



---

## Impact of Workforce Migration on Tapan Block; A study on Tapan Block of Dakshin Dinajpur District

**Dipankar Oraw**

Assistant Professor of Geography  
Trivenidevi Bhalotia College, Raniganj, West Bengal, India

**Dr. Debashis Das**

Professor of Geography  
Visva Bharati, Shantiniketan,  
Bolpur, Shantiniketan, West Bengal, India

### ABSTRACT

*Rural-Urban Migration is a feature of many developing countries. Often, rural areas are abandoned for a 'better' life in the city. This has led to a continued removal of potential human resource from the primary production sector of agriculture to other areas of Tapan Block as well as Dakshin Dinajpur district. This study identified the socio-economic characteristics of migrants from villages who are involved in the cities and examines their perceptions of the problems and benefits. A total of 506 respondents were randomly selected from 279 mouzas from Tapan CD Block of Dakshin Dinajpur District. They were interviewed using a structured questionnaire and collected data were analyzed using simple descriptive methods as well as Bi-variant Analysis. The results show that several 'push' and 'pull' factors encourage the workforce migration of single youths who are ill equipped in terms of education and skills acquisition to combat the difficulties associated with moving into a new location.*

*The impact of human-mobility on the economy of source and destination are debatable issue. While the researcher has found that migration can, in certain circumstances, have negative and some positive effects on locally born workers with comparable skills and knowledge. In this study, the researcher has made an attempt to investigate firstly, the impact of a variety of economic and non-economic factors on net state in-migration and secondly, the impact of net migration on the level of economic development in 11 Grampanchayet of Tapan CD Block.*

**Key Words:** Rural-Urban Migration, questionnaire, 'push' and 'pull' factors, workforce, out-migration, remittance,

## **Introduction:**

Workforce migration from Tapan Block is a common scenario since 2000 and enquiry about the motives is the most difficult part of the analysis of the process of migration. With regard to the determinants of population movement, distinction has been made between push factors and pull factors. Push factors are those that operate in areas of out-migration and compelled the people to move to other areas. Pull factors are those that operate in areas of in-migration and attract the people to those areas. In the present context all workforce migration are born out of growing process of industrialization, technological advancement, regional disparities in natural increase in employment potential in wages and unavailability of agricultural land at rural economic sphere are main the stimuli for work force movement.

Rural-Urban Migration is a feature of many developing countries like India. Often, rural areas are abandoned for a 'better' life in the city. This has led to a continued removal of potential human resource from the primary production sector of Agriculture to other areas of West Bengal as well as India. This study identified the socio-economic characteristics of migrants from villages who are involved in the cities and examines their perceptions of the problems and benefits. A total of 506 respondents were randomly selected from Tapan Block of Dakshin Dinajpur District. The impact of human-mobility on the economy of destination is a debatable issue. While research has found that migration can, in certain circumstances, have negative effects on locally born workers with comparable skills, the body of evidence suggests that these effects are generally small and may, in some contexts, be entirely absent. In this study, the researcher has made an attempt to investigate firstly, the impact of a variety of economic and non-economic factors on net state in-migration and secondly, the impact of net migration on the level of economic development in 11th mouzas of Tapan Block.

## **Objectives:**

The present study was undertaken with an overall objective to identify the socio-cultural status and women education in tribal society. The main objectives of the present paper are following

- ❖ To study the socio-economic conditions of migrants
- ❖ To find out the root causes of migration
- ❖ To understand the consequences of out-migration
- ❖ To understand the remedial measures to control out-migration

## **Data Base:**

To fulfill the above objectives primary data have been collected through intensive field investigation having well designed questionnaire. The primary information has been supplemented with secondary information as per requirement. The collected data have been analyzed and examined with simple percentage technique and different statistics techniques and they have been presented with suitable pictorial diagrams and in order to fulfill the above-mentioned objectives.

To fulfill the following research goal, the researcher collected some secondary data from different sources. These are;

- Data related to Population, Population Density, Male-Female ratio, Work Participation Rate, Dependency Ratio, etc. are collected from District Census Handbook,
- Data related to Social Welfare, Community Development, NREGS, NRHM, OYRS, RHS, FDS etc. are collected from Block Development Office,
- Data and Information from Local literatures
- Collected Data and Information from different government offices and NGOs
- Related Books, Journal, articles, and Theses
- Data of the District Employment Service on permanent or semi-permanent working status of Tapan Block,

## **Methodology:**

To fulfill the aforesaid objectives primary data collected through direct questionnaire method and personal interview from the workers who returned home and their family members. From the entire area 506 household is selected from 272 mouzas (small administrative unit) of Tapan block and secondary information has been supplemented as per requirement. In order to discuss the backwardness of the area, it has been studied through primary survey and presented the information in the form of percentage distribution and through different pictorial diagrams. The mouzas are selected in purposively on consideration of conveniences, such as access and communication, security, expenditure involved in survey etc. To considering the sensitive topic,

the researcher completed field study on October, 2013 and information is collected through door to door survey. Most of the socio-economic information is collected from a responsible respondent in each household.

