CHAPTER 6
DEVELOPMENT OF MODEL CLASSIFICATION AND INDEXING DEVICES FOR 'LABOUR PROBLEMS' STUDIES

The objective of depth classification is to classify the microdocuments in a subject published in the recent past coextensively so as to expose pinpointedly by the thought contents thereby optimizing recall and retrieval ratios effectively and essentially (1). This study was undertaken to stimulate a situation through the methodology of preparation of such documentation list in the field of work.

The subject 'Labour Markets' where all the labour problems accrue was chosen to this study. Since this schedule has been confined to the 'Labour Problems', additions of isolates to the (BS) "Labour Economics take the form of depth schedule for other branches of Economics such as human resources (2) industrial economics etc. Once the subject was selected, before it was survey was done of the availability of materials on the subject in the various libraries a survey of the reference materials, and primary and secondary periodicals available. In this case, 'Labour Problems' which include labour economics', were also covered.
6.1. **Definition of Labour Market**

According to the *Dictionary of Economics and Commerce* by Hansow (193?), Labour Market is the environment in which wages are determined. Since there is a supply of labour and a demand for labour, there exist the two main conditions required for a market, in which the price of labour (wages) is determined, as are prices in other markets. Labour, however, is not homogeneous. For, in addition to non-specific labour, there are many different kinds of specific labour, and therefore as many separate markets for labour, though these are not completely independent of one another. Hence wages vary between different occupations.

6.1.1 **According to Encyclopaedia Britannica**

Markets in the most liberal and immediate sense are places in which things are brought and sold (4). In the modern industrial system, however, the market is not a place; it has expanded to include the whole geographical area in which sellers compete with each other for customers.

Alfred Marshall whose *Principles of Economics* (first published in 1890) was for long an authority for English-speaking economists (5) based his definition of the market on that of the French Economist A. Cournot: Economists understand by
the term Market, not only particular market place in which things are bought and sold, but the whole of any region in which buyers and sellers are in such free intercourse with one another that the prices of the same goods tend to equality easily and quickly.

To this Marshal added: The more nearly perfect a market the stronger is the tendency for the same price to be paid for the same thing at the same time in all parts of the market.

The concept of the market as defined above has to be primarily with more or less standardized commodities such as wool or wheat or shoes or automobiles. The word is also used to deal with real estate or for old marshes, and there is the "labour market", although a contract to work for a certain wage is not quite the same thing as the sale of a packed of goods. There is a connecting idea in all of these various usages—namely, the interplay of supply and demand.

6.1.2 According to International Encyclopaedia of Social Sciences (7)

In its broader sense, the labour market embraces all those institutions and processes relating to the purchase, sale and pricing of labour services. Its principal actors are the
individual workers, with his more or less unique pattern of abilities, skills, and preferences for various kinds of work and various combinations of rewards; workers organizations, which have as their purpose the improvement of labour's economic and social position through collective bargaining, mutual aid, and political action; the individual employer, with his more or less distinct pattern of manpower needs, hiring preferences, and personnel policies; associations of employers, with the (not necessarily exclusive) purpose of promoting employer interests in labour relations; and government. In addition to its role as employer, the lost-named plays a part in the labour market as regulator of employment conditions (for example, through minimum-wage legislation). Organizer (by such means as the public employment service), formulator of the law of union-management relations, and general economic planner.

The relative influence of these actors as well as the specific functions of each vary considerably from country to country and even from sector to sector within each country. Their interaction, within the framework of the pattern of output and the character of technology in the economy, determines both the allocation of labour among alternative
productive uses and the conditions of employment (including the pattern of rewards for work).

Of central importance in the labour market is the mobility of labour, that in the shifting of human resources into and out of the labour force and among firms, occupations, industries and geographic localities. These kinds of movement of workers embrace all the processes whereby labour supply adjusts to changes in the level and composition of the demand for labour. Analysis of labour mobility, therefore, becomes a means of studying and evaluating the total operation of the labour market. In addition to this relevance to the process of labour allocation, mobility can also be studied with reference to its contribution to individual goal fulfillment, as well as in the context of the class structure of society.

6.2. Concepts of Labour Market

The labour market, like many other useful abstractions, is easier to talk about than define. Conceptually, it is the area within which a given set of supply - and - demand schedules operates to determine wages and other terms of employment. In the idealized version of the "market", the end result is a "perfect" allocation of labour for, given the
pattern of consumer preferences, the pattern of worker preferences for alternative types of work, and the existing Technology. Consumer satisfactions could not be enhanced by moving a single worker from where he is to any other job.

The difficulty of defining a labour market operationally stems largely from differences of opinion as to how strongly the competitive forces of the foregoing model actually operate. On the one hand, at least since Coirnes (1874), the concept of "non competing" occupational groups has been recognized. This suggests the necessity for thinking in terms of a system of submarkets for labour. Also, evidence for the United States has revealed labour market on the part of both employers and by the traditional theory: as a consequence, substantial wage differentials for comparable work persist not only among local areas but within communities. Thus Reynolds (1951) has stated that most employed workers are not "in the market", in the sense of being aware of or interested in alternative jobs, and that as a consequence, each firm constitutes "virtually a separate labour market".

On the other hand, irrespective of the strength of competitive forces, there is a question of their existence.
Workers can and do move among firms within a community, among communities, regions, and indeed nations; they even move from one "non competing group" to another. From this standpoint, it is meaningful to talk about "the labour market", even if one recognizes the existence of related 'submarkets', within each of which the conventional forces of supply and demand operate with somewhat greater (although by no means perfect) vigour.

Perhaps the best summary of all this is Kerr's observation that labour markets have "Vague and Varying contours but no ultimate limits short of those for American society it....... Most labour markets are ...... in definite in their specification of the sellers and the buyers. Such a labour market is merely an area, with indistinct geographical and occupational limits within which certain workers customarily seek to offer their services and certain employers to purchase them" (1954).

6.2.1 Dimensions of Labour Mobility

As has been indicated, the movement of workers among jobs and labour market areas is at the core of the operation of the labour market mechanism. For analytical purposes, therefore, corresponding categories of mobility have been used to
classify the types of labour market changes made by workers: labour force mobility, employment mobility, interform mobility, exhaust all possible sources of change in the number, location, and function of human resources utilized in the productive process, they clearly do not represent mutually exclusive categories of labour market transactions since a job change frequently represents a combination of two or more of the types of movement described above.

6.2.2 Data and Measurement

Most mobility studies have focused upon the employment experience of a sample of workers over some period of time. Mobility may be defined as the actual movement of workers or as their willingness or propensity to move, given the opportunity and incentive to do so. The latter definition is more closely related to the basic assumption of conventional theory that workers are responsive to differentials in "net economic advantage". However, it poses serious difficulties of measurement, since "propensity to move" has no operational meaning except in terms of specific circumstances and incentives. Measurements of mobility have generally been made in terms of job shifts of various kinds made during the period under consideration. Results may be presented in
terms of average number of jobs per worker in terms of frequency distributions of workers according to the number of job shifts they have made.

6.2.3 Labour Market Decisions of Manual Workers

Studies designed to test empirically the traditional economic theory of wage determination and labour allocation generally have focused on the context to which the attitudes and actual labour market behaviour of worker are consistent with the assumptions of rationality on which the theory is based. Most of this research has related primarily to manual workers; there is need for additional study of white collar groups to identify whatever differences may exist between white collar and blue collar labour markets.

6.2.4 Employer Policies and Mobility

The recruiting methods, hiring practices, and personnel policies of employers tend to explain and to reinforce the pattern of labour market behaviour that prevails among workers.

6.2.5 Wage Differentials

The net effect of the labour market behaviour of workers and employers is to permit interfirm wage differentials in local labour markets that are both larger and more persistent than
competitive theory would suggest. It is nevertheless important to inquire to what extent labour supply considerations affect employer wage policies and tend to reduce differentials.

6.3 Social or Human Approach

The social concept of labour is an attitude that recognises that "labour is human and is a significant part of the organisation. It is an attitude that recognises the proper treatment of labour can be highly profitable for the firm, that is, an investment in labour can often prove to be as beneficial as an investment in capital".

According to the modern concept - the attitude towards labour is part of a broader management philosophy (6).

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Stock holders & Labour & Stock holders \\
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Management & Bond holders & Public \\
\hline
Customers & Government & \\
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The job of management today is that of juggling several balls without dropping any. Improper handling of the
responsibility to labour can be as disastrous to the firm as improper handling of the responsibility to stock holders.

Social or human approach towards labour is increasingly widespread due to 1) Procurement 2) Development Training 3) Compensation and 4) Integration.

'Labour Problems' is the traditional designation for that field of study later called "Labour Economics", 'manpower economics', the economics of industrial relations' or sometimes, the word "Labour" refers to that segment of the economy involving most human resources, their use, their incomes the institutions and the problems associated with their employment. More narrowly it is concerned with workers or employers other than managerial representatives. It thus forces intensively on analysis of labour as a factor of production, distinct from natural resources - capital and entrepreneurship. At the same time it must show awareness of the conditioning framework of a total economy and relations to the socio-political economic aspects of society as a whole.

6.4 Nature and Scope of Labour Economics

Labour economics undertakes to describe, analyse and theories about the organization, institutions, and behaviour
of the labour market in an industrializing or industrialized economy. Labour problems are important not only for workers and employers but also for all of us in our roles as consumers, voters, and taxpayers. As wage earners, we seek higher incomes, shorter hours, better working conditions, and employment security, as employers we must recruit, train, manage, and retain workers at wage levels and under working conditions that will enable us to operate at a profit. Interests and emphasis in the study of labour economics are constantly changing to reflect changes in a dynamic economy. One such major division has to do with the theory behind the development of Labour Movements. Like all economists the labour economists like to establish theories that will help in understanding casual relationships. A second major topic is the history of labour movements. Because history gives us a sense of relatively and makes it possible for us to determine causal relationships and test hypothesis, it is one of the economist's basic tools. Closely related to theories and histories of labour movement, a third important topic involves comparison of labour movements in various countries.

The comparative method has the value of helping us to see which propositions seem to be common to all countries and at
various stages of economic development, as well as which characteristics grow out of the unique conditions in each country. Collective Bargaining is a fourth major topic. The main approaches used by labour organizations to protect and promote the workers interests are collective bargaining and political action. Collective bargaining is a part of what is sometimes called "industrial" or "labour management" relations; it deals with such matters as union and management organization for collective bargaining, an analysis of collective bargaining issues, approaches negotiation and bargaining administration of labour agreement arbitration, the impact of collective bargaining on management decision making, and the broader implications of collective bargaining for the operation of the economy. As in most areas of labour economics, the study of collective bargaining has a theoretical as well as a descriptive aspect.

A fifth major concern - wage and employment theory deals with theoretical explanations of wage and employment determination and empirical investigations that seek to test various wage theories. Because of its implications for the efficient utilization of resources and therefore welfare of individuals and the nation, manpower economics has become an important
part of the labour field. This aspect of the subject deals primarily with the operation of the labour market and is concerned with the training, retraining, labour mobility, job creation, education and policies designed to improve our knowledge of present and future manpower requirements. Manpower economics also seeks to understand the influence of such factors as discrimination based on race/sex on manpower utilization. Public Policy is the last of the major divisions of Labour Economics. We have been pointing out. It is that division of Labour Economics which concern itself with governmental actions to solve or to contain labour problems. Like the problems themselves, the focus of public policy changes through time as old problems are solved and new ones arise.

In one sense the isolation of Labour Economics from general Economics is an artificial separation, for labour market theory is merely one aspect of general market theory and the same general principles of price and quantity determination apply here. Labour Economics is thus a special case of distributional Economics, and to understand the returns to labour and its employment, we must implicitly treat of other factors of production as well. Similarly the history of the labour movement is an interrelated segment of general
social history and so with labour law, labour politics labour philosophy and so forth.

6.5 Contributions of other Social Sciences

To the study of labour economics, other social science disciplines can contribute their particular approaches and theoretical knowledge. Their concepts and orientation may direct attention to variables that might otherwise be disregarded or oversimplified. A fairly comprehensive focus is important where, as is the case in the labour field, development plays an impressive role. As an illustration, enlargement of the concept of competition to include different types of institutional rivalry may serve to indicate the significance of certain social and political factors in economic evolution.

1. History

Obviously, History can contribute to a well-rounded view of economic change and sequence. For its knowledge and understanding, history draws on all of the social sciences. In other words, it is interdisciplinary. Thus, it helps to correct myopia from single-disciplinary vision (such as an exclusively economic interpretation of labour relations), and shows how changing social patterns (non-economic variables)
may influence economic results. Also, a knowledge of historical factors, helps to explain the relations between economic doctrines and contemporary economic structures and institutions. And histories of unions, Union - Management relations and union leaders, and even broad labour histories, may supply useful data for rough testing of hypotheses concerning labour and economic developments. 2. Political Science

In economic life, politics is a pervasive influence the subject of economics used to be called "Political Economy" before Political Science became established as a separate academic discipline, political science studied the Government of men, including the competitive struggle for votes, leadership and power. In both policy determination and its administration, the inter-relations and overlap of politics with Economics are extensive. To a considerable extent, the policies of economic institution (e.g: Corporation and Unions) are formed through the processes of their internal Government, whether they are democratic, Oligarchic or authoritarian in Nature. Business Management uses political concepts when it talks of its "authority" and "Prerogatives". Labour Unions have been referred to as political instrumentalities engaged primarily in economic activity,
also, they engage in political activity (1) and one does not need to subscribe to the doctrine that economic interests completely determine political action in order to appreciate the impact of organized labour on national, State, and local politics and on foreign affairs.

2. Economics
Another reason for interdependence between the two disciplines is that, in the solution of economic issues, political decisions (elections, legislation - and administration and Judicial determination) are an alternative to market settlement.

