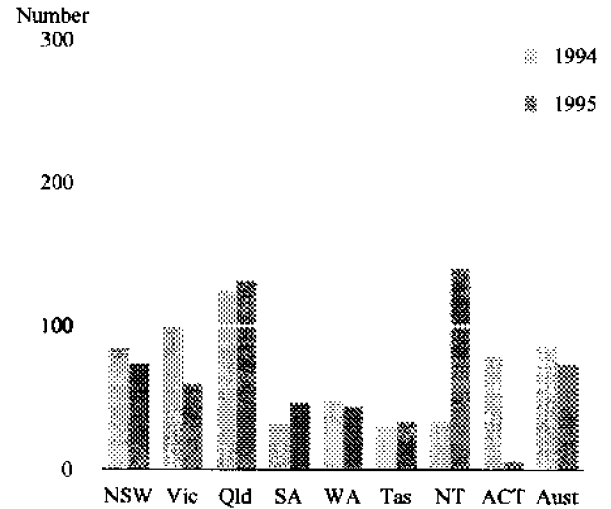


- ## MAIN FEATURES

In the twelve months ended March 1995 -

- There were 609 disputes reported involving 307,700 employees and the loss of 494,400 working days. This is a 6 per cent increase in the number of disputes, a 13 per cent decrease in total employees involved and a 10 per cent decrease in the number of working days lost from the 12 months ended March 1994.
- There were 74 working days lost per thousand employees for Australia. This ranged from 6 in the Australian Capital Territory to 141 in the Northern Territory.
- Compared with the 12 months ended March 1994 working days lost per thousand employees increased by 315 per cent for the Northern Territory (from 34 to 141) and decreased by 92 per cent in the Australian Capital Territory (from 79 to 6) (refer Diagram 2)
- The Coal Mining industry still accounts for the largest number of working days lost per thousand employees (for the industries published in Table 4) despite falling to 3,567.

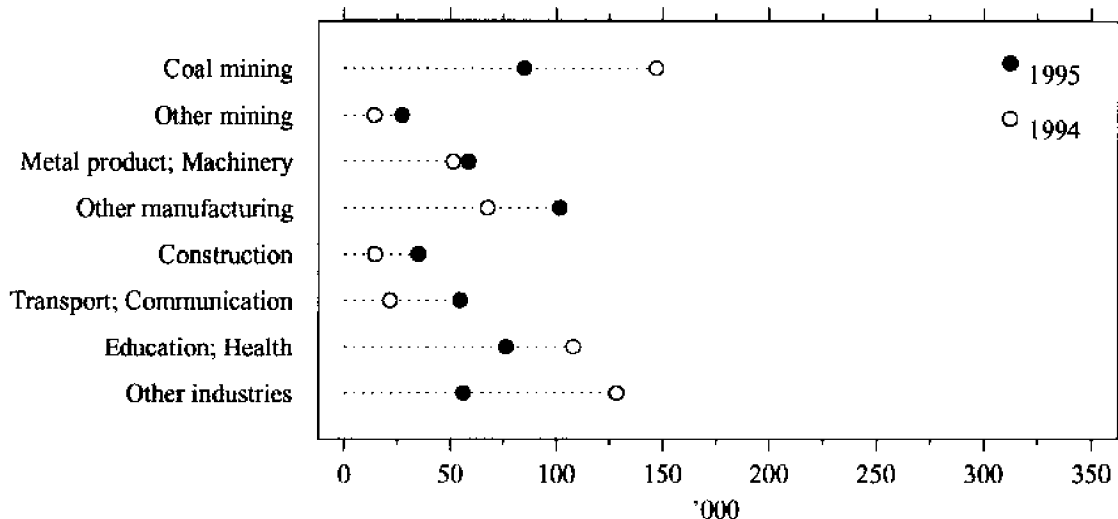
DIAGRAM 2. WORKING DAYS LOST PER THOUSAND EMPLOYEES, 12 MONTHS ENDED MARCH 1994 AND 1995



Source: Table 5

- Working days lost increased in the Transport and storage; Communication services industry by 154 per cent (from 21,500 in the 12 months ended March 1994 to 54,700) and in the Construction industry by 143 per cent (from 14,300 to 34,800).

DIAGRAM 3. WORKING DAYS LOST: INDUSTRY, AUSTRALIA TWELVE MONTHS ENDED MARCH 1994 AND 1995



Source: Table 2

Explanatory Notes and a Glossary are published on pages 6 to 8 of this publication.