### Study area:

The study area Tapan C. D. Block is located in the Southern middle portion of Dakhsin Dinajpur. And it lies between  $25^{\circ}08'15''$  N to  $25^{\circ}21'30''$  North latitude and  $88^{\circ}24'30''$ E to  $88^{\circ}42'15''$  East longitudes. Total population of the study area is 2, 50,504 (Census, 2011) persons and area is 445.63 km<sup>2</sup>. The area comprises of 279 villages. It supports 13.53 per cent of total population and 20.08 per cent of total land area of South Dinajpur. The study area consists of mainly Scheduled Caste , Scheduled Tribes, high caste Hindus, middle caste Hindus, others backward classes and Muslims.



### Spatial pattern of out-migration from Tapan Block

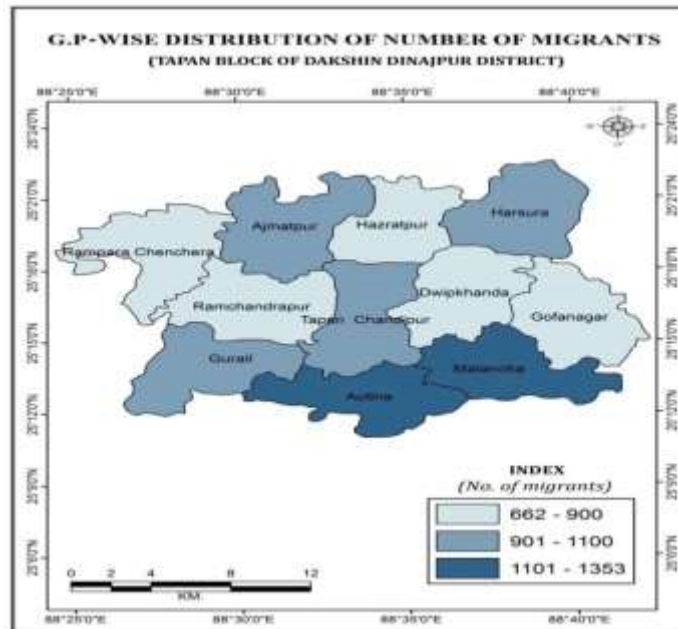
The study area Tapan Block is socio-economically remains as backward. Economical base of the area depends on agriculture. Directly and indirectly agriculture is the key of success of the area. But it is astonished that the cultivation of the area practices on the basis of climate (i.e. monsoon base). That is why gamble of monsoon is greatly effect on cultivation processes of the area. Cultivation of the region is totally obstructed due to deficit of rainfall or shortage of

duration of monsoon. Basically two types of crop are practices in this region, one is winter crop and another summer crop. Both of cultivation processes irrigation is needed more than one time due to scarcity of seasonal rainfall. And due to this ground water is also affected, it's failed to proper recharge and water cycle is also obstructed.

**Table: Shows Distribution of Migrants**

Distribution of Migrants SL No	Name of G.P	No of Migrants	%
1	G.P.I Ramparachenchera	672	6.42
2	G.P. II Ramchandrapur	699	6.68
3	G.P. III Ajmatpur	1021	9.76
4	G.P. IV Autina	1101	10.52
5	G.P. V Hazratpur	894	8.54
6	G.P. VI Tapan Chandipur	1045	9.98
7	G.P. VII Dwipkhanda	866	8.27
8	G.P. VIII Gurail	1056	10.09
9	G.P. IX Malancha	1353	12.93
10	G.P. X Harsura	1097	10.48
11	G.P. XI Gofanagar	662	6.33
<b>Total</b>		<b>10466</b>	100