3. Psychology & Sociology
The disciplines of history and politics may contribute to labor analysis at various levels—the single institution (Firm/Union), or industry or areas, the nation (inter-state). Because of their focus and tools of analysis, Psychology and Sociology are especially useful at the in-plant Union, and local community levels. The analytical tools of these two disciplines include attitude surveys, public opinion polling, employee interviewing and counseling, and Clinical Techniques. Psychology and Sociology and particularly concerned with individuals and interactions within small
groups, in contrast to the bold use of aggregation in Economics.

To the analysis of employment and labour relations, Psychology and Sociology being their own special insights and modifications of purely economic and the psychological needs workers. The findings of group and social psychology are applicable to such matters as collective bargaining, strikes, and corporate decision making with respect to employment, sociology stresses status, class and other distinctions. Those factors help to explain how difference in social position arise among sellers of labour services (ex. between factory and professional employees) and how such differences affect work goals, work satisfaction and wages.

Sociologists are interested in the work place as a "Social System" under "Group Dynamics" they analyse' the structure and functioning of small groups within industrial plants and the influence of some factors upon labour unrest and productivity, on a broader scale, sociology deals with the theory of organization, theories of institutional development including bureaucratization, and organized labour as a social movement.
4. Industrial Relations

The collection, selection, and presentation of facts about labour may take various forms. In Industrial Relations most empirical work can be classified as history, topical surveys, case studies, statistical material or experimental results. Labour history marshals facts in a time sequence. Topical surveys represent a cross section through many units at one particular time. Case studies focus microscopically on one unit, usually treating the detailed facts both historically and cross-sectionally. Statistics offer facts in quantitative terms, which are summarized numerically. Laboratory experiments under properly controlled are relatively rare in Industrial Relations ordinarily, the investigator must make his observations while Industry is performing its regular functions and must use data that are a by-product of normal activity. A report of the results of any more or less controlled experiment could take the form of historical sequence or statistics.

Much of the recorded data in Industrial relations are in historical form. They consist of such material as narrative of Union and bargaining experience, reports of Company developments in Industrial Relations, stories or
organizational campaigns and strikes and biographies of labour leaders.

5. Statistics
Labour field was blessed by an abundance of statistical material. For over seventy years, the United States Bureau of Labour Statistics has been collecting and processing data. The Bureau provide statistical information on a great variety of subjects - employment, hours of work per week, wage scales, hourly and weekly earnings, cost of living for workers families labour turnover in industry, work stoppages, productivity and unit labour cost and so forth. These statistics are gathered periodically (monthly, yearly, or less frequently), and are broken down by industry by region and (for some series) by state or city.

Statistics are however tricky. Different statistics and even the same statistical series, can be used as proof of opposite conclusions. Attitude service and opinion polling in industry provide statistics that afford some notion of workers beliefs and even the intensity with which they hold their views. Despite the difficulties of formulating questions that will not bias answers and of reducing to numbers as intricate and entity as people's feelings, the
polling technique is a real improvement over introspection as a means of determining the opinions and aspirations of wage-earners and managers. The results, however, must be interpreted with caution by persons who understand the pitfalls and appreciate the range of possible interpretations.

6.6 The Treatment of Labour Economics in Different Classification Schemes

This section tries to give an indicative illustration of the different classificatory schemes prevalent and used for classifying the subject "Labour Economics". Any subject before allowing itself to be classified, always is a part of the classification of the universe of subjects. The point of interest is to find out, as to, in which level the subject labour economics will come of all

UNIVERSE OF SUBJECTS

SOCIAL SCIENCES

ECONOMICS

LABOUR ECONOMICS.

The subject Labour Economics rank in the Fourth Level of the classification of universe of subjects. The use of
identification is to show superordinate subordinate relationships.

6.6.1 Treatment in Various Schemes

Labour Economics as such is not treated in the different schemes of classification, but various aspects of development find their place in the Social Sciences.

'Social Science' has been defined by Webster's New International Dictionary as "the science or sciences of all that relates to social conditions, the relations and institutions which are involved in man's existence and his well-being as a member of an organized community.

Labour Economics as stated earlier is a multidisciplinary subject drawing from various other fields in the Social Sciences such as Mathematics, Sociology, Statistics, History and Information Science. As such these aspects have been indicated, under treatment in the following sections.

The Colon Classification may recognize Labour Economics as one of its primary/secondary basic subjects and place it in a position following Social Sciences. This would be a helpful sequencing of the subject for library classification.
The treatment of various aspects of the subject is as follows in different schemes for classification:

6.6.1.A Colon Classification. Ed 6

X Economics.
Labor Economics


300 Social Sciences
330 Economics
331 Labour
   331.1 Industrial Relations
   331.2 Wages
   331.3 - 331.6 Special Classes of Workers
   331.3 Specified Age Groups
   331.4 Women
   331.5 Sub-Standard Wage Earners
   331.6 Other Groups
   331.7 Labour by Occupation
   331.8 Other Topics
   331.88 Labour Organizations

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<th>3</th>
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<td>331.8</td>
<td>Working Hours and Conditions, Training etc.</td>
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<td>Labour Organization, Trade Unions.</td>
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<td>331.89</td>
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<td>331.9</td>
<td>Various topics, Agencies, Exchanges. Direction of Labour.</td>
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### 6.6.1.D Library of Congress Classification, Ed 3:

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Land
Agriculture
Corporation
Labour
Industries.

6.6.1.E Bliss Bibliographic Classification
T  Economics
TA General Economics
TB Social Economics
TC Land and Capital
TD Industries
TG Labour and Labouring Classes
TH Organizations, etc. of Labour
TI Machine Industries, Manufacture
TJ Business
TK Advertising
THR Trade Unions
TRV Foreign Exchange

6.6.1.F Reference Service and Bibliography, Vol. II By Dr.
S.R. Ranganathan & K.M. Sivaraman
X Economics
X:9 Labour
X:9hl:N20 International Labour Office
X:9k Encyclopaedia on Labour
X:9n Yearbook of International Labour Directories
X:9:p Labour Terms
X:9165 Convict Labour
X:925 Employment Agency
X:94 Industrial Hygiene
X:955 Workman's Compensation
X:958 Un-employment Insurance
X:96 Trade Union
X:977 Arbitration.


**Categories Ranked According to their Importance were as follows:**

07 Agriculture
09 Commerce Trade
06 Education Training
06 Industry
13 Labour
14 Demography, Population
02 Economic Policy, Social Science Planning
05 Culture, Society
04 Institutional Framework.

6.6.1.1 Subject Classification of James Duff Brown
L Social Science and Political Science
100 Political Economy (Economics)
Labour Economics.

6.6.1.1 Thesauric Facet for Engineering and Related

Subjects: Management, Environment Studies

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<td>ZJWSL</td>
<td>Restriction of Output</td>
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6.6.1.1 **Classification used by the UN system including UNDP**

- Agriculture, Forestry and Fisheries
- Culture, and Social and Human Sciences
- General Economics and Social Policy, Planning
- Health
- Human Rights
- Industry
- International Trade
Labour and Management and Employment
Natural Resources
Population
Relief Activities
Sciences and Technology
Social Security and Other Social Services,
Transport and Communication.


UF Economics
UF Agricultural Economics
UF Macro Economics
NT1 Keynesian Economics
UF Labour
BT1 Production Factors
NT1 Child Labour
NT1 Family Labour
NT1 Hired Labour
NT1q Male Labour
NT1 Migrant Labour
NT1 Part-time labour
NT1 Permanent Labour
NT1 Skilled Labour
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<td>Manpower</td>
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Labour Mobility

Uf    | Mobility (Labour)      |
rt    | Labour                 |

Labour Productivity

Bt1   | Productivity           |
rt    | Labour                 |

Labour Unions

USE   | Trade Unions           |

6.6.1.L. **UNESCO Thesaurus**

<p>| N    | Economic               |
| N02  | Economic History       |
| N04  | Economic Research      |
| No5/10 | Economic Theory |</p>
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</table>
Q52/15 Manpower & Labour Force, Working Population
Q52.1.20 Manpower Needs
Q52.20 Labour Shortages
Q52.30 Labour Distribution
Q52.30.10 Labour Mobility
Q52.30.20 Labour Migration
Q52.40 Labour Turn-over
Q53 Labour Productivity
Q55 Employment
Q56 Wages & Remuneration
Q60/69 Labour Relations
UF Industrial Relations Labour/ Management Relations
Q62 Labour Movement
Q63 Employers Organizations
Q64 Trade Unions & Labour Unions
Q64.40 Collective Bargaining
Q65/67 Labour Conflict
Q66 Labour Disputes
Q66.70 Industrial Conciliation
UF Labour Disputes Conciliation
Industrial Mediation
6.6.1.M

The Classification Scheme of the Information Exchange Centre of the National Research Council, CANADA

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Development of the Subject

The development of the subject has to be traced and examined under the following subdivisions namely Land Marks, History of Labour development in America and India and contributions of the Authors in the Field of Labour Economics.
6.7.1. **Land Marks**

6.7.1.1 **History of Labour Development in America**

The transformation that occurred in the labour movement with the New Deal and the Great Depressions does, however, stimulate one to look backward and make a few general observations, concerning the first century of union history. Unions initially developed among skilled workers in response to the competitive pressures generated with the rise of merchant capital lists. Thereafter, wage reduction frequently led to labour protest and strikes. The form and policies of labour organizations in America remained unsettled until near the end of the nineteenth century. Union insecurity became a traditional concern of labour leaders in America. Stress on survival was understandable in an "Open Society", characterised by heavy immigration, great labour mobility, rapid technological change, rising living standards and marked cyclical swings in business conditions (9).

The Great Depression and World War II largely accounted for the cyclical elements in the phenomenal upswing of organized labour between 1933 and 1945. Those elements included: (a) Governmental promotion of labour organizations, collective
bargaining, and labor standards; (b) the upsurge of industrial unionism that involved organizational innovations and a crusading spirit; (c) the resulting stock to AFL complacency, which set off a period of intensive rivalry and interunion warfare and (d) the substitution of friendly government policies for collective bargaining during the war, with employers largely forced to comply. The reaction that set in after the war had both cyclical and secular aspects. They included (a) strikes during the war and especially the great strike wave of 1945-46 (b) the postwar wage-price spirals, for which unions were partly blamed (c) the malpractices and corruption engaged in by union leaders and exposed by Congressional Committees (d) the extension of management privileges to wage-earners, with the shift toward a welfare concept of factory employment (e) the decline in physical violence and sympathy for strikers as employers stopped trying to operate their plants during strikes.

In the 19th century, employers and employees association resorted to a variety of legal, economic and community measures to combat unionism and to retain management's authority over the terms and conditions of employment.
The employer's creed of that period has the Puritanical appeal of simplicity and self-righteousness.

During the 20th century, dominant employer views have altered with regard to some aspects of unionism and all collective bargaining. (eg. long-term agreements and grievance procedures ending in arbitration). In other respects, employer opinion generally has been rather unchanging (Ex., Criticism of the Unions as monopolistic and stress on individual employee relations with management). The 20th century witnessed a succession of hostile and tolerant phases in employer attitudes toward Unions (the open shop campaign after 1900 and 1920 and the years of truce and acceptance during World Wars I and II).

More stability and less violence characterised the late forties, the fifties, and the early sixties, which could be considered an era of accommodation to industrial unionism and acceptance of collective bargaining. Management thinking on industrial relations has been influenced not only by such hostility - accommodation cycles but also by secular economic changes, statutory and other governmental developments, the rise of industrial unionism and the discoveries of social science.
Each decade from 1900 to 1940 saw a new management philosophy in scientific management, personnel management, and human relations. The fact that new management ideology was developed during the forties, fifties, and early sixties raises the question whether most of the possible approaches have already been tried, or whether industrial Unionism has made it difficult to develop a new approach that disregards organized labour and collective bargaining.

6.7.1.2. History of Labour Development in India

Labour movement in India started in the years 1875, about a quarter of a century after the advent of industrialization in this country. However the Indian Trade Union Movement did not come into being till 1918. The four decades between the birth of the labour movement and its transformation into the modern Trade Union movement witnessed the period of Social Welfare movement for the working classes, mainly on the philanthropic plane. It was no doubt a reaction against the unfair labour practices of the profit-seeking employers, manifested in the form of exploitation of female and juvenile labour, long hours of work, low wages, and unsatisfactory conditions of work and living; however the reaction took a
mild form, strictly constitutional in nature, such as investigations, memorials petitions, legal enactments, conference, committees and commissions. A few labour associations were formed and they were more for than of the workers. The social welfare period (1875 - 1918) of the labour movement could not solve the workers' problems but it paved the way for the trade union movement, by publicising the grievances of the workers.

The Trade Union movement was born in the immediate post-war period and such factor as political and industrial discontents, the difficulty in the resettlement of demobilized service personnel, the Russian Revolution (1917), the establishment of the International Labour Organisation (1919) and of the All-India Trade Union Congress (1920), and the Swaraj Movement (1920 - 1922) gave a fillip to the infant Trade Union Movement, right from its birth the movement took a political colour with an outside leadership, owing allegiance to political parties. In its infancy, it was soon captured left-wing leaders and the moderate section became a minority. The Trade Union Movement in India had a chequered career. Till 1947 it was geared to the purpose of attaining independence. Unfortunately, ever after 1947 the political
influence has not declined and, with the desire of all political parties to dominate the working class movement, political unionism has come to stay.

Indian Trade Union Movement at present suffers from such defects as dominance of outsiders, Political Unionism, inter-Union rivalry, multiplicity of Unions, low membership, unsound finances, absence of welfare measures, heavy reliance on government sponsored judicial machinery, and inherent weakness (10). At the same time, the exigencies of Economic Development demand and active responsible and constructive Trade Union Movement, which would assist developmental planning by increasing production fostering labour management cooperation and raising a disciplined force of workers.