W. McLennan
Australian Statistician

TABLE 1. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: AUSTRALIA(a)

Period	Number of disputes(b)		Employees involved ('000)		Working days lost ('000)
	Commenced in period	Total(c)	Newly involved(d)	Total(c)	
1994 —					
January	32	35	4.9	5.1	5.4
February	39	43	24.6	26.5	45.8
March	38	41	7.6	26.1	61.3
April	35	41	10.1	24.4	25.6
May	44	51	13.1	16.2	23.5
June	46	49	6.9	7.5	28.4
July	51	57	15.0	15.8	35.8
August	58	62	25.8	26.5	38.5
September	44	46	25.1	25.9	28.7
October	61	67	24.1	26.0	49.1
November	55	63	68.9	70.7	106.8
December	51	57	36.7	37.6	52.1
1995 —					
January	31	37	5.3	11.0	13.1
February	59	66	39.7	44.7	51.2
March	68	80	22.5	29.0	41.5
Twelve months ended —					
March 1993	674	690	999.2	1,002.0	1,071.5
1994 r	563	574	346.2	353.4	551.9
1995	603	609	293.3	307.7	494.4
December 1992	726	728	871.3	871.5	941.2
1993	607	610	489.2	489.6	635.8
1994	554	558	262.9	264.5	501.0

(a) More detailed information by State and industry is available on request. (b) Prior to September 1991, disputes affecting more than one industry and/or State were counted on a different basis. See paragraph 5 of the Explanatory Notes. (c) Refer to paragraph 7 of Glossary. (d) Comprises employees involved in disputes which commenced during the month and additional employees involved in disputes which continued from the previous month.

TABLE 2. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: INDUSTRY, AUSTRALIA, WORKING DAYS LOST(a) ('000)

Period	Manufacturing									
	Mining		Metal product; Machinery and equipment	Other	Const- ruction	Transport and storage; Commu- nication services	Education; Health and community services	Other industries(b)	All industries	
	Coal	Other								
1994 —										
January	1.8	0.4	0.7	0.3	0.1	0.5	—	1.6	5.4	
February	28.1	1.7	1.4	0.6	0.1	9.0	0.2	4.7	45.8	
March	54.0	—	1.8	0.9	1.7	1.0	1.3	0.6	61.3	
April	17.4	—	2.2	0.8	0.9	0.6	1.1	2.6	25.6	
May	2.4	1.9	3.0	7.0	1.3	0.5	2.5	4.9	23.5	
June	10.7	0.5	2.4	9.4	4.0	—	—	1.3	28.4	
July	2.4	0.4	4.7	10.5	0.4	3.5	—	13.9	35.8	
August	12.5	0.9	9.6	6.7	0.5	4.4	0.7	3.2	38.5	
September	3.2	0.3	4.3	1.7	1.6	12.4	1.8	3.2	28.7	
October	4.1	6.1	9.3	12.0	6.3	7.9	1.2	2.2	49.1	
November	5.1	0.8	3.4	24.9	0.3	3.0	63.4	5.9	106.8	
December	9.1	5.4	2.0	3.5	3.1	16.6	1.6	10.9	52.1	
1995 —										
January	2.7	1.0	2.1	1.2	0.1	4.5	0.8	0.7	13.1	
February	7.3	3.4	8.3	7.9	15.6	0.6	2.2	5.8	51.2	
March	7.8	6.6	7.2	16.1	0.8	0.7	1.0	1.3	41.5	
Twelve months ended —										
March	1993 (c)	78.0	39.8	228.4	158.0	34.3	83.5	275.5	174.0	1,071.5
	1994 (c) r	147.0	14.2	51.4	67.4	14.3	21.5	107.9	128.3	551.9
	1995	84.9	27.3	58.6	101.7	34.8	54.7	76.3	56.1	494.4
December	1992 (c)	76.8	50.8	121.4	154.6	38.4	82.4	238.9	177.7	941.2
	1993 (c)	78.6	14.4	160.4	77.7	13.1	15.6	147.5	128.7	635.8
	1994	151.0	18.3	44.9	78.3	20.2	59.4	73.8	55.2	501.0

(a) Prior to January 1994, industry information was classified according to ASIC. From that time, industry data has been classified to ANZSIC. For more information see paragraph 6 of the Explanatory Notes. More detailed information by State and industry is available on request. (b) 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. (c) Classified according to ASIC.

TABLE 3. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: STATES AND TERRITORIES, AUSTRALIA.
WORKING DAYS LOST(a)
(^{'000})