Source: Collected from field survey



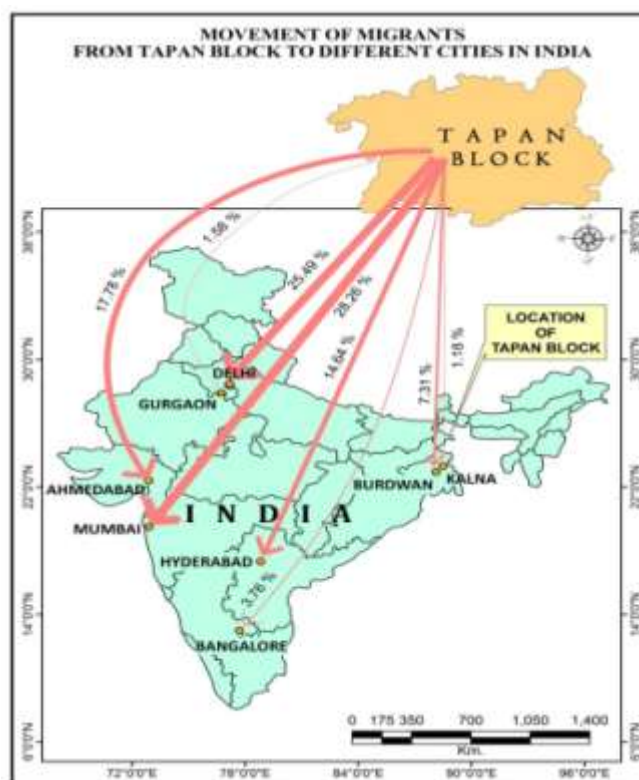
Source: Prepared by Author (Base map collected from Census of India, 2011)

**Table: 5.1 Destination of out-migrants from Tapan Block:**

Destination	No of Migrants	%
Hyderabad	74	14.64
Ahmadabad	90	17.78
Bangalore	19	3.76
Mumbai	143	28.26
Delhi	129	25.49
Gurgaon	8	1.58
Burdwan	37	7.31
Kalna	6	1.18
Total	506	100

Source: Collected from field survey

**Map: 5.1. Movements of Migrants from Tapan Block to different cities in India**



Source: Prepared by Author (Base map collected from Census of India, 2011)

Migration of unskilled workforce from Tapan C.D. Block of Dakshin Dinajpur district is a common scenario since last five years. More than 80% people of the block are depends on agriculture and cultivation of the area partially depends on rain water. So in the year of deficit rainfall farmers have no work and on the other hand the area have less education, less

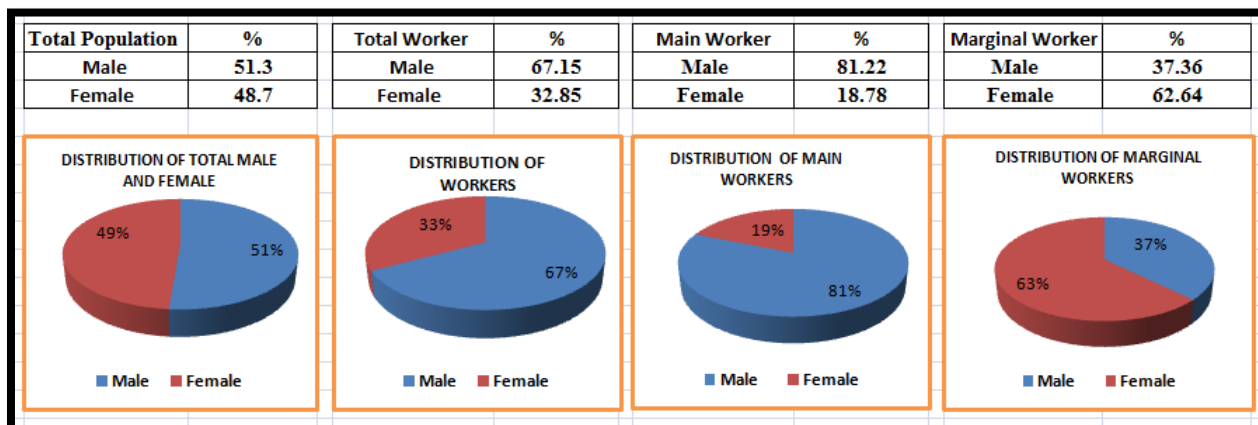
opportunity, less organization, so the workers are compelled to move from their origin in search of job. In this displacement they have their own choices for selection of working places. Highest proportion (28.26 %) of workers prefers Mumbai as their job place and 25.49 % of migrants choose Delhi, 17.78 % of workers choose Ahmadabad and 14.64 % chooses Hyderabad as their working place. But only 1.58 % of workers choose Gurgaon and 3.76 % are prefer Bangalore as their work place.