6.8 Contributions of the Authors in the Field of Labour Economics

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Author</th>
<th>Period</th>
<th>Contributions</th>
</tr>
</thead>
</table>
| 1.    | Adam Smith   | 1723-1790| A learned professor with brilliant intellect, must be considered first of all in any chronological survey of great British names in economics since 1760. His *Wealth of Nations* and *Division of Labour* had been given an important role in History of Economics. Smith believed in private
<table>
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<th>S.No.</th>
<th>Author</th>
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</table>
| 2.    | Thomas Robert | 1766-1834 | Malthus is best known for his 'Essay on Population' first published anonymously in 1778. Malthus contended that the growth of population would always increase more rapidly than the ability of man to provide good for the extra months certainly. However these views were unpopular to his contemporaries and were later distorted by other to provide an excuse for keeping down wages, on the grounds that higher pay for the working classes was more than...
offset by the resulting increase in the size of their families.

3. J.M. Keynes 1883-1940

J.M. Keynes outstanding work are the 'Treatise on Money', two volumes 1930 and 'The General Theory of Employment, Interest, and Money', 1936. Keynes found himself writing in an age of severe economic depression. He was restless, therefore, with the problem of trade fluctuations and unemployment.

The classical Economists had, for the most part thought of unemployment as a temporary phenomenon which would right itself in the long-run, but Keynes, with his maxim that in the long-run, we are all dead was determined to provide a more speedily attainable solution. This theory is not merely for depressed times; it is truly 'General' - whereas classical economics always tends to assume that full employment exists. Keynes' principles are concerned with the economic problems of a nationwide, i.e., they examine prices, wages, employment and investment in aggregate.

4. John R. Commons 1919

Of the theories developed by American Labour Economists, the best known are those of
<table>
<thead>
<tr>
<th>S.No.</th>
<th>Author</th>
<th>Period</th>
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<tbody>
<tr>
<td>5.</td>
<td>B. WEeBS</td>
<td>1920</td>
<td>One of the most systematic and influential theories of the labour movement was developed by Sidney and Beatrice Webb, leading British Socialists. Like Marx, Webb's explained <em>the origin of labour movement</em> by the emergence of a separate working class. They defined a Trade Union as a continuous association of wage-earners for the purpose of maintaining or improving the conditions of their working lives. Webb's had an evolutionary theory of Trade Unionism which conceived the</td>
</tr>
<tr>
<td>S.No.</td>
<td>Author</td>
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<tr>
<td>6</td>
<td>Selig Perlman</td>
<td>1922</td>
<td>Selig Perlman, deduced an elaborate theory of the labour movement &quot;from the concrete and crude experience of the wage earners&quot; <em>(Theory of the Labour Movement, 1928).</em> He thought that a theory of the labour movement should include a theory of the &quot;Psychology&quot; of the labouring man &quot;Deduced from the working rules, customs and practices&quot; of labour organisations <em>(Selig Perlman, History of Trade Unionism (1922)).</em></td>
</tr>
<tr>
<td>7</td>
<td>Prof. John Hicks</td>
<td>1932</td>
<td>&quot;The Theory of Wages&quot; 1932.</td>
</tr>
<tr>
<td>9</td>
<td>John T. Dunlop</td>
<td>1944</td>
<td>He has developed a 'General Theory of Industrial Relations Systems; which he defined as the complexes of interrelationships among managers, workers and governmental agencies. His</td>
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</table>
### Contributions

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<th>S.No.</th>
<th>Author</th>
<th>Period</th>
<th>Contributions</th>
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Articles on:

|-------|-----------------|-----------|-------------------------------------------------------------------------------|

A contrasting approach to union behaviour was presented by Arthur M. Ross in 1948. (Trade Union Wage Policy, 1948). Criticizing Dunlop's Economic Model, Ross contended that unions generally are not well suited to a strictly economic analysis, that many interesting aspects of union behaviour cannot be explained by the logic of traditional economic theory. In Ross
<table>
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<th>S.No.</th>
<th>Author</th>
<th>Period</th>
<th>Contributions</th>
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</thead>
</table>
| 18.  | S.H.Slichter, J.J.Healy, E.R.Liber Nash | 1960   | The Impact of Collective Bargaining on Management. They point out how plants or companies that were about ready to close because of economic pressure were able, through labour relation and production methods, to become more efficient and profitable. They report that "instances of improvement in labour efficiency of as much
<table>
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<tr>
<th>S. No.</th>
<th>Author</th>
<th>Period</th>
<th>Contributions</th>
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</thead>
</table>
6.8. A Plan of Work

Preparation of depth schedule work connected with this can be
detailed below:

Collection of abstracts on the subject
Analysis of abstracts

The isolates picked up from the abstracts were then
Posted on to the kernel term record.

The kernel term record gives the following
information:

1. Kernel term
2. Reference to the abstract in which it occurs.
3. Manifestation - If speciator the isolate which it
speciates

NOTE:

1. Terms picked up from the abstracts which were
analysed did not cover the whole field of labour
markets, hence terms were taken from glossaries,
textbooks, etc.

2. Terms which occurred more than once and whose
manifestation was the same were noted down only once.

These terms were at first sorted out according to their
manifestation, thus bringing all the (P)'s together (E)'s
together and so on. Characteristics were standardized and
defined. Thereafter they were grouped according to the
characteristic used.
The schedule was taken, and tested by classifying 50 abstracts, and connections and adjustments to be made were noted.

The schedule was then finalised after carrying out the necessary corrections.

Index to the schedule was then prepared, the Kernel terms serving as the base.

An assortment of collected abstracts selected after scanning several primary and secondary periodicals were then facet analysed and classified with the help of the schedule prepared. The earlier analysis had to be modified in several cases.

The abstracts were then arranged in classified order and serialized.

A subject index to the abstracts according to POPSI (1975) was prepared and alphabetised.

Preparation and alphabetisation of the author index was the next step.

6.8. B Methodology
6.8.1 The Choice of Model

The freely facted classification system, namely, Colon Classification having the latest research on General Theory of Classification expounded by the late Dr. S. R. Ranganathan and followed by the later developments of the Documentation Research and Training Centre, Bangalore, was chosen. The core entity of study is "Labour Markets" as a whole and its subdivision.

6.8.2 POSITION OF THE BASIC SUBJECT

Universe of subjects

Social Sciences

Economics

Economic Resources

Economic Resource, Labour markets

6.8.3 Schedule of Isolates

The schedule is designed on the basis of latest techniques and principles developed at DRTC. Though this cannot be termed as a comprehensive list, to some extent, this is capable of analysis and arranging ideas and documents containing them in a sequence helpful to the majority of the specialist-users in the field of Economics. Terminology used
is based on the occurrence of technical terms in a sample of over 350 assorted micro-documents which has been supplemented by the user of reference documents. The isolates have been grouped using the principle of increasing concreteness in some places, principle of decreasing concreteness in some other places and the Cow - Calf principle Wall - Picture principle occasionally and the group strategy used.

6.8.8.3.1. **LIST OF QUASI ISOLATES IN (1P1)**

<table>
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<tr>
<th>SI No</th>
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13    -7 By Education
14    -71 By Place of Education
15    -72 By Level of Education
16    -8 By Economy
17    -81 By Economy
18    -82 By Social Status
19    -B By Labour
20    -B1 By Type of Labour
21    -D By Service Condition
22    -E By Kind of Benefit
23    -F By Product
24    -H By Sector
25    -H1 By Kind of Sector
26    -J By Fluctuation
27    -L By Behavioural Factors
28    -M By Language
29    -N By Theory
30    -P By Welfare
31    -R By Union
32    -R1 By Kind of Union
33    -U By Labour Relations
34    -V By Mode of Retirement
35    -W By Labour Market (man power)
6.A. Depth Classification for Labour Markets

6.A.1. Schedule of (1P1) Isolates

X2 Economic Resources
X2, Y1 Labour
X2, Y1, 5 Market

6.A.1.1 Spectators to (1P1)

-1 By employment
-11 Employed
-12 Self-employed
-13 Specific Employment Note:
   Division by (SD)
   (Illustrative)
-13A Scientist
-13L Health personnel
-13YX Social workers
-14T Teacher
-14BMY Player
-14 Unemployed
13X5 Shareholder
-13X51 Equity
-15 Employees
-16 Not taking employment
-17 Retired
-18 Surplus
-2 By grade of labour
-21 Manual
-22 Unskilled
-23 Blue collar worker
-24 Skilled worker
-25 Promotion workers
-251 Non-manual workers
-26 Supervisory
-27 Intellectual
-28 Clerical
-2B Creative, Research
-2B1 Leaders (Union)
-2C Technical
-2E Administrative
-2F By management
-2F1 Policy making
-2F1 Top management
-2H Talented
-2M White's colony
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</table>
-7 By Education

63A2 Individual Membership

-71 By Place of Education

-712 Mother Country

-713 Foreign Country

-714 Specific Country

Note: Division by (GD) (Illustrative)

-71456 Educated in UK
-71473 Educated in USA

-716 Returning after Study Abroad
-717 Returning back to Foreign Country

-72 By Level of Education

-72a Uneducated
-72c Educated
-72d Grammar School (o-5 y)
-72f Primary School
-72h Secondary School
-72i Public School
-72j Private School
-72k Higher Secondary School
-72m Vocational
-72p Comprehensive School
-72q Out of School
-72s University College
-72t Matriculates (Matriculation)
-72u Preuniversity, Intermediate
-72w Graduate
-72x Pass Course Degree Holder
-72y Honours Degree Holder
-72z Master Degree Holder
-72g Institute of Technology Graduate
-724 Research
-725 Masters
-726 Doctorate
-727 Postdoctorate
-728 Subject of Specialisation
Note: Division by (SD) (Illustrative)
-728B Mathematics
-728L Medicine
-728X Economics
-8 By Economy
-81 By Economic Status
-811 Upper Class
-812 Affluent Class
Middle Class
Upper Middle Class
Lower Middle Class
Backward Class
Methodological Controversy
By Social Status
Household
By Labour
By type of Labour
Foreign
Hispanics
Employer
Worker
Additional worker
Guest
Employees
Employee Characteristics
By Service Condition
Displaced
Subjective
Unfair
By Kind of Benefit
Beneficiary
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<td>By Behavioural Factors</td>
</tr>
<tr>
<td>L1</td>
<td>Overhead</td>
</tr>
<tr>
<td>L2</td>
<td>Discourage</td>
</tr>
<tr>
<td>M</td>
<td>By Language</td>
</tr>
<tr>
<td>M1</td>
<td>Language Group</td>
</tr>
<tr>
<td>N</td>
<td>By Theory</td>
</tr>
<tr>
<td>N1</td>
<td>Post Keynesian</td>
</tr>
<tr>
<td>F</td>
<td>By welfare</td>
</tr>
<tr>
<td>F1</td>
<td>Safety</td>
</tr>
<tr>
<td>R</td>
<td>By Union</td>
</tr>
</tbody>
</table>
-R1  By Kind of Union
-R11  Trade Unions
-R121  Trade Union Membership
-R112  Trade Union Power
-R14  Local Union
-R15  Nurses Union
-R13  Teachers Union
-U  By Labour Relations
-U1  Relations
-U2  Agricultural
-V  Retirement
-W  By Labour Market (manpower)
-Wb  potential manpower
-Wd  Manpower Reserve
-We  Active Manpower
-Wf  Observed Manpower
-Wh  Surplus Manpower (Redundant manpower)
-Wk  Underemployment
-Wn  Unemployment
-Wq  Disguised Unemployment
-Wr  Full Employment
-Ws  New Jobs
-Wt  Labour Using Job
-Wu Labour displacing job
-Wv Desired Employment
-Wy Vacancy
-X By Returns
-X1 Turnover
-Xll Rate
-Y By Model
-Y1 Time Model
-Y2 Macro Economic Model
-Y3 General Model
-Y4 Monopoly Model
-Y5 Political Model
-Y6 Economic Model
-Y7 Bargaining Model
-Y8 Asymmetric Information Model
-Y91 General Equilibrium
-Y92 Econometric Model
-YA1 Economic Theory
-YA2 Collyer Policy
-YB By Law
-YB1 Right to Work
### Matter Property Isolates

