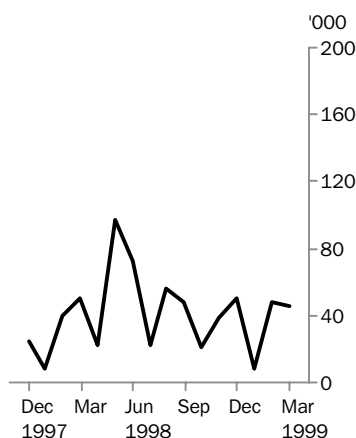




# INDUSTRIAL DISPUTES AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) TUES 22 JUNE 1999

## Working days lost



## MARCH KEY FIGURES

	Feb 1999	Mar 1999	12 months ended Mar 1999
Number of disputes	r 67	77	578
Number of employees ('000)	45.5	15.0	365.9
Working days lost ('000)	r 47.7	45.5	529.5
Working days lost per thousand employees	..	..	72

## MARCH KEY POINTS

### MONTHLY ESTIMATES

- There were 45,500 working days lost due to industrial disputation in March 1999, a 5% decrease from February 1999 (47,700).
- The number of employees involved in industrial disputes fell by 67%, from 45,500 in February to 15,000 in March.
- In March 1999 there were 77 industrial disputes, an increase of 10 compared with the number of disputes in February 1999 (67).
- The Construction industry accounted for 58% (26,200) of all working days lost in March.
- During March 1999 Queensland accounted for 50% of working days lost (22,800), Victoria 21% (9,600) and New South Wales 17% (7,800).

### ANNUAL ESTIMATES

- The number of working days lost in the 12 months ended March 1999 was 529,500, 3% less than for the 12 months ended March 1998 (544,000).
- During the 12 months ended March 1999, the number of working days lost was highest in the Construction industry (214,300), an increase of 89% compared with the previous year. The largest decreases recorded were in Coal mining (down 64%) and manufacturing of Metal product; Machinery and equipment (down 61%).
- For the 12 months ended March 1999, the number of disputes (578) and number of employees involved (365,900) increased by 27% and 19% respectively compared with the 12 months ended March 1998.
- In the 12 months ended March 1999, Victoria had the highest rate of working days lost per thousand employees (88), followed by New South Wales (85) and Western Australia (81).

- For further information about these and related statistics, contact Margaret Livingston on Melbourne 03 9615 7329, or any ABS office shown on the back cover of this publication.

# NOTES

## FORTHCOMING ISSUES

<i>ISSUE</i>	<i>RELEASE DATE</i>
April 1999	19 July 1999
May 1999	19 August 1999
June 1999	16 September 1999
July 1999	19 October 1999
August 1999	18 November 1999
September 1999	20 December 1999



## CHANGES IN THIS ISSUE

Revisions have been made to some figures for June 1998, November 1998, December 1998 and February 1999 as a result of disputes which were identified after the release of the February publication.



Dennis Trewin  
Acting Australian Statistician

# 1

## INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD, Australia

Period	NUMBER OF DISPUTES.....		EMPLOYEES INVOLVED...		
	<i>Commenced in period</i>	<i>Total</i>	<i>Newly involved(a)</i>	<i>Total</i>	<i>Working days lost</i>
	<i>no.</i>	<i>no.</i>	<i>'000</i>	<i>'000</i>	<i>'000</i>
<b>1996</b>	539	543	575.9	577.7	928.5
<b>1997</b>	444	447	315.0	315.4	534.2
<b>1998 r</b>	515	518	347.7	348.3	526.2
<b>1998</b>					
January	24	27	4.0	4.6	8.6
February	38	43	22.7	23.5	39.4
March	41	51	21.1	30.3	50.2
April	31	42	14.5	18.3	22.6
May	23	31	83.3	99.2	96.5
June r	38	45	39.9	88.8	72.7
July	48	55	8.7	10.8	22.4
August	51	58	43.9	45.3	55.9
September	52	61	21.8	30.9	48.0
October	45	50	8.0	10.1	20.6
November r	72	77	26.5	27.2	38.4
December	r 52	59	53.3	58.6	50.8
<b>1999</b>					
January	22	26	3.6	3.9	8.3
February r	62	67	44.3	45.5	47.7
March	71	77	14.4	15.0	45.5
Twelve months ended					
March 1997	504	513	525.3	570.6	864.2
March 1998	452	454	306.4	306.7	544.0
March 1999	567	578	362.1	365.9	529.5

(a) Comprises employees involved in disputes which commenced during the period and employees newly involved in disputes which continued from the previous period. r figure or series revised since previous issue.