Migration of unskilled workers from Tapan C.D. Block of Dakshin Dinajpur district has been a common scenario since 2000 but its rapid growth has been noticed over the last five years. More than 80% people of the block are depends on agriculture and now a day's agriculture is not a profitable and prestigious profession. On the other hand cultivation of the area partially depends on rain water. So in the year of deficit rainfall farmers are lost work opportunities. So the workers are compelled to move from their origin in search of job. In this displacement they have their own choices for selection of working places. Highest proportion (28.26 %) of workers are like Mumbai as their job place and 25.49 % are choosing Delhi, 17.78 % of workers are choosing Ahmadabad and 14.64 % are choosing Hyderabad as their working place. But only 1.58 % of workers are choosing Gurgaon and 3.76 % are choosing Bangalore as their work place.

### **Causes of Out-migration**

#### **1. Lack of Job Opportunity:**

Population density of the study area is moderate (562 persons /km<sup>2</sup>) and it occupies 14.94 % of population of Dakshin Dinajpur district. The Block consist 51.30% male and 48.70% female out of total population and among the male population 67.15% are worker and 37.98% are non worker and among the female population 32.85% are worker and 62.02% non worker or dependent population. The area has great (62.24%) percentage of marginal workers those can help main workers in agricultural field. It is clearly understood that the demographic structure of the area is indicating under developed or developing economic condition. Job opportunity of the area is limited, so all the working population is unable to take proper job and ultimately they are workless dependent population. So they are compelled to migrate from their origin to outside in search of job.



## 2. Amenities and Facilities:

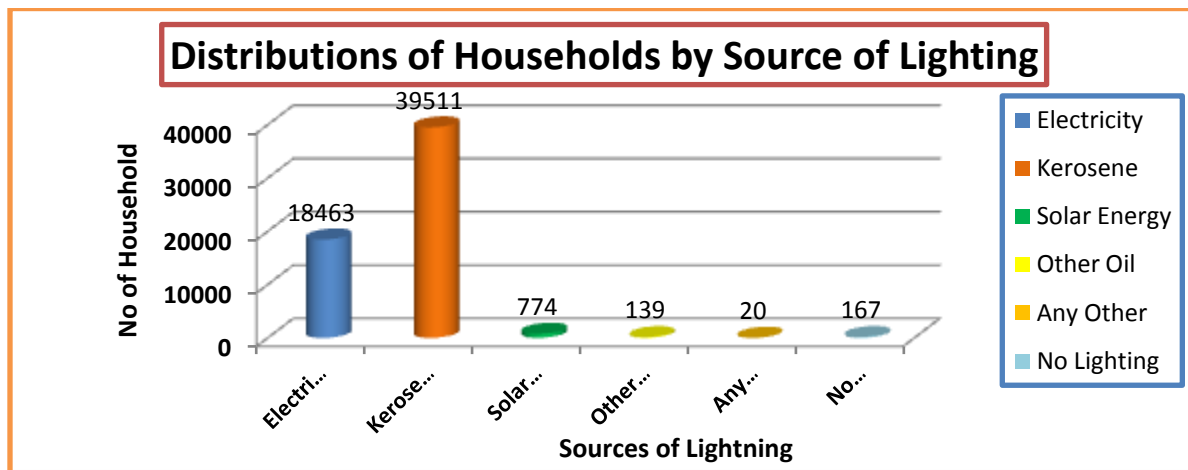
The study indicates that 31.26 percent inhabitant of villages are achieved electricity. That means 68.74 percent of the population continues to live without the benefits of electricity. In many villages though electrification has been done, maintenance of the power lines is a serious problem. Also, the transportation of equipments and movement of heavy vehicles is a constant logistic problem due to bad condition of road. It is surprising that till now 66.88 percent household uses kerosene for their source of light and 1.32 percent uses solar energy, 0.26 percent uses other oil and 0.28 percent have not proper source of light at evening. But they villagers are not worried because their leaders promise to them for electricity after complication of election.

### Distributions of Households by Source of Lighting

Area	Total No. of HH	Electricity	Kerosene	Solar Energy	Other Oil	Any Other	No Lighting
Total	59074	18463	39511	774	139	20	167
Rural	59074	18463	39511	774	139	20	167
Urban	-	-	-	-	-	-	-
%	100	31.26	66.88	1.32	0.23	0.03	0.28

Source: Census of India, 2011





### 3. Transport Facilities:

In the study area there is no such transport facilities developed. Only Gangarampur-Balurghat (Via Tapa highway and Nalagola- Tapan highway and some P.M.G.Y (Pradhan Mantry Gramsarad Yojona) roads passes through the area. Malda-Balurghat rail line passes through the northern part of the study area. The transport system of the study area is totally depending on public bus-service. No well state transport system is developed (except two bus Tapan- Cochbehar, and Balurghat – Malda via Tapan) in the study area. So transport and communication is another major problem of the area.