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>By Work</td>
</tr>
<tr>
<td>11</td>
<td>Work History</td>
</tr>
<tr>
<td>12</td>
<td>Policy Parameters</td>
</tr>
<tr>
<td>13</td>
<td>Program</td>
</tr>
<tr>
<td>131</td>
<td>Compensation</td>
</tr>
<tr>
<td>14</td>
<td>By Time of Work</td>
</tr>
<tr>
<td>141</td>
<td>HOur</td>
</tr>
<tr>
<td>142</td>
<td>Duration</td>
</tr>
<tr>
<td>143</td>
<td>Part-Time</td>
</tr>
<tr>
<td>15</td>
<td>By Type of Work</td>
</tr>
<tr>
<td>151</td>
<td>Job Training</td>
</tr>
<tr>
<td>152</td>
<td>Employment</td>
</tr>
<tr>
<td>153</td>
<td>Change</td>
</tr>
<tr>
<td>154</td>
<td>Pattern</td>
</tr>
<tr>
<td>16</td>
<td>By Plane of Work</td>
</tr>
<tr>
<td>161</td>
<td>Programatic</td>
</tr>
<tr>
<td>17</td>
<td>By Force of Work</td>
</tr>
<tr>
<td>171</td>
<td>Work Force</td>
</tr>
<tr>
<td>172</td>
<td>Force Attachment</td>
</tr>
<tr>
<td>18</td>
<td>By Place of Work</td>
</tr>
<tr>
<td>181</td>
<td>Firm</td>
</tr>
<tr>
<td>182</td>
<td>Industry</td>
</tr>
</tbody>
</table>
Enterprise
Company
Organisation
Institution
By Employment
Nature
Eligibility
Efficiency
Efficiency
Productivity
Construction
Conditions
Employment
Unemployment
By Level of Unemployment
High
Low
Vacancy
Job Search
Process
Enquiry
By Violation
Voluntary
<table>
<thead>
<tr>
<th>28</th>
<th>Job</th>
</tr>
</thead>
<tbody>
<tr>
<td>281</td>
<td>By Job Characteristics</td>
</tr>
<tr>
<td>2811</td>
<td>Pecuniary</td>
</tr>
<tr>
<td>2812</td>
<td>Occupational</td>
</tr>
<tr>
<td>28121</td>
<td>Occupational Group</td>
</tr>
<tr>
<td>2813</td>
<td>Self-employed</td>
</tr>
<tr>
<td>2814</td>
<td>Job Risk</td>
</tr>
<tr>
<td>3</td>
<td>By Unemployment</td>
</tr>
<tr>
<td>31</td>
<td>By Level of Unemployment</td>
</tr>
<tr>
<td>311</td>
<td>High and Low</td>
</tr>
<tr>
<td>4</td>
<td>By Economy</td>
</tr>
<tr>
<td>41</td>
<td>By Origin</td>
</tr>
<tr>
<td>411</td>
<td>By Agriculture</td>
</tr>
<tr>
<td>421</td>
<td>Function</td>
</tr>
<tr>
<td>422</td>
<td>Indifference</td>
</tr>
<tr>
<td>423</td>
<td>Distribution</td>
</tr>
<tr>
<td>424</td>
<td>Optimal</td>
</tr>
<tr>
<td>43</td>
<td>By Economic Status</td>
</tr>
<tr>
<td>431</td>
<td>Economic Mobility</td>
</tr>
<tr>
<td>432</td>
<td>Migration</td>
</tr>
<tr>
<td>433</td>
<td>Developing Economics</td>
</tr>
<tr>
<td>434</td>
<td>Agrarian Economy</td>
</tr>
<tr>
<td>5</td>
<td>By Service</td>
</tr>
</tbody>
</table>
51 By Education
511 By level of Education
5111 Doctorate
52 By type of Service
53 By Service Conditions
531 Qualifying Service
6 By Welfare
61 By Benefits
611 Benefits
612 Defined Benefits
613 Redundancy
614 Leisure
615 Compensation
62 By Welfare Theory
63 By Social Factors
631 Community
64 By Psychological Properties
641 Behaviour
65 By Area Wages in Labour Welfare
66 By Fluctuations in Labour Welfare
661 Capacity
662 Cyclical
67 By Influence
Allocation
By Constraints
Premiums
Hazards/Hazardous
Limiting Constraints
By Legal
Practice
Cases
By Wages
Wage
Wage Rate
By Method of Estimation
Augmented Philips Curve
Wage Differential
Pay
By Statistical Property
Statistics
Probability
Household Measures
Vacancy Statistics
By Status
By Government
State Government
By Faculty
- Central Government
- Regional Government
- Interregional

By Condition
- Equilibrium
- Aggregate
- Stable
- Neutral
- Meta Equilibrium
- Unstable
- Dynamic
- Disequilibrium

By Manpower
- Man-power
- Forward
- Backward

By Labour Market
- By Schedules
- By Food Stamps
- By AGE

By Age
- Youth
By Conditions in Labour Market

B

B1 Surplus

B2 By Environment

B21 Local

C By Structure of the Labour Market

C1 Structure

C2 Relationship

C3 By Type of Labour Market

C31 Dwell

C4 By levels in the Labour Market

C41 Levels

C5 By Status of Labour Market

C51 Short Run

C52 Veteran

D By Nature of Labour Market

D1 Disguised

D2 Competitive Competition

D3 By Employment

D31 Leaving

D32 Lifetime

D33 Public

D4 By Unemployment

D41 Recipient
E By Behaviour of Labour Market
E1 Behaviour
E2 Estimation
E3 Requirements
E4 Quality
E5 Average
F By Influencing Factors for Labour Market
F1 By Substitution
F11 Replacement
F12 Dispersion
F13 Adjustment
F14 Aggregate Dynamic
F2 By Factors
F21 Reliability
F22 Equal Opportunity
F23 Inequality
F24 Choice
F25 Natural Level
F26 Optimal Payment
F27 Manufacturing
G By Economy of Labour Market
G1 Cost
G2

By Financial Resources

G21

Inter-Sectoral Capital

G3

By Incentives of Labour Market

G31

Minimum Award

G32

Search Subsidy

H

By Fluctuation in Labour Market

H1

Fluctuation

H11

Seasonal

H2

Vacancies

H3

Temporary Layoff

H4

Inequality

H5

Uncertain

H6

Risks/Risk

H7

Inter-temporal

H6

Trend

HA

Demand/Demands

HA1

Excess Demand

Hb

Supply

HC

Rate

HC1

Natural Rate

HD

Dynamic

HE

System

753

House
I  By type of Imperfections in Labour Market

II  Imperfections

12  Susceptibility

13  Separability

14  Variability

K  By Utility

K1  Utility/Utilization

K2  Advantages

K3  Disadvantages

K4  Earnings

K41  Income

K42  By Fluctuations in Earnings

K421  Earnings Differences

M  By Earnings

M1  By Fluctuations in Earnings

M21  Earnings Differences

P  By Theory

P1  Basis

P2  Hypothesis

P3  Contract Theory

P4  Vita Theory

S  By Condition

S1  Normal/Normality
S2 Subnormal
S3 Supernormal
S4 Abnormality
U By State
U1 Identity
U2 Equality
U3 Similarity
U4 Compatibility
U5 Differences
U6 Continuity
U7 Coincidence
U8 Congruences
P By Suspectability
Q By Separability
S By Variable
T Variability
V By Generation
V1 Intergenerations
V2 Population
X By Value
X1 Selling Value
Y By Trade-off
Y1 Trade-off
6.A.3. **Energy Isolates**

1. By Creation

11. Creation/Create/Produce/bring into existence/start/begin/introduce/generate/launch/establish/inaugurate/Attitude

12. Assign/Attribute/Charging

13. Operating

14. Continuing

15. Implication

151. Application

16. Enclosed/Termination/Close

17. Abolish/Destroy/Destruction

18. Associate, Relate to Refer

191. Fluctuations

1A. Effect

1A1. Positive effect

1A2. Negative effect

AA3. Discipline effect

1B. Participation

1C. Matching/Comparison

1F. Differentiate/Differentiation/Contrast/Discrimination

1H. Provision

1J. Identification/Evaluate
Collective Agreements/Bargaining
Variations
Mandatory Bargaining
Multi-employer Bargaining
Commission Bargaining
Local Bargaining
Collective Bargaining Settlements
Negotiation
Approximation
Substitute
Intervention/Interference
Adjustment/Equalise/Balance/Adjust
Influence
Bias/orientation
Constraints
Obstruction
By objective
Social Objectives
Economic Objectives
By Change
Change
Decrease/Diminish/Lower/Reduce/Decreasing Decline
Minimise
Increase/increasing/Raise/growth/Argument
Maximise/Maximising
Fluctuations
Deflation
Inflation
Variation
Promotion
Job Evaluation
Job classification
Job rating
Job Satisfaction
By Search Process
Simulation
Trascational Approach
Theoretic Approach
Distribution/Distributing
Revising
Mixing
Joining/Connect
Integrate/Integration
Assemble/put together/agglomeration/Form/Construct
Formulate
Contract
Impact/Contact
By Rate
Income Tax Rate
By disjoining
Separating/Disconnect/Disarrange/Disorganise
Complicate
Divide/Subdivide/Sectional/Division/Sectionalise/Segmentation
Strikes
Legal
Illegal
Fail
Size
Effects
Strike Research
Disputes/conflicts
By Investigation
Investigation/Research
Postulate/Hypothesis
Observation
Experiment
Data collection
Analysis
Categorising
Sorting/Classifying/Selection
Rank/Order/Position
Reconsideration
Appraisal
Decision
Prediction
Testing/Test
Settlement
Expectation
Perspective
Evaluation/Assessment
Appreciate/Appreciation
Criticism
By Determination
Determine
Conventional
Final offer
Estimation/Calculation
Representation
Fair Representation
63 Measuring
64 Total
65 Designing
66 Construction/Building
67 Repairing
68 Modelling
69 React
7 By Development
71 Development
72 Improvement
73 Cultivation
74 Management
75 Planning
76 Organizing
77 Supplying
78 Standardization
7A Coordinating
7B Directing
7C Advise
7D Discussion
7F Utilization
7H Cooperation
7K Non-Cooperation
By Teaching
Teaching
Study
Survey
Viewing
Reviewing
Critical review
Explanation
Election Method
Outcome
Voting
By Type of Candidates
By Social Security
Pension
Provident Fund
Workman's Compensation
By Finance
Net worth
General Rescue
Profit
Profit sharing
Budget
6.A.3.1 Spectators to Energy (1E)