## WORKING DAYS LOST, By Industry—Australia

Period	MINING.....		MANUFACTURING.....						
	Coal	Other	<i>Metal product; Machinery and equipment</i>		Const- ruction	<i>Transport and storage; Commun- ication services</i>	<i>Education; Health and community services</i>	Other industries(a)	All industries
			'000	'000					
<b>1996</b>	160.8	4.4	58.6	44.8	334.8	20.4	239.8	64.9	928.5
<b>1997</b>	95.7	1.1	76.9	68.7	107.8	47.7	94.0	42.1	534.2
<b>1998</b>	60.4	1.4	27.5	r 67.7	210.9	52.8	75.6	29.8	r 526.2
<b>1998</b>									
January	3.2	0.0	0.3	1.8	3.0	0.3	0.0	0.1	8.6
February	8.8	0.0	0.5	7.5	3.4	4.4	14.3	0.5	39.4
March	14.7	0.0	1.6	4.8	21.0	2.1	4.7	1.4	50.2
April	0.4	0.0	1.4	2.1	16.4	1.4	0.5	0.4	22.6
May	1.8	0.0	6.4	9.8	61.3	0.7	15.0	1.6	96.5
June	1.4	0.0	0.7	r 1.7	52.2	1.8	13.7	1.2	r 72.7
July	1.4	0.1	5.9	2.5	4.6	1.1	0.1	6.7	22.4
August	1.1	0.3	0.8	0.5	12.5	32.1	2.3	6.2	55.9
September	1.8	0.0	3.1	15.1	17.5	7.2	2.3	0.9	48.0
October	2.9	0.0	1.8	7.1	5.8	0.5	0.1	2.5	20.6
November	2.8	0.8	1.4	r 10.6	7.4	0.1	10.3	5.1	r 38.4
December	20.1	0.1	3.8	4.4	5.9	1.1	12.3	3.2	50.8
<b>1999</b>									
January	2.2	0.0	1.1	1.6	2.0	0.1	0.0	1.1	8.3
February	3.4	0.0	1.4	1.4	2.6	0.4	35.4	3.2	r47.7
March	1.7	0.2	2.0	8.6	26.2	0.7	3.1	3.0	45.5
Twelve months ended									
March 1997	150.0	1.6	59.2	47.1	340.8	18.6	200.3	46.6	864.2
March 1998	113.9	1.1	r 76.2	76.4	113.2	48.8	71.3	43.1	544.0
March 1999	41.1	1.5	29.8	65.3	214.3	47.2	95.1	35.1	529.5

(a) Comprises: Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

r figure or series revised since previous issue.

## WORKING DAYS LOST

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
Period	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>1996</b>	377.9	218.1	205.4	41.6	47.3	13.0	4.4	20.9	928.5
<b>1997</b>	153.7	212.1	92.0	8.0	60.1	5.7	0.5	2.1	534.2
<b>1998</b>	r 188.5	200.0	51.5	16.1	61.2	3.1	0.7	5.1	r 526.2
<b>1998</b>									
January	3.3	1.5	1.1	0.3	2.3	0.0	0.0	0.0	8.6
February	9.3	27.4	0.9	0.3	1.1	0.0	0.0	0.3	39.4
March	19.7	25.0	1.1	0.2	4.2	0.0	0.0	0.0	50.2
April	8.1	7.8	1.6	0.2	4.4	0.5	0.0	0.0	22.6
May	28.1	53.4	9.2	1.8	2.3	0.2	0.0	1.5	96.5
June	r 32.9	18.3	12.4	0.8	5.8	0.2	0.0	2.1	r 72.7
July	10.3	6.1	3.8	1.1	0.8	0.2	0.0	0.0	22.4
August	20.8	11.9	7.5	1.8	11.7	1.3	0.5	0.3	55.9
September	7.6	21.8	2.8	2.2	13.2	0.3	0.0	0.1	48.0
October	8.9	3.8	1.4	1.3	5.3	0.0	0.1	0.0	20.6
November	r 10.6	17.4	2.4	1.6	5.7	0.3	0.0	0.3	r 38.4
December	28.8	5.5	7.1	4.6	4.4	0.2	0.0	0.3	50.8
<b>1999</b>									
January	2.7	4.3	0.1	0.0	1.2	0.0	0.0	0.0	8.3
February	40.3	r 4.5	0.3	0.8	1.8	0.0	0.0	0.0	r 47.7
March	7.8	9.6	22.8	1.7	3.4	0.0	0.0	0.2	45.5
Twelve months ended									
March 1997	317.3	218.2	218.2	29.7	47.9	12.1	2.8	18.0	864.2
March 1998	163.4	246.0	69.6	6.6	49.8	5.7	0.5	2.4	544.0
March 1999	207.0	164.5	71.5	17.9	59.9	3.1	0.7	4.9	529.5

r figure or series revised since previous issue.

## WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry: Australia—12 months ended

Twelve months ended	MINING.....		MANUFACTURING.....						
	Coal	Other	Metal product; Machinery and equipment	Other r	Const- ruction	Transport and storage; Commu- ication services	Education; Health and community services	Other industries(a)	All industries
<b>1998</b>									
January	3 991	20	190	101	257	102	73	11	73
February	4 244	20	189	112	252	111	78	11	76
March	4 752	20	188	120	300	104	55	11	76
April	4 562	14	174	114	320	105	48	10	74
May	4 055	3	150	120	465	102	43	8	76
June	3 426	1	147	118	594	105	53	8	82
July	3 023	2	160	119	575	95	49	8	r 80
August	2 913	7	154	118	563	154	51	9	83
September	2 488	7	141	132	604	149	53	6	82
October	2 132	7	99	106	536	128	51	6	71
November	1 995	21	77	106	521	124	48	7	r 69
December	2 732	23	71	106	524	114	57	7	72
<b>1999</b>									
January	2 961	22	75	106	515	112	57	8	72
February	2 688	22	77	97	513	103	72	8	73
March	2 043	25	78	103	525	100	71	9	72
March 1995	3 567	479	164	158	98	123	65	16	75
March 1996	4 561	1 212	90	129	114	87	119	15	85
March 1997	6 833	26	146	74	907	38	157	12	122

(a) Comprises: Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

r figure or series revised since previous issue.

## WORKING DAYS LOST PER THOUSAND EMPLOYEES—12 months ended

Twelve months ended	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
<b>1998</b>									
January	64	118	70	12	66	35	6	15	73
February	67	127	70	12	64	35	6	17	76
March	68	136	54	12	70	35	6	17	76
April	70	133	53	10	47	38	6	15	74
May	77	154	34	11	37	30	4	18	76
June	86	160	38	12	40	31	4	31	82
July	82	157	35	14	39	10	4	31	r 80
August	82	160	38	17	54	18	11	33	83
September	75	162	35	19	70	18	8	32	82
October	67	130	33	20	75	17	8	32	71
November	r 68	114	34	22	78	18	8	34	r 69
December	r 78	108	38	30	83	19	8	36	72
<b>1999</b>									
January	77	109	37	29	81	19	8	35	72
February	r 90	97	37	30	82	19	8	33	73
March	85	88	53	33	81	19	8	34	72
March 1995	75	62	132	47	44	34	141	6	75
March 1996	76	71	114	39	168	20	32	26	85
March 1997	132	121	172	55	69	73	37	129	122

r figure or series revised since previous issue.

## INDUSTRIAL DISPUTES, Australia—12 months ended March 1999(a)

	<i>Number of disputes</i>	<i>Employees involved</i>	<i>Working days lost</i>
	<i>no.</i>	<i>'000</i>	<i>'000</i>

## CAUSE OF DISPUTE

Wages	49	13.8	37.9
Leave, pensions, compensation	25	3.0	6.8
Managerial policy	321	275.2	420.5
Physical working conditions	92	18.2	37.9
Trade unionism	64	18.4	13.9
Hours of work	5	0.3	0.3
Other	17	52.6	55.3
Total	573	381.4	572.5

## DURATION OF DISPUTE

Up to and including 1 day	335	216.0	142.0
Over 1 and up to and including 2 days	103	139.0	228.9
Over 2 and less than 5 days	79	13.6	44.1
5 and less than 10 days	35	7.3	50.0
10 and less than 20 days	12	3.1	40.1
20 days and over	9	2.4	67.4
Total	573	381.4	572.5

## METHOD OF SETTLEMENT

Negotiation	145	79.4	201.3
State legislation	26	4.0	30.1
Federal and joint Federal-State legislation	75	26.3	73.1
Resumption without negotiation	318	270.3	262.9
Other methods	9	1.5	5.1
Total	573	381.4	572.5

(a) Includes only industrial disputes which ended during the year, but may have commenced outside the reference period.



## EXPLANATORY NOTES

### INTRODUCTION

**1** The statistics in this publication relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

**2** The statistics of working days lost relate to the losses due to industrial disputes only (see the definition of 'Disputes' in the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included.

**3** The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages, e.g. State or Australia wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

### TYPE OF DISPUTE

**4** Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

### CHANGE IN METHODOLOGY

**5** The basis for the calculation of working days lost per thousand employees was changed in the January 1995 edition of this publication to use estimates of employees taken from the ABS Labour Force Survey only. Estimates have been recalculated on this basis for each 12 monthly period back to December 1990 and are available on request. For the January 1987 to December 1994 editions of this publication, estimates of employees were taken predominantly from the ABS Survey of Employment and Earnings (*Wage and Salary Earners* (Cat. no. 6248.0)).

