resulted in conflict among ethnic groups. Influential The Distribution the impact of natural resource. This study adopted a qualitative research approach To Analysis a leadership and Governance challenges confronting the state as it relates to sustainable peace building, social and economic development, the political action of the state, civil society and development partners. The functionality of government and organizations, that, a critical analysis of leadership and governance crises in Africa, Those Africa's failures have come about largely as a consequence of frequent leadership change, lack of political orientation, policy reversal and weak institutional patterns. The study also examine a leadership selection process in Africa and that the leadership selection process in Africa takes the imposition pattern and that African leaders have frequently come to their position with limited experience. They must also be exposed and be prepared to face the challenges of leadership in a developing society. As Their Success depends on the quality of its future leaders

Keyword: *Ethnicity, Bureaucracy And Political Institution Reform*

I.   BACKGROUND OF STUDY

This study significantly focused on ethnicity bureaucracy and political institution reforms in guinea Conakry. This is against the backdrop of the political leaderships and governance challenge and development facts. According to Lansin (1977) Guinean Revolution' began with the freeing of the territory from colonialism and the formation of a national democracy, designed to suppress ethnic and social contradictions, and to guide the multitude in the battle against neo-colonialism, underdevelopment, and injustice. For examples Alan &, Boubacar and 'Olonisakin (2008) explained that Crucial to transform and strengthen state institutions in ways that will allow for the creation of an honest, well-functioning state and a dynamic private sector. Transition from post-conflict contexts to stable environments where sustainable growth can occur requires a series of interconnected actions that transcend social, economic and security considerations. Recognized security establishments guided by a democratic leadership can only be addressed if the state, civil society and international actors work in harmony.

However, According to Ana Carvalho (2011) social tensions, arising from both structural factors and the positions taken by the main actors, remain and may lead to societal conflict and pose obstacles or challenges to the building of democracy and social peace. The study examines the successful conversion and was considered as validation of the Guinean society's commitment to peace, democracy and social justice; it was a new page in the country's history. Nevertheless several attempts were built to introduce reforms to ameliorate social and political governance, including the decentralization of power and the implementations.
Republic of Guinea Conakry is located in West Africa, is bordered on the North by Guinea-Bissau, Senegal, and Mali; on the East and Southeast by Côte D'Ivoire; on the South by Liberia and Sierra Leone; and on the West by the Atlantic Ocean.

1.2 Introduction
Ethnicity and political institution bureaucracy in Republic of Guinea Conakry remained the cause of political leadership and governance challenges thus, the results are why Guinea still underdeveloped country from independence years (1958 until 2016). The political leadership is weak and the civil society is also weak thus, the Guinea Conakry political fails. Guinea needs to be democratic Nation and political institution reform is United States of American & France   to Address the Issue political leaders accusing Ethnicity bureaucracy and political institution Weak Reform. Guinea Conakry west Africa's most potential economic countries as it owns more than two thirds of the world's known bauxite deposits as well as sizeable iron ore, diamonds, gold, oil, Uranium, copper, and manganese and not to mention its enormous hydroelectric power capacity.

Report by Zoe Scott (2009) opined Regional and ethnic political factors were generally not explored in detail. The Study Emphasizes that reforms have tended to fail and those political elements are vital to the success or failure or reform efforts. However Political contextual factors and the impact of bureaucrats' and politicians' personal interests are most often talked over. Study by Niheer Dasandi (2014) the 'political-bureaucratic interface' refers here to how political and bureaucratic leaders engage with each other, and to the structural or institutional constraints and opportunities that influence their participation. The Study Examined Politicians and bureaucrats each have their own values, interests, thoughts, attitudes and different origins, builds, and degrees of power.

1.3. Literature review

Rajnandini Pillai, Ethlyn A. Williams investigates the relationship between voters' transformational and charismatic leadership assessments of President Clinton and Bob Dole, and actual voting behaviour in the 1996 Presidential election in the United States. The findings indicate that leadership evaluations have a significant impact on both intent to vote and actual voting behaviour, even after accounting for the influence of party identification. Michalchuk, Daniel John (1998) examined OSCE-sponsored legal reform and the prevention of ethnic conflict in post-Communist countries in Latvia, Estonia, Slovakia and Romania, and argues that after five years of involvement therein, the HCNM has not succeeded in building long term ethnic harmony. According to Bobai (2007) investigates the impact of ethnic, political and religious violence in Northern Nigeria, and a theological reflection on its healing. The authors examined the underpinning link between ethnic, political and religious violence and how it is related to the distorting influences of Christian-Muslim theologies, immediate and long-term effects of such violence through reflection study, and survey research. According to Osudibia, Kizito, Chike (2010) discovered that ethnic conflicts and political instability in Nigeria could be traced to the 1914 amalgamation of the different protectorate (South and East) by the Colonial master (British).