- 1. By Theory
- 11. View
- 111. Neo-Non-Montrahist view
- 12. Contract Theory
- 13. Equalising Differences Theory
- 14. Equilibrium Theory
- 141. General Equilibrium
- 15. Method
- 151. Econometric Methods
- 152. Okun Coefficient
- 153. Bargaining Model
- 154. Philips Curve
- 155. Feed Back Method
- 156. Understanding Method
- 1561. Individual Understanding
- 1562. Mutual Understanding
-16 Curve
-161 Consumption Function
-1611 Mananoma Consumption
-162 Production Function
-163 Employment Function
-1A By Information
-1A1 Business Information
-2 By Fluctuations and Cost Factors
-21 Variation/Variability
-22 Cyclical/Cyclic Patterns/Cyclical Behaviours
-23 Outlook
-24 Rational Expectations
-25 Structural Change
-26 Inflationary Expectations
-27 Economic Fluctuations
-27A Structural Determinants
-28 Braindrain
-2A Demographic Changes
-2b By Cost Aspects
-2B1 Turnover Cost
-2B2 Training Cost
-2B3 Cost Factor
-2B4 Opportunity Cost
-2B5 Benefit cost
-2B6 Area Living Cost
-2B7 Mobility Cost
-2B8 Psychic Costs
-2B91 Fixed Costs
-2B92 Transaction Costs
-2C By Type of Aspects
-2C1 Demographics Aspects
-2C2 Economic Aspects
-2D By Type of Contracts
-2D1 Staggered Contracts
-2E By Productive Characteristics
-2E1 Productive Decline
-2E2 Productive Growth
-2E3 Regional Productivity
-2E4 Short-run Productivity
-2F By Type of Activity
-2F1 Political Activity
-2F2 Economic Activity
-2F3 Social Activity
-3 By Earnings
-2H By Organiser Characteristics
-31 Weekly and Hourly Earnings
-32 Lifetime Earnings
-33 Panel Earnings
-34 Salaries
-35 Bonus Payments
-36 Regulating Earnings
-37 Real Earnings
-38 Racial Earnings
-391 Earnings Growth
-3A By Level
-3A1 Bottom Level
-3A3 Short Floor Level
-4 By Wage
-41 Wage Bill
-42 Wage Rules
-43 Wage Movements
-431 Inter War Wage Movements
-44 Wage Share
-45 Wage Rate
-451 Discount Rate
-452 New Wage Rate
-46 Flexible Wages
-47 Wage Changes
-4B  Minimum Wages
-4B1  Minimum Wage Low
-4A   Scheduled Wage
-4B   Wage Bargaining/Wage Bargaining
-4C   Wage Settlements
-4D   Wage Offer
-4E   Wage Subsidies
-4F   Wage Inertia
-4G   Wage Rigidity
-4H   Wage Location
-4H1  Heterogenous
-4I   Wage Adjustments
-4I1  Low
-4I2  High
-4J   Wage Distortion
-4K   Wage Differentials
-4L   Wage Inflation
-4M   Wage Determination/Wage Bargaining
-4n   Wage Uncertainty
-4O   Wage Resolutions
-4P   Partial Wage
-4Q   Real Wage
-4Q1  Structure
-4R Relative Wage
-4S Regional Wage
-4T Wage Formations
-4U Money Wages
-4V Hourly Wages
-4W By Wage Theory
-4W1 Money Wage Theory
-4W2 Wage Hypothesis
-4W3 Wage Equation
-4X Wage Reservation/Reservation Wages
-4Y Constant Reservation
5 By work
-51 By work Patterns
-511 Shift work/Shift working
-5111 Length of Shift
-5112 Late Shifts
-512 Part week work
-52 By Kind of worker
-521 Male
-522 Female
-5221 Children
-523 Individual
-524 Industrial Reserve Army
-525 Discouraged workers
-526 Paid
-527 Unpaid
-528 Recipients
-52A Group of workers/workers
-53 Substitutability
-53 By racial
-531 Racial and Sexes
-532 Racial Trends
-54 By Morale
-541 Morale
-542 Morale Hazard
-54 By central
-541 Work Place Control
-55 By Status
-551 Career
-552 Family
-553 Marital
-554 Lifecycle Setting
-56 By Time
-561 Time Series
-562 Time of Day
-563 Time Allocation
-564 Hours Restriction
-565 Shorter working week
-566 Overtime
-567 Commuting Time
-56A By Factor
-56A1 Casual Factor
-56A2 Outcome Factor
-57 By Job
-571 Vacancies
-572 Search
-5721 On the Job Search
-5723 Search Strategy
-5724 Corporate Strategy
-573 Risk/Riskiness
-574 Job Competition
-575 Job Matching
-576 Experience
-5761 Work Experience
-57611 Seniority
-57622 Juniority
-57A By Election
-57A1 Employee Election
-57A2 Political Election
-58 By Employment
-581 Condition
<table>
<thead>
<tr>
<th>Code</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>-5B11</td>
<td>Employment Instability</td>
</tr>
<tr>
<td>-5A</td>
<td>By Employment</td>
</tr>
<tr>
<td>-5Ay</td>
<td>Natural Unemployment</td>
</tr>
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<td>Veveridge Unemployment</td>
</tr>
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<td>Frictional Unemployment</td>
</tr>
<tr>
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<td>Voluntary Unemployment</td>
</tr>
<tr>
<td>-5A4</td>
<td>Structural Unemployment</td>
</tr>
<tr>
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<td>New search Unemployment</td>
</tr>
<tr>
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<td>Disequilibrium</td>
</tr>
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<td>Unemployment Disequilibrium</td>
</tr>
<tr>
<td>-5A7</td>
<td>Rate of Employment</td>
</tr>
<tr>
<td>-5A71</td>
<td>Accelerating Inflation</td>
</tr>
<tr>
<td>-5a</td>
<td>By Perception</td>
</tr>
<tr>
<td>-5a1</td>
<td>Managerial Perception</td>
</tr>
<tr>
<td>-5B</td>
<td>By Pension</td>
</tr>
<tr>
<td>-5B1</td>
<td>Private Pension</td>
</tr>
<tr>
<td>-5B2</td>
<td>Government Pension</td>
</tr>
<tr>
<td>-5B3</td>
<td>Pension Plans</td>
</tr>
<tr>
<td>-5B4</td>
<td>Pension Benefits/Improvements</td>
</tr>
<tr>
<td>-5C</td>
<td>By Pay Structure</td>
</tr>
<tr>
<td>-5C1</td>
<td>Pay Structure</td>
</tr>
<tr>
<td>-5C2</td>
<td>Compensation pay</td>
</tr>
<tr>
<td>-5C21</td>
<td>Injuries</td>
</tr>
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<td>Description</td>
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<td>--------</td>
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<td>Injury Rates</td>
</tr>
<tr>
<td>-5C3</td>
<td>Payroll</td>
</tr>
<tr>
<td>-5C4</td>
<td>Retirement pay</td>
</tr>
<tr>
<td>-5C41</td>
<td>Retirement Age</td>
</tr>
<tr>
<td>5C42</td>
<td>Retirement system</td>
</tr>
<tr>
<td>-5C422</td>
<td>Planned Retirement</td>
</tr>
<tr>
<td>-5D</td>
<td>By Age</td>
</tr>
<tr>
<td>-5E</td>
<td>By Education</td>
</tr>
<tr>
<td>-6</td>
<td>By Labour Market</td>
</tr>
<tr>
<td>-61</td>
<td>Market Policies</td>
</tr>
<tr>
<td>-612</td>
<td>Income Policies</td>
</tr>
<tr>
<td>-613</td>
<td>Employment Policies</td>
</tr>
<tr>
<td>-614</td>
<td>Public Policies</td>
</tr>
<tr>
<td>-615</td>
<td>Policy Implication</td>
</tr>
<tr>
<td>-62</td>
<td>Market Experience</td>
</tr>
<tr>
<td>-63</td>
<td>Type of Market</td>
</tr>
<tr>
<td>-631</td>
<td>Insurance Market</td>
</tr>
<tr>
<td>-64</td>
<td>By Demand</td>
</tr>
<tr>
<td>-641</td>
<td>Demand Relation</td>
</tr>
<tr>
<td>-642</td>
<td>Demand Model</td>
</tr>
<tr>
<td>-643</td>
<td>Commodity Demands</td>
</tr>
<tr>
<td>-644</td>
<td>Excess Demands</td>
</tr>
<tr>
<td>-65</td>
<td>By Price</td>
</tr>
</tbody>
</table>
-651 Relative Price
-652 Price Fluctuation
-6521 Price-level Uncertainty
-6522 Price Rates
-6523 Monopolistic Discrimination
-653 Inflation
-6531 Short Run Inflation
-65A By Elasticity
-65A1 Elasticity of Substitution
-66 By Rate
-661 Returns
-662 Quit Rates
-67 By Profits
-671 Profit Rates
-672 Profit Maximising
-67A By Quantity
-68 By Income
-681 Distribution
-682 Income Loan
-683 Income Transfer Program
-684 Income Maintenance Schemes
-685 Internal Income
-6A Tax
-6A1 Distortionary Taxes
-6A2 Negative Income Tax
-6A3 Income
-6B Taxation
-6B1 Progressive Taxation
-6C Tax Evasion
-6D Tax Incentives
-6E By Mobility
-6E1 Income Mobility
-6E2 Inter State Mobility
-6E3 Influencing Factor for Labour Mobility
-6E31 Academic Economists
-6F By Migration
-6F1 Place to Place Migration
-6F2 Rural Urban Migration
-6F3 Urban Rural Migration
-6F4 Less Developed Developed Areas
-6F5 Developed Less Developed Areas
-6F6 Regional Migration
-6F7 Interregional Migration
-6F8 Intermetropolitan Migration
-8F91 International Migration
Note: Division by (GD)
(illustrative)
-6F9156-42 Japan to Great Britain
-6G9156 To Great Britain
-6F9173-44 India to USA
-6F92 Immigration
-6F921 Earnings of Immigrants
-6G By Influencing Factors for Labour Market
-6G1 Dynamics
-6G2 Econometric
-6G3 Random
-6G4 Efforts
-6G5 Socio-Economic
-6G6 Industrial Capacity
-6G7 Absenteeism
-6G8 Linkage Development
-6G9 Escalator
-7 By Labour Welfare
-71 Safety
-72 Health
<table>
<thead>
<tr>
<th>541</th>
<th>Wealth</th>
</tr>
</thead>
<tbody>
<tr>
<td>-73</td>
<td>Human Wealth</td>
</tr>
<tr>
<td>-731</td>
<td>Human Capital</td>
</tr>
<tr>
<td>-74</td>
<td>Benefits</td>
</tr>
<tr>
<td>-741</td>
<td>Workmen's Compensation Benefits</td>
</tr>
<tr>
<td>-742</td>
<td>Fringe Benefits</td>
</tr>
<tr>
<td>-743</td>
<td>Insurance Benefits</td>
</tr>
<tr>
<td>-744</td>
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<td>Non Pecuniary Benefits</td>
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<td>-746</td>
<td>Related Benefits</td>
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<td>-747</td>
<td>Optimal benefits</td>
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<tr>
<td>-748</td>
<td>Quality of life</td>
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<tr>
<td>-75</td>
<td>Licencing</td>
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<tr>
<td>-761</td>
<td>Occupational Licencing</td>
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<td>-76</td>
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<td>-78</td>
<td>Production</td>
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<td>781</td>
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<td>-791</td>
<td>Subsidies</td>
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<td>Description</td>
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<td>By Type of Economy</td>
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<tr>
<td>811</td>
<td>Behaviour of Economy</td>
</tr>
<tr>
<td>81A</td>
<td>By Government</td>
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<tr>
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<td>State Government</td>
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<td>81A2</td>
<td>Regional Government</td>
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<td>81A4</td>
<td>National Government</td>
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<td>International Government</td>
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<td>81A6</td>
<td>Multinational Government</td>
</tr>
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<td>82</td>
<td>Lay-off</td>
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<tr>
<td>83</td>
<td>Efficiency</td>
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<tr>
<td>84</td>
<td>Recall</td>
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<td>Segmentation</td>
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<tr>
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<td>Threat</td>
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<td>Accumulation</td>
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<td>Assets</td>
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<tr>
<td>88</td>
<td>By Conditions</td>
</tr>
<tr>
<td>881</td>
<td>Economic Conditions</td>
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<td>882</td>
<td>Economic Characteristics</td>
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<td>Economic Characteristics</td>
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<td>Personal Characteristics</td>
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<td>883</td>
<td>Interaction</td>
</tr>
<tr>
<td>8831</td>
<td>Employer-Employee</td>
</tr>
</tbody>
</table>
-884 information
-8841 Imperfect
-8842 Personal
-885 Value
-8851 Exchange value
-886 Acceptance
-887 Interruption
-888 Place
-8881 State and Areas
-8891 Sample Relativity
-8892 Agency
-8893 Adjustments
-88931 Firm Adjustments
-8894 Procedures
-88941 Decision Making Procedures
-8895 Requirements
-88951 Material Requirements
-8A By Technology
-8A1 Technology
-8A11 Robots
-8A12 Information-age
-8A2 Manufacturing
-8A21 Manufacturing Industries
6.A.4. **Schedule of Phase Relation (PR)**

&a In relation to
&b Based intersubject
&c Comparison
&d General (interface)
&f General (intra array)

6.A.5. **Schedule of space isolotas (S)**

Common modifiers of space and time and not given in the present work as the space isolotas and time isolates of Colon classification can be used.

6.B. **Test Classification**

6.B.1 **Classified Part**

To test the efficiency of the depth classification schedule, a sample of 54 article titles were classified using this schedule. Based on the results of the classification, the schedule was slightly modified and the titles re-classified according to the modified schedule.

The following 54 test classification samples illustrate not only the efficiency of the schedule but also the methodology for classifying according to it.
1. $X_2, Y_1 - 18 : 1A - 6F2$


BHATIA (KB). Rural - urban Migration and surplus Labour. (Oxford Econ. pap., Nov. 1979, 32 (3), PP. 403 - 14).

2. $X_2, Y_1 - 2P - 72t - 2M : 1X - 3$


3. $X_2, Y_1 - 332 : 1A - 6B$


4. X2, Y1 - H12 0t 3, B17 : 74 : 5G
   Economic Resource, Labour - Public and private sector, employees: pay; Examination
   PP. 48 - 56).

5. X2 Y1 - J1 : 8X - 4R j 644
   PISSARIDES (CA). The role of relative wages and excess demand in the sectoral flow of labour. (Rev. Econ. Stud.,

6. X2, Y1 - X1 P 252 : 31
   Economic Resource, Labour - Turnover; Employment; Unemployment; simulation process.
   HOLMLUND (B). A simulation model of employment, unemployment and labour turnover. (Scand. J. Econ., 1980,
   82 (2), PP. 273-90.

7. X2, Y1 - R 11 : 1X - 4M

8. X2, Y1, 322 - 332 ; 17 : 392 - 6A3, 72 ot 3 : 1C

9. X2, Y1, B14 - 412 : 1X - 51

10. X2, Y1, B14 - B16 : 5d. 5 - 91

11. X2, Y1, B14 - P1 ; 13
Economic Resource, Labour, Worker - safety; programs

12. X2, Y1, B14 ; 13 131

13. X2, Y1, X1 : 1X - 4Q1 0; 5Ay

14. X2, Y1, 2 142 : 1X - 5722 0t 4X

15. X2, Y1, 2 - D32 ; IX - 35 ; 151-56
Economic Resource, Labour; Employment - lifetime;
Influenced by - Bonus payments; Job training; analysis.
HASHIMOTO (M). Bonus payments, on the job training and
lifetime employment in Japan. (J. Polit. Econ., Part 1

16. X2, Y1 ; 24 : IX - 1611
Economic Resource, Labour; Productivity: influenced by
- Marihuana consumption.
KAGEL (JH) and others. Marihuana and work performance;
Results from an experiment. (J. Human Res., Summer 1980,
15 (3), PP. 373-95).

17. X2, Y1 ; 251-611 : 22; 56
Economic Resource, Labour; Unemployment Benefits;
Eligibility. Britain.
CREEDY (J) AND DISNEY (R). Eligibility for
unemployment benefits in Britain. (Oxford Econ. Pap.,
18. X2, Y1 : 251 1A - 8641
Economic Resource, Labour ; Unemployment ; Effect of - imperfect information
RAMSER (HJ). Arbeitsslosigkeit aufgrund unvollstandiger
stattswiss., June 1981, 134 (2), PP. 163 - 86
(German).

19. X2, Y1 ; 252 - 12 ; 34 ; 1A - 743
Economic Resource, Labour ; Unemployment - Policy
distribution ; Effect of - insurance benefits.
HUTEHENS (RM). The effect of policy parameter
changes on the distribution of unemployment
insurance benefits.

20. X2, Y1 ; 252 - 8311 0t 16 ; 1X-2D1
Economic Resource, Labour ; Unemployment - Aggregate
Dynamics : influenced by - staggered contracts.
TAYLOR (JB). Aggregate Dynamics and staggered

21. X2, Y1 ; 252 ; HC1 : 1X - 5A71
Economic Resource, Labour Unemployment ; Natural
Rate influenced by Accelerating inflation

HARGREAUES HEAP (SP). Choosing the wrong "Natural" Rate: Accelerating inflation or decelerating employment and Growth. (Econ. J., Sept. 1980, 90 (359), PP. 661-20).

22. X2, Y1 ; 252 - 551 ; P2 - HC1

Economic Resource, Labour; Unemployment - West Germany; Hypothesis - Natural rate.


23. X2, Y1 ; 28 ; 1X - 391

Economic Resource, Labour; Job influenced by earning growth


24. X2, Y1 ; 28 - D2 ; 1X - 282 DJ 4K


ITO (HH). The effective wage range, Labour Force participation and the rate of return to investment in Human capital (Southern Econ. J. April 1979, 45 (4), PP. 1059 - 71).

29. X2, Y1 ; 71 - 53; P-831
Economic Resource, Labour; wage discrimination - radical equilibrium theory.

30. X2, Y1 ; 71 : 21
Economic Resource, Labour; wage changes.

31. X2, Y1 ; 841 - E3 ; 56, Y
Economic resource, Labour ; Manpower requirement model analysis.
32. X2, Y1 ; A - 26 ; 1X - 4HI = 6GS : 56- 061
Economic Resource, Labour ; Market - job-search :
influenced by -Heterogeneity socio economic :
Analysis empirical.
KIEFER (M) NICHOLAS AND NEUMANN,(R) GEORGE.
individual effects in a Non-Liner Model : Explicit
treatment of Heterogeneity in the empirical job 
search model.

33. X2, Y1 ; A - 8316 : 16 - 571 @ 515
Economic Resource, Labour ; Market - Dynamics :
Interrelation to vacancies and discouraged workers.
MC CAFFERTY (S). Vacancies, discouraged workers and
Labour Market dynamics. (Southern Econ. J., July

34. X2, Y1 A ; 28 : 1X - 46
Economic Resource, Labour Market job queues layoffs
WEISS (AW). Job queues and layoffs no Labour markets
with flexible wages (J. Polit, Econ., June 1980, 66
(3), PP. 526 - 38).

