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Ethnicity or ethnic group is a category of people who identify with each other, usually on the basis of presumed similarities such as common language, ancestry, history, society, culture, nation or social treatment within their residing area. According to the Oxford dictionary ethnicity is the fact or state of belonging to a social group that has a common national or cultural tradition.

A persons ethnicity is their ethnic traits, classification or association. If your ethnicity is Nigeria you might speak a Nigerian language at home and eat Nigerian food or you may simply refer to yourself as a Nigerian and identify with your ethnicity in any other way.usually, ethnicity is a collective noun but in the singular and ethnicity is a particular ethnic group. The adjective ethnic relate to large groups of people who have certain racial, cultural, religions or other traits in common. In middle English ethnic means heathen. The word is from the Latin word 'ethnicus' from the Greek word 'ethnikas' foreign from 'ethnos' 'nation'.

In sociology ethnicity is a concept referring to shared culture and the way of life. This can be reflected in language, religion, material, culture such as clothing and cuisine, and cultural products such as:music and arts. Ethnicity is also a major source coersion as well as social conflict. The world is home to thousands of ethnic groups from the Han Chinese the largest ethnic group in the world to the smallest indigenous group some of which include only a few dozens of people. Almost all of these groups posses a shared history, language, religion, and culture, which provide group members with a common identity.

Ethnicity, unlike race, is not based on biological traits, except in the case of ethnic groups that recognize certain traits as requirements for membership. In other words, the cultural elements that define a particular ethnic group are taught, not inherited. This means that the boundaries between ethnic group are to some degree fluid, allowing for individuals to move between groups. This can happen for example, when a child from one ethnic group is adopted into another or when an individual under goes a religious convertion. It can also happen through the process of acculturation, where by members of a native group are forced to adopt the cultures and manners of a dominating host group. Ethnicity should not be confused with nationality. Which refers to citizenship. While some countries are largely composed of a single ethnic group, (Egypt, Finland, Germany, China) others are composed of many different groups (united state, Australia, Philippine, Panama).

Different ethnic groups do not use the same criteria to define group membership. While one group may emphasize the importance of a shared language, another may emphasize the importance of a shared language, another may emphasize the importance of a shared religious identity. Because ethnic groups are self-defined, it is important to remember that no single aspect of group identity(language, religion etc) can be used to sort people into one group or another.

Unlike ethnicity, race is based on physical traits that are inherited, such as skin color and facial features. Racial categories are broader than ethnic categories. Modern scientists regard race as a social construct, and racial categories, like ethnic categories have changed overtime.

On the other hand conflict is an interest.the basis of conflict may vary but, it is always a part of society. Basis of conflict may be personal, racial, class, caste, political and international. Conflict in groups often follows a specific course.

Conflict is defined as a clash between individuals arising out of a difference in thought. Process, attitudes, understanding, interest, requirements and even sometimes perception small issues between the two countries have triggered a conflict between them which has now become a major concern for both countries

HOW TO HANDLE CONFLICT

-Talk with the other person

-Focus on behavior and events not on personalities

-Listen carefully

-Identify points of agreement and disagreement

-Prioritize the areas of conflict

-Develop a plan to work on each conflict.

There are advantages to conflict. Conflict fosters an awareness that problems exist. Discussing conflicting views can lead to better solutions. Managing conflict is quicker and more efficient than letting conflict fester. Challenging old assumptions can lead to changes in outdated practices and processes.

PRIMARY SOURCES OF CONFLICT

Some of the main reasons are poor communication different communication style may lead to mis understandings between employees or between the management's. The lack of communication. Promote conflict 'underground'. Different values any workplace by individuals who see a different world.

ETHNIC CONFLICT

An ethnic conflict is a conflict between two or more contending ethnic groups. While the source of the conflict may be political, social, economic or religious, the individuals in conflict must expressly fight for their ethnic groups position within society.

Academic explanations of ethnic conflict generally fall into one of three schools of thought:primordialist, instrumentalist or construction is. Presently several political scientist have argued for either top-down or bottom-up explanations for ethnic conflict. Intellectual debate has also focused on whether ethnic conflict has become more prevalent since the end of the cold war and on devising ways of managing conflicts through instruments such as consociationalism and federalism.

CAUSES OF ETHNIC CONFLICT IN NIGERIA

A gamut haunts Nigeria the apparition of ethnic cleansing. It has already signaled its approach this takes form in over increasing acts of violence between diverse ethnic groups.

It might look like a horror movie, scene of diembowelled body of a pregnant woman, headless body of a man dead bodies of a child who died of hunger and so on. This wasn't fiction it's real. The ancient oil town of warri had exploded in violence between hither to CO-existing communities this explosion has left scars, visible and invisible some of the visible scars where corpses burnt out houses that where no more than hallow shells. The streets had a de solute look as business closed own and people fled the town in panic. This was the outcome of clashes between the three ethnic groups that make up warri the ijaws and urhobo on one hand and the iselaris on the other. The scale and ferocity of the destruction are quite alarming with hundreds of lives and properties lost. The antagonism among these ethnic groups is not new.

-poverty

One such factor the most powerful is the ever increasing level of poverty typified in joblessness, detenorating infrastructure etc. All these clashes are due to the fundamental crisis of underdeveloped, there is widespread poverty and this gives rise to a scramble for limited resources. Most of these communities are no better than slums. Industries are shutting down with the attendant consequences of job losses, most families find it difficult to feed themselves. There are no potable water, no goods roads, proper medical facilities, social infrastructures and no good schools. Environments such as these generates fear distrust hatred frustration, anger etc under such circumstances it is easy to believe that if the other ethnic group go away there will