**6** The basis for the calculation of the number of disputes was changed in the November 1992 publication and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State were counted as a separate dispute in each industry and State and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with the International Labour Organisation guidelines. This change does not affect the estimates of employees involved or working days lost.

## EXPLANATORY NOTES

INDUSTRY CLASSIFICATION	<p><b>7</b> Industry information on a monthly basis from January 1994 and on an annual basis from December 1994 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC)—for more details refer to <i>Australian and New Zealand Standard Industrial Classification, 1993</i>, (Cat. no. 1292.0). It replaces the Australian Standard Industrial Classification (ASIC) which had been in use for many years. Data for periods prior to January 1994 for monthly data and December 1994 for annual data have been classified only according to ASIC.</p>
RELIABILITY OF ESTIMATES	<p><b>8</b> Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.</p>
RELATED PUBLICATIONS	<p><b>9</b> Users may also wish to refer to the following publications and standard data services which are available from ABS Bookshops:</p> <ul style="list-style-type: none"><li>▪ <i>Employees Earnings, Benefits and Trade Union Membership</i> (Cat. no. 6310.0)—issued annually</li><li>▪ <i>Industrial Disputes, Australia, 1997</i> (Cat. no. 6322.0)—issued annually</li><li>▪ <i>Labour Force, Australia</i> (Cat. no. 6203.0)—issued monthly</li><li>▪ <i>Labour Statistics, Australia, 1997</i> (Cat. no. 6101.0)</li><li>▪ <i>Working Arrangements, Australia, August 1997</i> (Cat. no. 6342.0)—issued irregularly</li></ul> <p><b>10</b> Current publications and other products produced by the ABS are listed in the <i>Catalogue of Publications and Products, Australia</i> (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a <i>Release Advice</i> (Cat. no. 1105.0) which lists products to be released in the next few days. The Catalogue and Release Advice are available from any ABS office, are available by subscription and can also be accessed through the ABS Internet Homepage (<a href="http://www.abs.gov.au">http://www.abs.gov.au</a>).</p>
UNPUBLISHED STATISTICS	<p><b>11</b> A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State/Territory, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and the associated charges should be directed to Margaret Livingston on 03 9615 7329 .</p>
ROUNDING	<p><b>12</b> Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.</p>
SYMBOLS AND OTHER USAGES	<p>. . not applicable n.p. not available for publication but included in totals where applicable, unless otherwise indicated. r revised</p>

## GLOSSARY

**Cause of dispute** The statistics for cause of industrial disputes relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

*Wages.* Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which the other claims are deemed to be the most important are included under the relevant clause. Disputes over award restructuring are included under managerial policy.

*Leave, pensions, compensation.* Claims involving general principles relating to holidays and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

*Managerial policy.* Disputes concerning the exercise of managerial control by employers, e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards and agreements; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimisation of union officials; employment of particular persons; disagreement with managerial decisions.

*Physical working conditions.* Disputes concerning physical working conditions and safety issues, e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

*Trade unionism.* Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

*Hours of work.* Claims involving general principles relating to hours of work, e.g. decrease (increase) in hours, distribution of hours.

*Other.* Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, e.g. political matters; fining and jailing of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

## GLOSSARY

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<b>Disputes</b>	<p>For these statistics, an <i>industrial dispute</i> is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.</p> <p>A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.</p> <p>A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State were counted differently (refer to paragraph 6 of the Explanatory Notes for details).</p> <p>When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.</p>
<b>Disputes which occurred during the period</b>	<p><i>Disputes which occurred during the period</i> encompasses those disputes which:</p> <ul style="list-style-type: none"><li>▪ started in a previous month or year and ended in the reference period, or</li><li>▪ began and ended in the reference period, or</li><li>▪ began in the reference period and continued into the next period, or</li><li>▪ started prior to the reference month or year, continued through the reference period and into the next period.</li></ul>
<b>Duration of dispute</b>	<p>The <i>duration</i> of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).</p>
<b>Employees</b>	<p><i>Employees</i> refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.</p> <p><i>Employees directly involved</i> are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.</p> <p><i>Employees indirectly involved</i> are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded (see paragraph 2 of the Explanatory Notes).</p>

## GLOSSARY

- Employees continued** *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.
- Method of Settlement** Statistics of the *method of settlement* of industrial disputes relate to the method directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:
- Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.
- State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.
- Federal and joint Federal–State legislation.* Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial relations commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.
- Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by ‘resumption’ as stated, but about which no further information is available.
- Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.
- Working days lost** *Working days lost* refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

## GLOSSARY

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**Working days lost per thousand employees** *Working days lost per thousand employees* are calculated for the 12 month period by dividing the total number of working days lost by the total number of employees and multiplying by 1,000. The number of employees is obtained from the ABS Labour Force Survey, and is averaged over the 12 month period. Refer to paragraph 5 of the Explanatory Notes for further information.



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