35. X2, Y1 ; A : 1A - 6F92
Economic Resource, Labour, Market : Effect of -
immigration

36. X2, Y1; A: IX - 28 19X44

37. X2, Y1; A: IX - 48 1A - 742, Y

38. X2, Y1; A: IX - 523 ct 2E: 56
39. X2, Y1 ; A : 1X - 6C

40. X2, Y1, A : 43, 56
Britain.

41. X2, Y1 ; A : 58 : 1X - 452

42. X2, Y1 ; Ha ; A1 - 8316 : 62 - 24

CATINAT (M) and VERGER (D). The estimation of a model of the short-run demand for labour. (Ann. INSEE, April-September, 1980, (38-39), PP. 153 - 75 (French).


46. X2, Y1 : M1 : 1A - 6F

47. X2, Y1 : 1A - 581 : 1A - 6D & 661

48. X2, Y1 : 1A - 6F 921
CHISWICK (BR). The earning of work and coloured male immigrants in Britain. (Economica, Feb 1980, 47 (185), PP. 81 - 87.

49. X2, Y1 : 1X - 4; 721. 42
X2, Y1 : 1X - 4; 721. 44
X2, Y1 : 1X - 4; 721. 56
Economic Resource. Labour; influenced by - wages;
Augmented Philips curve. Italy, Japan, Uk.
HOLDEN (K and PEEL (DA). The augmented Phillips
curve: Results for Italy, Japan and the UK. (Econ.

50. X2, Y1 : 1X - 4A : 212: 1H - 6G9N79
Economic Resource, Labour: influenced by - Scheduled
LEVIN (BA). Scheduled wage increases and escalator
provisions in 1979. (Man. Lab. Rev. Jan 1979,
102 (1), PP. 20-25).

51. X2, Y1 : 1X - 4J : 1A - 6S3 ot 63
Economic resource, Labour: influenced by - wage
distortion: effect of - inflation and efficiency.
RAO (BB). Inflationary and efficiency effect of
relative wage distortions. The Australian case.
(Australian Econ. Pap., June 1980, 19(34),
PP 66 - 77).

52. X2, Y1 : 1X - 511 ot 8A C1
Economic resource, Labour: influenced by - shift
work and flexible schedules.

53. X2, Y1 : 1X - 5721 oj 8A81

54. X2, Y1 : 43 oj 1M1
   Economic resource, Labour : Division and substitution.
   ROSEN (S). Substitution and division of labour. (Economics, August 1978, 45 (179), PP. 235 - 50).

6.B.2 Alphabetical index to subjects. Examples

NOTE: This is an alphabetical index to subject of the documents listed in the "Classified part" of this schedule. The alphabetical index has been prepared according to the latest version of chain procedure. Each entry directs the user to the serial numbers of the title(s) to which the entry forms the subject.
Accelerating

Economic Resource, Labour ; Unemployment ; Natural rate; influenced by - Accelerating inflation (21).

Age

Economic Resource, Labour ; Mobility ; influenced by - Migration, Age and education : Analysis (26).

Aggregate dynamics

Economic Resources, Labour ; Employment - Aggregate dynamics ; influenced by Staggered contracts (20).

Analysis

Economic Resource, Labour - Mobility ; influenced by - Migration, Age and education : Analysis (26)

Appraisal

Economic Resource, Labour, Workers -

Guest, Appraisal. Europe - Western (10)

Augmented Philips curve.

Economic Resource, Labour ; influenced by wages ;

Augmented Philips curve. Italy UK (49).

Benefits

Economic Resource, Labour ; Unemployment;

eligibility. Britain (17)
Bonus payments


Brain drain


Canada


Changes

Economic Resource, Labour; Wage; Changes (30)

Commuting time

Economic Resource, Labour; supply; Impact of - commuting time. study (45)

Compensation

Economic Resource; Labour, Worker; Program - Compensation (12)

Demand

Economic Resource, Labour; Demands; Schedules - Dynamic: Estimation - under rational Expectations (42)
Discouraged works
Economic Resource, Labour; Market - Dynamics in relation to - Vacancies and Discouraged workers (33).

Discrimination
Economic Resource, Labour; Wage; discrimination - racial; Theory - equilibrium (29)

Distribution
Economic Resource, Labour; Unemployment policy parameters; distribution; effect of - Insurance benefits (19)

Disutility
Economic Resource, Labour, Workers - disutility; influenced by - work patterns (9)

Dynamic
Economic Resource, Labour; Demands; Schedules Dynamic; estimation - under rational expectations (42)

Earnings
Economic Resource, Labour; influenced by-earnings of immigrants (48)
Earnings Growth

Economic Resource, Labour; job influenced by earnings growth (23)

Economic Resource


Education


Efficiency

Economic Resource, Labour; Influenced by - wage distortion: Effect of Inflation and Efficiency (51)

Eligibility

Economic Resource, Labour; Unemployment benefits; Eligibility. Britain (17)

Empirical


Employees

Economic Resource, Labour - Public and private sector, Employees; Pay; Examination (4)
Employment

Economic Resource, Labour ; Employment ; Duration .
Influenced by - Search intensity and Reservation wages (14)

Equilibrium

Economic Resource, Labour ; Wage : Discrimination - racial ; Theory - equilibrium (29)

Escalator

Economic Resource, Labour : influenced by -
Scheduled wage : Increase : Provision - Escalator 1979 (50)

Estimation

Economic Resource, Labour ; Demands : Schedules -
Dynamic : Estimation - Under rational expectations (42)

Europe

Economic Resource, ; Labour, Workers - Guest :
Appraisal, Europe - Western (10)

Examination

Economic Resource, Labour - Public and private sector, employees ; Pay : Examination (4)
Excess demand
Economic Resource, Labour - Sectoral flow:
influenced by - relative wages and excess demand (5)

Flexible schedules
Economic Resource, Labour; influenced by - Shift
work and Flexible schedules (52)

Flexible wages
Economic Resource, Labour; Market; Job:
influenced by - Flexible wages (34)

Fringe Benefits
Economic Resource, Labour; Market; influenced by -
minimum wages; Effect of fringe benefits, Model (57)

Force
Economic Resource, Labour; Women; Married; Force:
impact of - income taxes, Canada; United States:
Comparison (6)

Guest
Economic Resource, Labour, Workers - Guest:
Appraisal, Europe - Western (10)
Heterogeneity

Economic Resource, Labour; Market - job search;
Influenced by - Heterogeneity - Socio-economic
: Analysis - empirical (32)

Human capital

Economic Resource, Labour; Wage rate: Effect of -
Human capital, return - rate (28)

Hypothesis

Economic Resource, Labour; Unemployment - West
Germany; Hypothesis - Natural rate (32)

Immigration

Economic Resource, Labour; Market: Effect of
immigration (35)

Imperfect information

Economic Resource, Labour; unemployment; Effect
of - imperfect information (18)

Income taxes

Economic Resource, Labour, Women - Married; Force:
Impact of - income taxes: Canada, United States;
Comparison (8)
Inflation
Economic Resource, Labour; Unemployment; Natural Rate
influenced by - Acceleration inflation (21)

Insurance benefits
Economic Resource, Labour unemployment - Policy
Parameter: Distribution : Effect of - insurance
benefits (19)

In whites colony
Economic Resource, Labour - Black - Matriculates -
in white's colony : influenced by - earnings (2)

Italy
Economic Resource, Labour : influenced by - wages;
Augmented PHilips curve. Italy. Japan. UK (49)

Job
Economic Resource, Labour; Job : Influenced by -
earnings growth (23)

Job competition
Economic Resource, Labour; Job - competition :
influenced by - Training costs and wage differentials
(24)
Job risk


Job search

Economic Resource, Lab; Market - Job search: influenced by - Heterogeneity - Socio economic:
Analysis - empirical (32)

Job Training


Labour

Economic Resource, Labour; Employment; Natural rate: influenced by - Accelerating inflation (21)

Least developing countries

Economic Resource, Labour; Market: influenced by - Brain drain. Least developing countries (36)

Lifetime

Manpower
Economic Resource, Labour; Manpower - requirements.
Analysis, Model (31)

Marihuana consumption
Economic Resource, Labour; Productivity: influenced by - Marihuana consumption (16)

Market
Economic Resource, Labour; Market - job search: influenced by - heterogeneity socio-economic:
Analysis-empirical (32)

Married women
Economic Resource, Labour; Married women: Effect of Taxation (3)

Matriculates
Economic Resource, Labour; Black = Matriculates: in white's colony: influenced by - Earnings (2)

Measurement
Economic Resource, Labour; Job risk - occupation:
Measurement (25)
Migration

Economic Resource, Labour; Mobility; influenced by - migration, Age and Education: Analysis (26)

Model

Economic Resource, Labour, Market; influenced by - Minimum wages; Effect of fringe benefits, Model (37)

Natural rate

Economic Resource, Labour; Unemployment; Natural rate; influenced by - accelerating inflation (21)

Natural unemployment

Economic Resource, Labour; Turnover; influenced by - wage structure and natural unemployment (31)

Net wage rate

Economic Resource, Labour; Market; Selection; influenced by - New wage rate (41)

Occupation

Economic Resource, Labour; Job risk - occupation; Measurement (25)
On the job search
Economic Resource, Labour; Influenced by on-the-job search and quit activity (53)

Optimal
Economic Resource, Labour; Compensation; Redundancy-optimal (27)

Pay
Economic Resource, Labour - Public and private sector Employees; pay : Examination (4)

Policy parameter

Private pension

Productive characteristics
Economic Resource, Labour; Market: Influenced by - individuals productive characteristics ; Analysis (38)
Programs

Economic Resource, Labour, worker - safety; Programs (11)

Provision

Economic Resource, Labour; influenced by - schedules
wage: Increase; Provision - escalator (1979) (50)

Public and Private sector

Economic Resource, Labour - Public and Private sector, employees; Pay: Examination (4)

Quit activity

Economic Resource; Labour; influenced by - on-the-job
search and quit activity (53)

Racial

Economic Resource, Labour; Wage; Discrimination -
racial + theory - equilibrium (29)

Redundancy

Economic Resource, Labour; compensation; Redundancy -
optimal (27)

Relative wages

Economic Resource, Labour - sectoral flow; influenced
by - relative wages and excess demand.
Reservation wages
Economic Resource, Labour; Employment; Duration:
influenced by - search intensity and reservation wages
(14)

Safety
Economic Resource, Labour; Worker - safety; Programs
(11)

Scheduled wage

Search intensity
Economic Resource, Labour; Employment; Duration:
influenced by - search intensity and reservation wages
(14)

Sectoral flow
Economic Resource, Labour - Sectoral flow: influenced by-relative wages and excess demand (5)

Segmentation.
Britain (40)

Shift work
Economic Resource, Labour; Influenced by - shift work
and flexible schedules (52)
Short run

Economic Resource, Labour; Demand - shortrun;
Estimation (43)

Simulation process

unemployment: simulation process (6)

Socio-Economic

Economic Resource, Labour, Market, Job search;
influenced by - heterogeneity - socio-economic;
Analysis - empirical (32)

Study

Economic Resource, Labour; Supply: Impact of - Time
Study (45)

Substitution

Economic Resource, Labour; Division and substitution
(54)

Surplus

Economic Resource, Labour - Surplus: Effect of -
rural urban migration (1)

Taxation

Economic Resource, Labour - Married women: Effect of -
Taxation (3)
Tax evasion
Economic Resource, Labour; Market: Influenced by (E)
- Tax evasion.

Tax incentives
Economic Resource, Labour: Influenced by - private pension; effect of - Tax incentives on the rate of return (47)

Theory
Economic Resource, Labour; Wage: Discrimination - racial; Theory - equilibrium (29)

Trade unions

Training costs

Turnover
Under rational expectations
Economic Resource, Labour; Demands; Schedules - dynamics estimation - under rational expectations (42)

Unemployment

United States

Vacancies
Economic Resource, Labour; Market - Dynamics - in relation to - Vacancies and discouraged workers (3)

Wage

Wage determination
Economic Resource, Labour - Trade unions : Influenced by wage determination (7)
Wage differentials
Economic Resource, Labour; Job competition:
Influenced by - training costs and wage differentials (24)

Wage Distortion
Economic Resource, Labour; influenced by - wage distortion;
Effect of - Inflation and efficiency (51)

West Germany
Economic Resource, Labour unemployment - West Germany;
Hypothesis - natural rate (22)

Wage rate
Economic Resource, Labour; wage rate: of - human capital, return - rate (28)

Wage structure
Economic Resource, Labour - Turnover; influenced by
Wage structure and natural unemployment (13)

Women
Economic Resource, Labour, Women - Married: Force:
impact of - income taxes. Canada, United States:
comparison (8).
POSTULATE-BASED PERMUTED SUBJECT INDEXING (POPSI) : METHODOLOGY APPLIED TO SOCIAL SCIENCES.

The need for new kinds of tools to help in searching information is increasing due to the rapid generation of new ideas. Instead of mere reference to documents it would be helpful to provide aids in selecting the appropriate documents if those tools are capable of identifying the thought contents of the documents in a condensed and precise form. Thus, research is going on throughout the world to develop a suitable indexing system which will be capable of providing both the location and the essence of the documents. It should also be capable of computerisation to reduce the work load of the indexers. One of the results of such type of approaches is the development of Postulate-based Permuted Subject Indexing (POPSI).
Around 1957 S.R. Ranganathan realised that facet analysis is not a classification by itself or the technique is not exclusively designed for classification. Besides the use of facet analysis for construction of class numbers of the documents, it could be used in the precise formulation of the subject requirement of the reader, in the construction of subject heading of a document, in the construction of the thesaurus, and in the formulation of the query of the user.

In 1964, S.R. Ranganathan demonstrated the of facet analysis based on the set of postulates and principles forming part of the General Theory of Classification in choice of the name of subject (i.e., subject representation) and its rendering without using class number.