### 4. Market Facilities:

Economic condition of Tapan block depends on market or weekly hat. Hat is the soul of economic background of the area. Farmers sell their products at village hat and maintained their family needs. But the village market is totally controlled by the outsider middleman and they purchase all the goods by giving at minimum rates. So, ultimately the farmers of the area are victims. They have no such unions or groups which act for their benefits. Therefore they cannot protest against the middleman and they compelled to sell their products at minimum rates. Farmers of the area have no such communications networks which give them particular information about market rate of different hat of the area.

### 5. Banking Facility:

Inhabitant of Tapan block has negative relation with bank. Most of the families of the area are lies lower middle class and under the below poverty and they have no surplus capital deposit to bank. The Table shows that only 25.74 percent of households are able to get banking facilities and the rests are never go to the bank. Besides, most of the banks are situated at the

block main town (Tapan) and this is not easy to communicate from remote villages to the bank. Due to unconsciousness, most of the villagers are not aware of their facilities or reliefs which are directly deposited by the government.

**Table: Distributions of Household Availing Banking**

Area Name	Total number of households	Total number of households availing banking services	%
Sub-District-Tapan	59074	15203	25.74

Source: Collected from field survey

## Consequences of Out-Migration

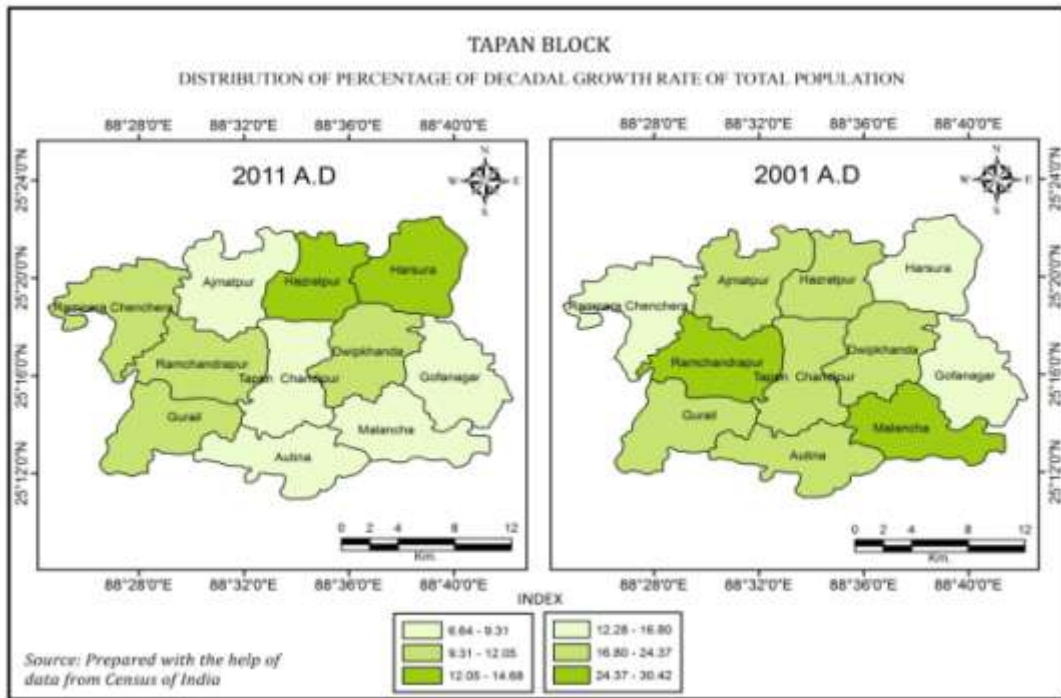
### i. Impact on Demography:

Migration has effects on both population of the places that people leave and on the populations of those in which they settle. These effects vary with different types of migration and length of migrants stay in places. The absence of large number of either men or women may have a limited impact on the sending society in short term but if they are absent for longer periods time their absence will have significant effects on population growth rates in the medium and longer terms.