According to Wiese, Douglas John (1998) study used different theories of ethno-nationalist to examine conflict that occurred between the republics of Armenia and Azerbaijan in three Baltic republics of Lithuania, Latvia, and Estonia. Cole, Matilda Josephine (2012) examined the extent to which ethno-depoliticization strategies have been directly incorporated into the peace-building framework in Sierra Leone. The research revealed that within the peace-building framework, ethno-politicization is not directly acknowledged as a real and ongoing threat to peace and stability and hence, a prioritized component of the peace-building architecture.

According to Edel Hughes (2006), Political Violence and Law Reform in Turkey begins with an historical overview of the Kurds in Turkey and the background to the conflict in the Southeast of the country. The study further examines the manner in which the conflict has been dealt with by the Turkish authorities and looks in particular at the effect the imposition of emergency rule and draconian anti-terrorism legislation had on the enjoyment on human rights. The study concludes with an analysis of the impact of the reforms engendered by the European Union accession process.

Furthermore Choi, Jin (2012) examined ethnic exclusion, armed conflict, and leadership tenure in small-collision systems using data on the tenures of 982 leaders from. The result found that ethnic exclusion is good politics in small-collision systems, even if it could increase the risk of ethnic conflicts. Making valid causal inferences about 'ethnic conflict' is nearly impossible as a result (GILLEY, 2004). Rogers (2013) adopted a qualitative research approach the findings identified four main problems of governance and leadership; ethical and moral leadership, b) functionality of government and organizations, c) sound policies, and d) service delivery and discovered that government lack the political will, commitment, and absence of peaceful environment to achieve their goals.

Victor Alas (2014) argues that why members of some ethnic groups rebel against the state. We Examined theories that the presence of resource wealth moderates the effect of political exclusion. The Authors found that exclusion alone increase the likelihood of conflict, while the presence of oil wealth further raises the risk of war. According to Cole, Josephine (2012) the extents to which Etno-depoliticization strategies have been directly incorporated into the peace-building framework in Sierra Leone. However, some of the policy initiatives contained within the strengthening of democratic institutions, which also includes making ethnically-inclusive and ethnically impartial practices within public institutions as part of the performance evaluation of senior public servants. The study Domestic Ethnic Tatu Vanhanen (2014) argue that, Ethnic conflict seems to be common in all countries of the world where people are divided into separate ethnic groups, that may have a racial, national, linguistic, tribal, religious or caste basic. Two hypotheses on the political consequences of ethnic nepotism are presented: (1) significant ethnic division tends to lead to ethnic interest conflict in all societies and (2) The results support the two hypotheses by Tatu Vanhanen (2014) For example; Cultural conflict and post-conflict development, Blagojevic (2004) investigates Peace building in ethnically divided societies. The primary hypothesis argues that ethnic conflict is caused by a combination of factors, namely-ethnic emotions, a structural crisis, institutions, political entrepreneurs, and competition over resources. Ashutosh Varshney (2009) Study Scholarly work done on the topics of civil society to connect the two. The

conclusions of my recent, India-based project, 2 supplemented by non-Indian materials, suggest that the links between civil society and ethnic conflict are crying out for serious attention. The studies by Crawford, Ray (2013) Examined From the onset of the Home Rule Charter in 1973, the Office of the Mayor was moved over the responsibility for effective leaders, most specifically in the central fields of fiscal duty and community A secondary aim is to come up to the disruption in academic analysis with a specific focus on political leadership at the mayoral level. According Afegbua, Issa (2012) agreed that, a critical analysis of leadership and governance crises in Africa. Hence, the decline in moral and discipline caused by bad policies, eroded professional standards and ethics and weakened the system of governance. The study laid emphasis on leadership and governance in some selected African countries.Hong, Woo (2005) explain that the previous literature about institutional solutions on ethnic conflicts expected. All positive results however, empirical findings by authors showed more, complicated implications. According to Frombgen, Elizabeth (2001) employed the comparative historical method to examine the reasons behind the differential policy of the Russian state toward the secessions of the republics of Tatarstan and Chechnya, despite the existence of significant similarities between the cases. Vijay K. Verma (1998) Disagrees that, the conflict is as inevitable in a project environment as change seems to They must learn how and when to stimulate conflict and how to use it to increase the performance of project team members. Conflict need not have destructive consequences.