After a period of time, the deficiencies of Chain Procedure were also realised and led to further research to improve the system. This led to the development of Postulate-based Permutated Subject Indexing (POPSI) in 1969, but as a result of continuous research for improvement, gradual changes in structure and format of the POPS I took place. Nowadays it could be considered as a semi-automatie indexing system.

01 Use of POPS I
The POPSI has multipurpose use:

a) Formulating subject headings, which may be used as feature headings or for other indexing purposes.
b) Deriving subject index entries for a classified catalogue, an index to a book, etc.
c) Determining the subject of reader's query in a consistent and helpful way.
d) Formulating a strategy for searching information about a subject in a catalogue or other surrogate files.
e) Deriving a base for the presentation of ideas in the text of a document.

6.8.3.1 Major Steps in Derivation of POPSI

The following are necessary to derive POPSI:

Step 1: Verbal Representation - Derivation of the postulate-based verbal subject representation coextensively.

Step 2: Display of components - Determination of the pattern of display/rendering of all the components of the verbal representation (full representation).

Step 3: Short display - Determination of the necessary and sufficient component terms to be retained in the verbal representation to be used for specific purposes - e.g., in subject heading used as Feature Heading.
Step 4: Approach term. - Determination on the basis of the full representation, of the component ideas, the names of which are likely to be used (that is, recalled) as "approach terms" by readers in their search for information about the subject represented.

Step 5: Subject Index Entries Derivation. - Choice of the method of deriving subject index entries so as to provide for facility of search by the approach terms.

Step 6: Display of Subject Index Entry. - Choice of method/pattern/format for display of each subject index entry derived by the procedure selected at Step 5.

Step 7: Cross Reference. - Determination of the pattern for subject cross referencing in the alphabetical subject index.

Step 8: Alphabetical Arrangement of Entries. - Arrangement of the subject index entries and subject cross reference index entries in alphabetical sequence in a single file.
6.3.3.2 **Verbal Representation of Subject**

Verbal representation of subject is the expression of a subject in the words of a natural language, in this context of English language. The postulate and principles of the General Theory of Library Classification formulated by S.R. Ranganathan are used to indicate each of the component ideas in a subject, the appropriate interrelation among them and to denote the precise semantic structure of the subject represented by the totality of the expression.

6.3.3.3 **Advantages of Using Postulate and Principles**

The following advantages can be thought of while using postulates and principles in formulating the expression for a subject.

a) To secure consistency in the analysis of subjects into their respective component ideas -- for example, in facet analysis of subject.

b) To determine in a consistent manner the superordinate (upper links), if any, for each component idea of the subject.

c) To identify consistently the interrelation between component ideas of the subject.
d) To link the component ideas of the subject consistently in a sequence helpful to the majority of users.

e) To ensure that the work in steps (a) to (d) lead to a co-extensive expression of the subject.

6.8.3.4 **Steps in Formulating Coextensive Subject Representation**

There are several steps to be followed in formulating the coextensive representation of each of the specific subjects of a document or a query.

**Step 1 - Specific Subject**

Determining all the specific subject dealt with in the document, selecting those of potential interest to the users, and expressing each of the selected subjects in a natural language.

Each of the specific subject selected is to be dealt with as discussed in the succeeding steps.

**Example 1**

Let one of the specific subjects of interest selected be expressed as "Priority in employment for jobless engineers in India".
Step 2 - Component Ideas

Determining by analysis, the specific component ideas in the subject and the broader or superordinate ideas or upper links implied by each of the component ideas.

Annotation: The determination of the superordinate ideas or upper links can be conveniently done using a scheme for classification or a thesaurus covering the subject designed and constructed on the basis of a sound theory formulated for the purpose.

Example:

Using the latest version of Colon Classification, the component ideas of the subject selected in Step 1 will be

<table>
<thead>
<tr>
<th>Specific Idea</th>
<th>Superordinate Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economics</td>
<td>-</td>
</tr>
<tr>
<td>Human resources</td>
<td>-</td>
</tr>
<tr>
<td>Engineers</td>
<td>-</td>
</tr>
<tr>
<td>Unemployed</td>
<td>-</td>
</tr>
<tr>
<td>Employment priority</td>
<td>Manpower plan; Priority Assignment</td>
</tr>
<tr>
<td>India</td>
<td>-</td>
</tr>
</tbody>
</table>
Step 3 - Sub-structure Formation

Linking up the component ideas recognised in Step 2 to form sub-structures.

**Annotation**: The use of postulates and principles based on a theory of subject classification would help in formation of sub-structure of the subject.

a) **S R Ranganathan's General Theory of Library Classification** is used to categories the component ideas of a subject as:

1) **Substantive ideas** (= Facets);
2) **Modifiers to Facet** (= Speciators); and
3) **Relation among the component ideas**.

**Facet-type Idea**          **Speciator-type Idea**
Economics                   Engineers
Human resources             Unemployed
Manpower plan               
Priority assignment
Employment priority
India
b) Among the facet-type ideas, the Basic Facet idea for a given subject, that is, the First Context Specifying Element is selected. For this purpose, the schedule of Basic Subjects/Disciplines/Subject-fields enumerated in a scheme for classification, such as, DDC, UDC or CC or subject categories of a thesaurus may be used.

Example:
'Economics' is the First Context Specifying Element or Basic Facet in the above example (according to CC).

c) The speciators are linked up with the respective facet ideas which they modify. This results in formation of compound facets, such as, Compound Basic Facet, Compound Isolates or Compound Isolate Facets.

Example:

<table>
<thead>
<tr>
<th>Facet</th>
<th>Associated Speciators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human</td>
<td>- Engineers</td>
</tr>
<tr>
<td></td>
<td>- Unemployed</td>
</tr>
</tbody>
</table>

Note - "-" denotes a speciator type relation.

d) The hierarchy relations among the ideas are shown by linking together the successive superordinate ideas for each component idea.
Example:

Manpower Plan >
Priority assignment >
Employment Priority

Note - ">" denotes a hierarchical or inclusion relation

Step 4 - Sequence Within Sub-structure
The component within each sub-structure are arranged in a helpful sequence.

Annotation - The Principle for Helpful Sequence enumerated in General Theory of Library Classification are used for this purpose.

Example:

Human resources -
Engineers - Unemployed
Manpower Plan > Priority assignment > Employment priority

Each facet idea component together with its superordinate (upper) links and appropriate speciators linked together in a helpful sequence constitutes a sub-structure.
Step 5 - Sequence Among Sub-Structures

The sub-structures are arranged in a helpful sequence among themselves such that the totality of the representation helps recognition and prediction of the semantic content of the subject purported to be denoted.

Annotation - One of the helpful sequence is to arrange the sub-structures parallel to the Absolute Syntax of ideas. This sequence may be arrived at using the general principles for helpful sequence, such as, the Principle of Dependency, the Principle of Dependency, the Principle of Contiguity, the Principle of Relative Concreteness of Ideas, the Wall-Picture and its corollaries. The Postulate of Fundamental Categories and the Postulate of Relative Concreteness among the Fundamental Categories and the Postulate of Rounds and Levels enumerated by S R Ranganathan in General Theory of Classification provide the model for subject representation.

Example:

Economics, Human resources, Engineers,
Unemployed, Manpower plan, Priority,
Assignment, Employment priority, India
Step 6 - Indication of Sequence and Relationships

The sequence and relationship among the components in the representation may be denoted using appropriate words and/or symbols.

**Annotation** - The method of linking the component partially depends on the pattern of display of the subject representation. The guiding factor should be to indicate to the user the sequence in which the components should be linked and read such that he can easily recognize and predict precisely the subject purported to be denoted by the subject representation.

**Example**: (Here the indicator digits of Colon Classification are used)

Economics, Human resources - Engineers - Unemployed, Manpower plan > Priority assignment > Employment priority, India.

Step 7 - Standard Terms

The component terms are checked against a frequently updated scheme for classification of the subject, or a thesaurus or a standard glossary for the subject or any authoritative list of terms for the subject which helps to replace a non-current term by the appropriate currently used term for the respective ideas.
It may be noted that any related or collateral term for any of the component ideas or a sub-structure, or subject as a whole should be collected.

Similarly, any alternative terms including synonyms, near-synonyms are also to be collected for the purpose of preparing Cross References.

Example:
"Jobless" is a term used synonymously for the term 'unemployed'.

Display of Components of Subject Representation
Linear display - Linear display of components of the subject representation is preferred rather than a non-linear display.

Subject Index Entries
Subject Index Entries are derived from the full subject representation. An alternative term for coextensive subject representation is Full subject representation. It may be noted that before deriving the subject index entries, the approach terms should be selected as Lead Term of the entries. (See also Sec 221)
**Approach Terms Selection**

All component terms as well as alternative terms for components in a full subject representation, which may be used for finding information about the subject are treated as approach term.

**Example** :
The component terms and alternative terms mentioned above are considered as "approach terms".

**Omission of Basic Subject Term**

If a library/information service is dominantly devoted to a particular subject-field, then the First Context Specifying element (Basic Facet) in all the specific subjects on which the information system collects or provides information would be common. Thus, such Basic Facet Term can be omitted from the approach term. Similarly, it could be omitted from the Subject representation also. The decision regarding this matter, partly depends on the economic considerations and the effectiveness of the system without such type of index entries.
Display of Subject Index Entries

The display of subject index entry consists of three sections, namely,

1. Lead Term Section;
2. Subject Representation Section; and
3. Reference Section.

This schematic representation of the subject index entry is as follows:

<table>
<thead>
<tr>
<th>Lead Term Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Subject Representation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 3</td>
</tr>
</tbody>
</table>

Lead Term Section

The Lead Term in the Lead Terms Section is written from the left margin, preferably in capitals or printed in bold face capitals and lower case letters.

In the Lead Term Section after mentioning the Lead Term/Approach Term immediately the context term is mentioned. This context term helps to further specifying the context of
the Lead Term, which in turn, helps in searching the appropriate document. Especially the context term helps to individualise the subject index entries when the Lead Term is a common energy or property facet term. For example, there may be few subject index entries, each of them indicating different specific subject but having same Lead Term. The context term helps to reduce the search items by individualising each entry, which may help quick retrieval of the document.