Decadal growth rates (1991-2001 and 2011):

SL NO	NAME OF GP	Decadal Growth (2001-2011)	Decadal Growth (1991-2001)
		TP	TP
1	Rampara Chenchra	11.5	12.28
2	Ramchandrapur	12.05	30.42
3	Ajmatpur	9.31	21.85
4	Autina	7.55	21.64
5	Hazratpur	14.68	23.34
6	Tapan Chandipur	8.48	19.9
7	Dwipkhanda	11.83	22.57
8	Gurai	12	24.37
9	Malancha	8.01	26.63
10	Harsura	13.85	16.12
11	Gofanagar	6.64	16.8
TAPAN BLOCK			

Source: Collected from field survey



Source: Prepared by Author (Base map collected from Census of India, 2011)

## ii. Impact on Local Economy:

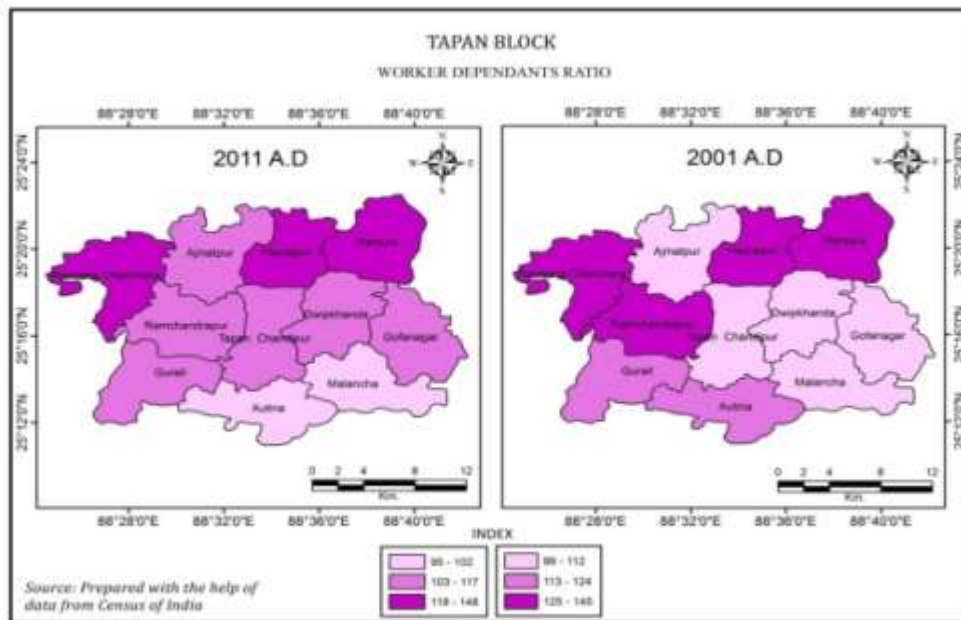
Workers of the study area migrate outside and they are contributing remittance money to their family. The family income and status of migrants growing up based on the remittance money. The study depicts that the family income of migrants is much higher than the non-migrant families.

The study also revealed that out-migration is not profitable all the time. Sometimes, so many workers waste their money due to migration without any profit. They are going to workplaces for work but the works are so difficult and they are unable to do the work and they return to home without remittance.

Table: Shows distribution of dependency ratio;

Sl. No	NAME OF GP	Dependency Ratio (2011)	Dependency Ratio (2001)
1	Rampara Chenchra	137	145
2	Ramchandrapur	114	134
3	Ajmatpur	117	112
4	Autina	102	122
5	Hazratpur	148	142
6	Tapan Chandipur	114	104
7	Dwipkhanda	113	102
8	Gurai	114	124
9	Malancha	95	107
10	Harsura	134	134
11	Gofanagar	115	99
TAPAN		119	121

Source: Collected from field survey



#### iv. Living Conditions:

Labour migrated from the study area, whether agricultural or non-agricultural, lives in deplorable conditions. There is no provision of safe drinking water or hygienic sanitation. Migrants invest remittance for better source of drinking water and sanitation facilities. They are

also improving their households and living places. After returning home migrants try to apply all those knowledge that they acquires at workplaces. :

**v) Labour Crisis:**

Study Area is an agro-based region of Dakshin Dinajpur district, so the agricultural labours are in constant demand throughout the year at agricultural field. But workers migration leads some adverse effects on agricultural sectors. Due to rapid migration of workers, cultivation processes faced critical labour crisis.

Table: Shows distribution of total migrants

SL No	Name of G.P	No of Migrants ( 2013-14)	% of Working Population
1	G.P.I Ramparachenchera	672	6.42
2	G.P. II Ramchandrapur	699	6.68
3	G.P. III Ajmatpur	1021	9.76
4	G.P. IV Autina	1101	10.52
5	G.P. V Hazratpur	894	8.54
6	G.P. VI Tapan Chandipur	1045	9.98
7	G.P. VII Dwipkhanda	866	8.27
8	G.P. VIII Gurail	1056	10.09
9	G.P. IX Malancha	1353	12.93
10	G.P. X Harsura	1097	10.48
11	G.P. XI Gofanagar	662	6.33
Total		<b>10466</b>	100

Source: Collected from field survey

**vi) Drop-outs:**

Work-force migration led to the activities of child labour which creates obstacles in their schooling. Child labours finally leave their school to go outside for work as a labour and they become a labour before finishing their education. The table shows that 76.28 % migrants are dropout students and they are compelled to leave their education for their family background and their won interest.