2.1. The politics In Guinea and democracy

Reporting by Policy briefing Ornanong, (2001) agreed that, the optimism that Guineans and their international partners felt two and a half years later, when the country's junta was replaced by an elected president, has largely given way to frustration and confrontation. Looked into the organization of the long overdue legislative elections has become the key root of discrepancy between the regime and the opposition, and protests have grown more and more fierce. Despite international mediation, cross-party dialogue is virtually non-existent, and the growing tension may derail the passage and still endanger the country's stability. This is especially dangerous given Guinea's institutional fragility, exacerbatedAccording to Antoine (2013) study Democracy in Developing Countries: a Case Study of Guinea, West Africa, 1990–2010. The finding trends confirmed that participants had varied views of leadership, which may contribute to the failure of democracy in Guinea. Results show If the multicultural adverse effects could be overcome through consociationalism, the implications for positive social change in Guinea include the potential for (a) a departure from its traditionally autocratic and nepotistic regimes, which would enhance human rights; (b) an increase in political stability, which would reduce conflict and unrest; and (c) an increase in socioeconomic development in the country, which could raise the standard of living for its population.Example by Victor (2005-2016) argued that Barry III bravely continued to speak of "resurgent strength," but the reduction of Socialist representation in the territorial assembly of merely three members signalled the end of the D.S.G. as a serious contender in Guinean politics. The P.D.G. was now fully in command of the territorial government. In Guinea the elections of March 1957 to the territorial assembly were a resounding triumph for the P.D.G. which won 56 of 60 seats. Of the 650,000 ballots cast in that competition, the P.D.G. received 500,000, the D.S.G. 100,000, 18 and the B.A.G. (Barry Diawadou's party) less than 50,000.

Furthermore Serrano and Edlira (2011) explained that Full development of human potential based on equality, solidarity and sustainability through democratic participatory processes is at the core of an alternative. the study examines then, how various forms of peoples' solidarity economies and state-initiated democratic participatory schemes become spaces or provide spaces for the development of counter-consciousness (outside the capitalist `common sense') and concomitantly build capacities for the development. According to Heid, & Langer and Mario (2011) they find a statistically significant positive relation between income and democracy for a post-war period sample of up to 150 countries. Their results are robust across different model specifications and instrument sets. However does higher income cause democracy, Accounting for the dynamic nature and high persistence of income and democracy?

2.2. Politics of developing countries System

According to Hoekman (2002) a key necessary condition for success will be to recognize the political economy of reform both at home and in partner countries. Therefore little progress will be taken in on key issues unless there are major stakeholders within countries that perceive the overall package to be beneficial. The studies examine a number of possible focal points that could be practiced both as objects and as benchmarks for reciprocal negotiations are discussed, as is the need for mechanisms to increase the domestic 'own. According to McKinnon, Roddy (2013) such systems may aim to smooth consumption and thus provide reliable income to older people, reduce poverty among the elderly, insure those no longer working against the risk of running out of funds, and promote equal treatment of men and women in retirement security even when however the increasing share of the elderly in the population of all countries makes implementation of

sustainable pension systems. The study benefits, and financing given a country's demographics, history, practices regarding family support of the elderly, political system, extent of informal labour, and fiscal situation.