The format of the Lead Term Section is as follows:

```
/--------/          /-----------/          /-----------/
|Lead Term|          | Context Term|          | Context Term|
\--------/          \---------------------/          \---------------------/```

Rules for Formulating Lead Term Section

1. Facet Term
   a) If a facet term occurs as Lead Term, then the immediate preceding most specific facet term (omitting all its spectators, if any) is treated as context term. If the Lead Term denotes the First Context Specifying Element (Basic Facet Term), then there will be no further context specifying term (Context term) suffixed to it.
Example: From the previous subject representation the following Lead Term Section generate:

- India, Employment priority
- Employment priority, Human resources
- Human resources, Economics
- Economics

b) If the Lead Term denotes a part or organ of a Core Entity of Study, (Personality isolate), then the term representing all immediate preceding higher level of the concept, should be suffixed to the Lead Term as context term/s and this, in turn, followed by immediately preceding facet term.

Example: From the following subject representation:
History, India, President; Function '1947 the following Lead Term Section will be generated according to the above rule:

- President, India, History

C) If the preceding term of the Lead Term (which a facet term but not Personality Facet) is a level of higher order of the same facet, then all the immediately preceding levels should be suffixed to the Lead Term as Context term/s.
Example : From the following subject representation string
Economics, Human resources - Technical personnel; Demand and supply; Pattern: Forecasting, U.S.A. 1980
Lead term Section is generated according to the above rule.
Pattern, Demand and Supply,
Human resources

Example : From the previous subject representation the following Lead Term Section is generated according to the above rule.
1980, USA, Forecasting
2 Spectator

a) If the Lead Term is a Spectator of Order 1 of a facet, then the facet idea modified or speciated by it should be suffixed and this, in turn, is to be followed by the immediately preceding specific facet term.

Example: From the previous subject representation the following Lead Term Section is generated according to the above rule:

Technical personnel, Human resources, Economics

b) If the Lead Term is a Spectator of a later order of a facet, then the Spectator of Order 1 should be suffixed and this, in turn, is to be followed by the immediately preceding specific facet.

Example: From the following subject representations Economics, Human resources - Engineers - Unemployed; Manpower plan > Priority assignment > Employment priority, India the following Lead Term Section is generated according to the above rule:

Unemployed, Engineers, Human resources, Engineers
3 Hierarchic Relation

If a Lead Term denotes a narrower term of an entity (upper links are mentioned in the full subject representation) then the term representing all immediate preceding broader terms should be ignored and the immediate preceding specific facet should be suffixed to the Lead Term.

Example: From the previous subject representation the following Lead Term Section is generated according to the above rule:

Employment priority, Human resources

4 Phase Relation

The subject index entries are to be derived from the subjects represented in each of phases -- Phase 1 and Phase 2 -- of the complex subject as if they were two separate subjects. If one and the same set of terms arise from the two subjects in the two phases for use in the Lead Term Section, then the set of terms is to be used only once.

Example: From the following subject representation

Economics, Human resources - Agricultural workers; Migration; Pattern in relation to Regional demand for labour, Ghana;
Analysis, Programming model

the following Lead Term sections are generated according to the above rule

Programming model, Analysis

Analysis, Ghana

Ghana, Regional demand for labour

Regional demand for labour, Human resources

Pattern, Migration Human resources

Migration, Human resources

Agricultural workers, Human resources

Human resources, Economics

Economics

Subject representation Section

As mentioned in Sec 'Display of components of subject representation' the Linear representation of the subject is entered in this section. The subject representation section is the subject index entry starts indention. The continuation of the subject representation section (if any) follows the next that is, third indention.
It is already mentioned above under subject index entries. It would be necessary to use the full subject representation, as all the component terms may be an approach term or sought link for the user. It may be noted that the purpose of the Lead Term is to provide "approach term", where context term representation section provides further context such that the reader or user can realise the specific subject in totality. Thus, in this type of relational indexing system all the component terms and their relationships are not necessary to mention in the subject representation section. In order to overcome the structural technicalities, logical jumps or technique of condensation is applied at the appropriate place. One type of logical jump is the well known logical deduction, is followed in omitting the upper links for each component idea in a subject representation. Such condensation increase the precision of the system which in turn economize the searching.

Example: In order to generate subject index entries, the following full subject representation is considered.
The following short display is used in the subject representation of the subject index entries:

Economics, Human resources - Engineers - Unemployed; Manpower plan >Priority assignment >Employment priority. India

It may be noted that the omission of upper links may not hold good for each and every situation. Thus, the technique of condensation should be done with careful judgement.

**Reference Section**

The Reference Section consists of a citation to either:

1. The entry/entries in the classified part of the catalogue listing the documents dealing with the subject represented;

2. A citation of the bibliographical details of the document/s dealing with the subject represented, if it is a dictionary catalogue.

3. A citation of the bibliographical details of the document/s dealing with the subject represented in a documentation list.
The style of writing in the Reference Section may conform to a standard cataloguing or bibliographical citation practice in the first two cases, whereas in the third case generally the Serial Number of the document/s is/are written.

The Reference Section starts as the continuation of the subject representation section.

Cross Reference

Cross Reference Index Entries (‘See’ references) is also a component in the POPS! system. They are prepared for each of the alternative, near synonymous and synonymous terms for the component terms in the subject representation. A standard method for preparing Cross Reference Index Entry is adopted.

Example: Jobless See Unemployed

Cross Reference Entries (‘See also’ references) are also prepared for each closely related or collateral idea or subject. A standard cataloguing method for preparing Cross Reference Entry is adopted.
Example: Function See also Duties

It may be noted that a thesaurus for the subject concerned would be helpful for these purposes.

Alphabetical Arrangement

The Subject Index Entries, Subject Cross Reference Entries and subject cross reference index Entries are merged to form a single file and they are arranged in a single alphabetical sequence.

6.C Indexing Devices for the subject "Labour Problems"

The following 110 examples are illustrating the coextensive verbal subject representations and also the corresponding subject Index entries (following the rules of POPSI) in "Labour Problems" arranged in alphabetical sequence. It may be noted that, here the Basic Subject term is mentioned in the subject representation as well as in the index entries.

6.C.1. Verbal Representation of Subject


Aziz (A) Creation of awareness among agricultural labourers: The need and the methods (IJKR, Oct. 1960, 26 (20))


40. Economic Resource, Labour - Private Industry:


52. Economic Resource, Labour: strikes effect of prices and qualities general model. GUN DERSON (M) and MELINO (A) Estimating strike effects in a general


57. Economic Resource, Labour – Teacher Union: Effect of cost, public education. EBERTS (RW) and STONE (JA)


6.C.2. **Alphabetical Subject Index**

**AGENCY THEORY**

Economic Resource, Labour - Trade Union: study of -
Agency Theory.

**AGRICULTURAL INDUSTRIES, LABOUR, ECONOMIC RESOURCE**

Economic resource, Labour - Agricultural industries
: Effect of - strikes

**AGRICULTURAL RELATIONS, LABOUR, ECONOMIC RESOURCE**

Economic Resource, Labour - Agricultural relations:
Study. California

**ALTRUSIM**

Economic Resource, Labour - management : Study of -
Altruism - mutual

**ARBITRATION, LABOUR, ECONOMIC RESOURCE**


**ASSYMMETRIC INFORMATION MODEL**

Economic Resource, Labour; Strikes, Asymmetric
information model

**BANKING INDUSTRY, LABOUR, ECONOMIC RESOURCE**

Economic Resource, Labour Banking industry: Study of
job involvement sense of participation job
satisfaction.
BARGAINING LAWS, TRADE INFORMATION, LABOUR, ECONOMIC RESOURCE


BLACK AND WHITE MEMBERS

Economic Resource, Labour - Local union: Comparison of Black and white members

BUSINESS INFORMATION, WORKERS LABOUR, ECONOMIC RESOURCES

Economic Resource, Labour, workers production - Business information in relation to compensation and profitability

CAPITALISM, LABOUR, ECONOMIC RESOURCE

Economic Resource, Labour - Fish industry - capitalism and kinship vessels New England study

CLERICAL WORKERS, LABOUR, ECONOMIC RESOURCE


COLLECTIVE BARGAINING LABOUR, ECONOMIC RESOURCE

Economic Resource, Labour - Management: Collective bargaining
COLLECTIVE BARGAINING LAWS
Economic Resource, Labour - Teacher unions:
Influenced by collective bargaining laws

COLLECTIVE BARGAINING THEORY
Economic Resource, Labour - Trade unions objectives:
Influenced by collective bargaining theory

COLLECTIVE BARGAINING VARIATIONS
Economic Resource, Labour - Public schools:
collective bargaining variations

COLLYER POLICY, TRADE UNION, LABOUR, ECONOMIC RESOURCE
Economic Resource, Labour - Trade union: Effect of
Collyer policy: Study - empirical

CONFLICT AND ACCOMMODATION
Economic Resource, Labour - Industry: Conflict and
accommodation: Study of Sydney waterfront

CONVENTIONAL ARBITRATION, LABOUR, ECONOMIC RESOURCE
Economic Resource, Labour: Arbitration -
Conventional Final offer
conventional
COPE ENDORSED CANDIDATES

Economic Resource, Labour - union membership, cope endorsed candidates voting behaviour study

CORPORATE STRATEGY


COSTS


COTTON TEXTILE INDUSTRY, LABOUR, ECONOMIC RESOURCE

Economic Resource, Labour - Cotton textile industry; productivity; Measurement analysis Bangladesh

CREATION OF AWARENESS

Economic Resource, Labour - Agricultural; Benefit programmes; Influenced by - creation of awareness

DECLINE

Economic Resource, Labour - Trade unions; Employment construction - influenced by Decline

DECLINING

DISCIPLINE EFFECT
Economic Resource, Labour, Worker: Discipline effects

DISPUTES
Economic Resource, Labour - Trade Unions: Disputes

DISTRIBUTIONAL IMPLICATIONS

EARNING DIFFERENTIALS

ECONOMETRIC MODEL

ELASTICITY OF SUBSTITUTION
Economic Resource, Labour - Trade Unions: Study of elasticity of substitution

ELECTIONS OUTCOME
Economic Resource, Labour - employees characteristics
Influenced by - election outcomes

EMPLOYEES CHARACTERISTICS
Economic Resource, Labour employees characteristics;
Influenced by election outcomes

EMPLOYMENT, TRADE UNIONS, LABOUR, ECONOMIC RESOURCE
Economic Resource, Labour - Trade unions; Employment productivity effect of

EMPLOYMENT PROMOTION, LABOUR, ECONOMIC RESOURCE
Economic Resource, Labour, Employment promotion;
Influenced by seniority

FAIR REPRESENTATION, LABOUR, ECONOMIC RESOURCE

FEED-BACK
Economic Resource, Labour - Trade unions;
Negotiations Feed-back

FINAL OFFER
Economic Resource, Labour: Arbitration conventional
Final offer
FULL EMPLOYMENT
Economic Resource, Labour, full employment problems study

GENERAL EQUILIBRIUM MODEL

GOVERNMENT LEGISLATION
Economic Resource, Labour - industry relations - legislation - Government British study of

INCOME

INCOME TAX RATES

INDUSTRIAL CIVIL SERVICE
Economic Resource, Labour, industrial civil service influenced by wages - fair
INDUSTRIAL RELATIONS
Economic Resource, Labour - industry relations -
Jammu and Kashmir Economic Resource, Labour -
industry relations study of

INFORMATION AGE
Economic Resource, Labour : Influenced by -
Technology Information age.

JOB SATISFACTION
Economic Resource, Labour - Trade union : Effect of
job satisfaction

KINSHIP
Economic Resource, Labour - Fish industry -
capitalism and kinship vessels New England study

LIFE TIME
Economic Resource, Labour Trade union - non-union,
workers, Job life time study

LOCAL BARGAINING UNITS
Economic Resource, Labour - management ; Study of
local bargaining units.
LOCAL UNION
Economic Resource, labour local union: Comparison of Black and white members.

LONGITUDINAL
Economic Resource, labour: strike activity - analysis longitudinal

MALE AND FEMALE WORKERS
Economic resource, labour male and female: influenced by wage differentials,

MALE WORKERS
Economic Resource, Labour - Trade union: influenced by male workers; Attitudes

MANagements

MANAGEMENT STYLES
Economic Resource, labour management styles - leadership styles: Effect of esteem, coworker

MANAGERIAL PERCEPTION
MANADATORY BARGAINING

Economic Resource, labour Mandatory bargaining or criticism

MANUFACTURING INDUSTRIES


MARKET STRUCTURE

Economic Resource, Labour: Market structure:
Estimation - economic

MEASUREMENT

Economic Resource, Labour cotton textile industry, productivity: Measurement analysis Bangladesh

MONOPOLY MODEL


MULTIEMPLOYMENT BARGAINING

Economic Resource, labour - laws: Influenced by employer bargaining multiple Canada

MULTINATIONAL

Economic Resource, labour - Trade unions: productivity effect of, manufacturing firm - multinational
NEGOTIATION
Economic Resource, labour - Trade unions;
Negotiations analysis.

NEW TECHNOLOGY
Economic Resource, labour - Trade unions;
Application of New Technology

NURSES UNION
Economic Resource, Labour - Nurses union: study of -
collective bargaining

ORGANIZERS CHARACTERISTICS
Economic Resource, Labour - Trade unions -
organizer's characteristics: study

OUTLOOK
Economic Resource, Labour: collective bargaining
outlook

PENSIONS
Economic Resource, Labour - Trade unions: influenced
by - Pensions and compensation

PERCEPTION
Economic Resource, Labour - Management women:
Perceptions and attitudes: Study
PLANT LEVEL CONTRACTS

Economic Resource, Labour - Trade union strategy;
Job classification - Grading: Analysis empirical
contracts plant level Bombay

POLITICAL ACTIVITIES

Economic Resource, Labour Trade Unions: Influenced by
political activities.

POLITICAL MODEL


PRIVATE INDUSTRY

Economic Resource, Labour - Private industry;
collective bargaining: influenced by wage settlements
1986

PROFESSIONALS EMPLOYERS

Economic Resource, Labour - Trade unions: Influenced
by professional employers private sector.

PROFITS

Economic Resource, Labour - Trade unions: Influenced
by profits, Monopoly model
PROFIT SHARING
Economic Resource, Labour management : Study of profit sharing

RESEARCH
Economic Resource, Labour - Relations: Study of Research

RETURNS TO SCALE

RIGHT TO WORK

RIGHT - TO - WORK - LAWS
Economic Resource, Labour - Trade unions : Influenced by Right to work laws

ROBOTS
Economic Resource, Labour - industry : Influenced by robots
SENIORITY
Economic Resource, Labour Trade unions: Influenced by seniority

SENIORITY MODEL
Economic Resource, Labour - Trade unions behaviour
Seniority model: Criticism

SHARE HOLDERS EQUITY
Economic Resource, Labour - share holders equity:
Influenced by concession bargaining

SHOP FLOOR LEVEL
Economic Resource, Labour - Management relations
study of shop floor level

STRIKE EFFECTS

STRIKE FREQUENCY
Economic resource, Labour - working class inequality Relation to union density and strike frequency consequences - unanticipated
STRIKE PENALTIES
Economic Resource, Labour public sector strikes - strike penalties and arbitration

STRIKE PROPENSITY

STRIKE RESEARCH
Economic resource, labour: Strike research - size Influenced by

STRIKES
Economic Resource, Labour - trade unions : Influenced by strikes

STRUCTURAL DETERMINANTS
Economic Resource, Labour - Trade unions power Influenced by - structural determinants

TEACHER UNION
Economic Resource, Labour - Teacher union : Productivity study of, Public schools
TEETOTALER EFFECT

Economic Resource, Labour; Strikes; Effect of teetotaler = negative

TRADE UNION CONTRACTS

Economic Resource, Labour - Trade unions contracts influenced by wage differentials

TRADE UNION LEADERS

Economic Resource, Labour - Trade union leaders; Study of objectives

TRADE UNION MEMBERSHIP

Economic Resource, Labour; Trade union membership; Decline accounting

TRANSACTION COSTS

Economic Resource, Labour; Market evaluation; Study of transaction costs New Zealand.

UNION DENSITY

Economic Resource, Labour; working class inequality; Relation to union density

VOTING BEHAVIOUR

Economic Resource, Labour; Trade unions; influenced by voting behaviour
WAGE DETERMINATION


WAGE DIFFERENTIALS


Economic Resource, Labour - Trade Union: Influenced by wage differentials

WAGE PROPOSALS

Economic Resource, Labour - Strikes: Influenced by wage proposals

WAGE SETTLEMENTS

Economic Resource, Labour - Private industry; Collective bargaining influenced by wage settlements

WORKER SUBSTITUTABILITY


WORK ORGANIZATION

Economic Resource, Labour - Work organization; Socialist countries influenced by collective forms
WORK PLACE CONTROL

Economic Resource, Labour Teacher union: Study of work place control

6.D. CONCULSION

This depth classification may be used for the indexing retrieval of microdocuments in Labour Markets. The schedule does not claim to be exhaustive, its listing of the isolate does in the subject as well comes all additions in this direction. Since this schedule has been confirmed to the Labour Markets, additions of isolates to the (BS) Labour Economics may take the form of a depth schedule for other branches of Economics such as Human Resource, Industrial Economics, etc. Regarding the indexing devices for the subject it is found that mostly complex subjects are embodied in micro documents. It is helpful to break such type of complex strings into convenient sub-structures and generate POPS1 entries for each of the sub-structures.
REFERENCES

1. Ranganath SR. Design of Depth Classification. Lib. sc. 1, 1964; Paper A.
2. Neelameghan (A). Economics of Human Resource. Depth Classification version of Colon Classification Lib. sc. 9, 1972, Paper K.
8. Lester (Richard A). Economics of Labour. USA; 1964.