Table: Distribution of Drop out migrants;

Sl. No	Name of G.P	No of Sample Migrants	Dropouts	%
1	G.P.I Ramparachenchera	48	38	79.17
2	G.P. II Ramchandrapur	50	35	70
3	G.P. III Ajmatpur	46	40	86.96
4	G.P. IV Autina	50	38	76
5	G.P. V Hazratpur	40	33	82.5
6	G.P. VI Tapan Chandipur	48	33	68.75
7	G.P. VII Dwipkhanda	56	37	66.07
8	G.P. VIII Gurail	45	39	86.67
9	G.P. IX Malancha	62	51	82.26
10	G.P. X Harsura	51	35	68.63
11	G.P. XI Gofanagar	10	7	70
<b>Total</b>		<b>506</b>	<b>386</b>	<b>76.28</b>

Source: Collected from field survey

#### vii). Imported Diseases:

Migration is a process of social change during which people moved from one place to another place for short or long period of time. Through migration, geographical distribution of some Emerging Infectious Diseases (EID) spread in high frequency. Human movement and environmental changes are the main favorable factors for the spreading of micro-organisms. The mass movement of large numbers of people creates opportunities for the spreading of transmitted diseases (like HIV, AIDS etc). Human trafficking from Tapan Block led to increase the tendencies of chronic diseases (like cardiovascular diseases, mental health disorders, Diabetes, and Cancer). It also led to the increase of Lungs cancer, Hypertension, Injuries and disability to the workers.

#### Remedial Measures:

##### **I. Industrialization in Rural Areas:**

Major problem in the study area is unemployment, particularly underemployment. Thus, there would be a constant need for a package of labour intensive employment opportunities in villages. The masses concern is not with money but work. The problem of unemployment or underemployment in rural areas being an acute problem that can be solved or minimized through

the promotion and intensification of rural industrialization (like **agro-based, agro-allied and ancillary industries like animal husbandry, poultry, dairy, fisheries, horticulture, floriculture, piggery, apiculture, sericulture, etc.**). In addition, it should be supplemented with the provision of modern incentives to the farmers that may also retain the potential rural migrants for employment purposes in urban areas.

## II. Credit Facilities to the Rural Poor:

The poor farmers, landless parsons, unemployed youths and women in the rural areas should be provided with credit facilities and loan opportunities. Government should make loans and credit schemes available to the rural poor at much lower rate of interest to expand their farm, business and buy new crops. Again subsidies should be given on chemical fertilizers, insecticides, pesticides, herbicides, and other basic farm inputs.

## III. Daily Wages:

Daily wages for work is acted as the main stimulate of rural-urban migration. Due to the advancement of technology workers of rural areas are also come to know about daily wages of same work in urban work places. A rural worker can get maximum 200-250/- per day where as in urban areas they can earn 600-650/- per day. Workers of the rural areas decide to move to urban working places for highly paid job opportunity and they travelled long and long distance from their native village. To control the flow of rural-urban migration, government should implement some strategies for increasing daily wages of rural workers.

Table: Daily Wages of Source and Destinations Destination

Destinations	Daily Wages ( in Rs.) including over time	Daily Wages (at source)	Difference	Difference Per Month (Difference X 30)
Mumbai	600	200	400	12000
Guirat	550	200	350	10500
Chennai	600	200	400	12000
Bengalore	600	200	400	12000
Hydrabad	550	200	350	10500
Haryana	500	200	300	9000
Delhi	600	200	400	12000
Burdwan	350	200	150	4500

Source: Collected from field survey

## IV. Labour Bank:

Labour Bank is a proposed institute where workers of the rural areas enroll their name as member and enrollment cards will be issued to the workers. This bank will be maintained by the trained government officials who distribute job opportunity to the workers. Any institution or

organizations that are in need of workers in their commercial sectors, first of all they have to contact with labour bank and mention their requirements. Officials of the Labour Bank equally distribute the job opportunities. Labour Bank can be able to engage each and every enrolled worker and minimize the problems of pseudo unemployment in rural areas. The ultimate goal of a labour bank is to attempt to provide more and more financial assistance and welfare of the workers and it also tries to improve the financial status of workers.

#### **V. Smart Agriculture:**

Climate based smart agriculture is an approach that helps to guide actions needed to transform and reorient agricultural systems effectively to support development and ensure food security in the study area.