Another Study by Zattler, Jürgen (2015) explained that First, evidence indicates that growing inequality can also be observed in many developing countries, in particular if top income and wealth evolution is taken into account, a phenomenon which is at variance with conventional economic theory. The studies examines Secondly, developing countries form an increasingly important part of the world economy. Therefore, options to combat inequality must take into account this broader picture. However Governments of developing countries must act on two fronts to contain rising inequality. Correspondingly, development institutions should go beyond their current focus on extreme poverty

3.1 Bureaucracy and Political institution Reform

Furthermore WANGSIK KIM (2005) Said that the nation depends on government executive positions in an institutional setting, which shapes preferences and goals of the political executives in the decision-making process. Still the beginning, international or domestic cases that provide government executives with opportunities for potential translation. Secondly, government executives utilize these opportunities for transformation. Thirdly, institutional context allows or limits them to initiate and implement structural reforms. Studies show that the institutional ties among executives, bureaucracy and business became formidable constraints and political challenges for the government executives to reform problem-ridden economies in Japan and Korea from 1997 to 2002. Another Study by Milkessa Midega (2014) explains that Building an inclusively representative and equitable bureaucracies in a multiethnic, multilingual and multicultural polity is a challenging phenomenon. Consequently, nine regional states and two chartered city bureaucracies were established besides the federal bureaucracy, Access to the Federal Civil Service institutions, thereby posing challenges to the constitutional vision of building equitable and multicultural bureaucracy.For example; Mushtaq (2002) was of the opinion on why growth enhancing institutions cannot be introduced or enforced, leads very quickly to the identification of powerful interests opposed to change who can impose unacceptable costs on others or the state if it came to a fight. The study examined the role of social power in explaining transitions. Groups that are opposed to an institution because it leaves them worse off can either try to stop its creation or they can subvert it after it has been. Study by Olsen (2005) found that in contrast, the work indicates that contemporary democracies are involved in another troll in a perennial debate and ideological struggle over what are suitable forms of government and government. That is, a struggle over institutional identities and institutional balances. Nevertheless the argument is not that bureaucratic organization is a panacea and the answer to all challenges of public administration. Another Study by AGBOOLA, Theophil (2016) the study examined the institutional interface of politics and administration in the public service to identifying the benefits or otherwise the interface of politics and administration, and assessed the role of bureaucracy and national development. The findings revealed that the public bureaucracy in countries is expected to play a leading role in the socioeconomic transformation through innovation and social engineering. For designing, building and sustaining effective and efficient administrative machinery in national development. The author's finding that the inability of government bureaucracy to deliver the much needed services to the citizens and the resultant decline in the standard of living of the people

3.2. Political Bureaucracy Reform in Guinea Conakry Study Reported by BUREAU OF ECONOMIC AND BUSINESS AFFAIRS(2013) Upon seizing power, Camara made several attempts to alter the contracts of large international mining companies including Rio Tinto, Rusal, and Anglo Gold Ashanti. Guinea's economy spiraled downward following the death of President Lansana Conte and a subsequent coup in December, 2008.However The second round of presidential elections, between opposition figure Alpha Conde and former Prime Minister Cellou Dalein Diallo, took place in November, 2010. Following the Supreme Court validation of the election results, Alpha Conde was declared the victor, carrying 52% of the vote. According to Cesi Cruz & Philip Keefer(2013) Argue that. From a sample of 439 World Bank public sector reform loans in 109 countries, the Study finds that public sector reforms are more likely to succeed in countries with programmatic political parties. However Bureaucratic reform is a priority of donor organizations, including the World Bank, .In many countries, politicians have little interest in the basic financial and personnel management systems that are essential to political oversight of bureaucratic performance. For Examples by Jeanette Hofmann (2016) the Study will focus on institutional practices in Internet governance.To the extent that the actors in Internet governance identify with its tale of inclusion and bottom-up policy making, they are struggling to achieve its goals Its performative power will be explored with regard to three common imaginaries: the imaginary of global representation, the democratisation of the transnational sphere and the possibility of improved outcomes.

3.3. Conclusion and Finding

Ethnicity and political institution bureaucracy in Republic of Guinea Conakry remained the cause of political leadership and governance challenges and the results are why Guinea still underdeveloped country since independence. The political leadership is weak and the civil society is also weak thus, the Guinea Conakry political embargo.For Guinea to achieve a democratic Nation, the political institution reform is inevitable.The optimism that Guineans and their international partners felt two and half years ago, when the country's junta was replaced by an elected president, has largely given way to frustration and confrontation.

However, the 'political-bureaucratic interface' in the governance of the country also needs to be overhauled in order to uncover the bottleneck in the discharge of duty by the bureaucrats in system of governance.

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