#### **VI. Government Schemes:**

There should have been effective implementation and regular monitoring of schemes and programmes launched by Government for better work/employment and poverty alleviation particularly, in rural areas of the country like Mahatma Gandhi Rural Employment Guarantee Act (MNREGA, 2006), National Rural Health Mission (NHRM, 2005), Integrated Rural Development Programme (IRDP, 1980), Community development Programme (CDP, 1952), Intensive Agriculture Development Programme (IADP, 1960-61), Marginal Farmer and Agriculture Labour Agency (MFALA, 1973-74), Training Rural Youth for Self Employment (TRYSEM, 1979), Rural Landless Employment Guarantee Programme (RLEGP, 1983), etc.

#### **Major Findings**

The major findings of the study are as follows;

- The study depicts that workers are rapidly migrated from those pockets of the study areas where population density is relatively high. Due to the fact the workers are not sure about their job opportunities and the compelled to decide to move outside as labour.
- The study also depicts that large family size is also play a vital role to migration. Dependents are trying to do something and migration as a labour is the best choice to them.
- The study also discusses about the socio-economic status of migrants before and after migration has taken place. It reveals that 16 percent of the migrant families after migration reside in mixed houses and they can able to upgrade their basic facilities like house amenities, drinking water, toilets and latrine etc.



- The study also found that in the study area the family size of scheduled caste, scheduled tribes and Muslims are higher than the family size of General caste. That is why dependent population much more on them. This is also act as push factor and workers are compelled to move outside in search of better employment for maintain their family.
- The study empirically indicates that the distribution of earnings and caste of migrants is significantly associated. The study shows that 18 percent of high caste Hindu migrants are earned 9500/- per month and most of the migrants of other caste are earned 7500 /- per month. Higher caste Hindus are able to earn the highest average (i.e 7600 /-) per month which is higher than the migrants of other caste.
- Among the migrants 31 percent are landless and 69 percent migrants have 1to 2 Bigha (1 Bigha=0.4004 Acre) of land. Inadequacy of own cultivable land they work as labour to others land and get minimum wages which is not enough for maintain their family expenditure. Due to the face they like to move other places in search of high paid jobs.
- The study also revealed that more than 71 percent migrants are leaved their school before completion of their education. The dropout students are migrated outside as worker and they become uneducated and unskilled labour.
- The study reveals that educational cost is higher day by day and the villagers of the study area are not able to avail it. This is also another cause of out-migration from Tapan Block.

### **Conclusion :**

In the study it is clear that uneven distribution of land among the rural people acts as determining factor in the rural-urban migration. Those who have no cultivable land they are working as a labour but their wages are not sufficient to maintain their family expenditure. If land is concentrated in a few hands; more people would not be able to do intensive cultivation. Uneven distribution of land also affects the cropping pattern and cropping intensity and thus reduces the labour absorption in agriculture,. For instance, absentee land lords may not do the intensive cultivation or they may do agro-forestry, requiring less labour. On the contrary, if land is distributed evenly among the people, more intensive cultivation can be done. Land reform programmes are likely to reduce migration among families whose land holdings are increased to viable size. In general, an effective land reform programme tends to reduce the rural to urban migration, especially from peasant household. The study shows that there are close inter-linkage

between rural and urban migration and development issues. Population redistribution through rural-urban migration distributes human resources of a country, again various developmental opportunities drives further rural-urban migration. A family who decides to migrate always calculates the economic benefits at the destination places after migration. There is huge need to spreading of awareness about family planning, improvement of per capita income, government schemes, rural development as well as social development. So that they may be self reliant and empowered to use their rights, only then they can take advantages of the manifold scheme launched by the government for their welfare. By improving their awareness about all round development, migrants can develop their village as well as of Tapan Block.

### **Reference**

- Chacko, E. (2007). From brain drain to brain gain: reverse migration to Bangalore and Hyderabad, India's globalizing high tech cities. *Geo Journal*, 131 – 140
- Choudhury, P (2010), Return Migration and Distributed R&D in Multinationals – A Study Using Micro Data. Working paper, the Wharton school, University of Pennsylvania
- District Census Handbook, 2011
- Khadria B (2002), Skilled labour migration from developing countries: study of India. Geneva: International Labour Office, *International Migration Papers*, No. 49.
- Ray chaudhuri J. (1993), *Migration and Remittances; Inter- Urban and Rural –Urban Linkage*. Sege Publications, New Delhi. PP 179-206.
- Ray chaudhuri J. (2001), *An Introduction to Development and Regional Planning; with Special Reference to India*; Orient Longman, Kolkata. PP 18-59.