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1994 —									
January	3.9	0.8	0.1	—	0.5	—	—	—	5.4
February	29.3	1.2	11.8	0.2	2.2	0.2	0.2	0.6	45.8
March	36.8	2.2	20.0	1.1	1.3	0.1	—	—	61.3
April	13.3	1.9	7.5	0.8	1.0	0.7	0.3	0.2	25.6
May	6.9	4.1	3.6	2.3	6.5	—	—	—	23.5
June	4.6	0.2	17.9	0.5	4.1	—	1.1	—	28.4
July	10.5	17.4	2.9	3.5	1.0	0.4	0.1	0.1	35.8
August	17.9	4.6	13.0	—	1.9	1.0	0.1	—	38.5
September	8.7	12.2	3.8	1.1	2.1	0.6	0.1	—	28.7
October	10.2	16.1	16.2	0.4	1.4	0.1	4.8	0.1	49.1
November	72.9	8.9	17.9	5.8	1.0	—	0.2	—	106.8
December	8.3	16.9	18.8	2.2	4.4	1.5	—	—	52.1
1995 —									
January	2.8	2.6	5.3	0.3	1.6	0.4	—	—	13.1
February	6.4	6.7	27.9	6.4	2.5	0.3	0.5	0.4	51.2
March	6.5	8.6	20.9	1.7	1.0	0.5	2.4	—	41.5
Twelve months ended —									
March 1993	218.5	666.1	75.2	20.0	44.9	42.0	2.1	2.7	1,071.5
1994 r	185.0	162.1	139.1	17.1	30.7	4.7	2.3	10.9	551.9
1995	169.0	100.2	155.5	25.0	28.6	5.4	9.8	0.9	494.4
December 1992	174.3	586.4	66.3	12.2	53.6	43.0	2.7	2.7	941.2
1993	178.3	257.2	128.4	25.6	29.5	4.5	2.1	10.3	635.8
1994	223.2	86.4	133.3	18.0	27.4	4.6	7.0	1.1	501.0

(a) State by industry information is available on request

TABLE 4. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: INDUSTRY, AUSTRALIA
WORKING DAYS LOST PER THOUSAND EMPLOYEES FOR THE TWELVE MONTHS ENDED(a)(b)

Period	Manufacturing									All industries
	Mining		Metal product; Machinery and equipment	Other	Const- ruction	Transport and storage; Communi- cation services	Education; Health and community services	Other industries(c)		
	Coal	Other								
Twelve months ended —										
1991 —										
December	4,465	597	1,555	268	349	214	147	60		248
1992 —										
December	3,078	840	309	243	126	192	172	57		147
1993 —										
December	2,915	254	426	121	41	37	106	41		100
1994 —										
January	2,792	260	426	122	41	34	106	41		99
February	3,537	288	407	111	40	54	100	42		101
March	5,250	254	136	105	44	51	77	40		86
April	5,781	234	137	105	46	50	77	40		88
May	5,824	262	139	103	50	48	69	37		85
June	6,093	235	142	101	61	44	65	30		82
July	6,389	180	144	102	57	50	64	26		80
August	6,802	194	155	92	48	58	35	25		74
September	5,318	199	151	71	46	78	35	23		66
October	5,658	240	140	86	51	93	23	13		61
November	5,739	226	133	121	51	100	54	13		71
December	5,964	323	116	123	59	137	63	16		76
1995 —										
January	6,381	330	119	123	57	143	63	15		76
February	5,508	361	137	135	101	124	65	15		77
March	3,567	476	150	158	98	123	65	16		74

(a) See paragraph 4 of the Explanatory Notes. (b) Prior to January 1994, industry information was classified according to ASIC. From that time, industry data has been classified to ANZSIC. In Table 4 data is published on an ANZSIC basis beginning with the 12 months ended December 1994. For more information see paragraph 6 of the Explanatory Notes. (c) 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.

TABLE 5. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD: STATES AND TERRITORIES, AUSTRALIA, WORKING DAYS LOST PER THOUSAND EMPLOYEES FOR THE TWELVE MONTHS ENDED(a)

<i>Period</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
<i>Twelve months ended —</i>									
<i>1991 —</i>									
December	494	123	101	111	196	27	47	18	248
<i>1992 —</i>									
December	80	359	61	24	89	271	38	21	147
<i>1993 —</i>									
December	83	157	117	50	48	28	31	75	100
<i>1994 —</i>									
January	83	157	115	49	48	28	31	75	99
February	90	152	116	46	51	29	34	79	101
March	85	99	125	33	49	30	34	79	86
April	89	99	129	34	47	34	39	80	88
May	90	87	125	35	56	32	38	79	85
June	86	80	131	32	46	29	51	76	82
July	83	82	121	34	41	26	35	75	80
August	83	70	111	29	39	29	36	75	74
September	70	76	85	24	40	30	38	67	66
October	69	57	92	19	36	20	99	8	61
November	97	48	103	30	36	20	102	8	71
December	99	52	115	35	42	29	103	8	76
<i>1995 —</i>									
January	98	53	117	35	44	31	101	8	76
February	88	56	131	46	44	31	106	6	77
March	74	60	132	47	44	34	141	6	74

(a) See paragraph 4 of the Explanatory Notes

TABLE 6. INDUSTRIAL DISPUTES ENDING IN THE 12 MONTHS TO MARCH 1995 : AUSTRALIA, REPORTED CAUSE, DURATION AND METHOD OF SETTLEMENT (a)

	<i>Number of disputes(b)</i>	<i>Employees involved (directly and indirectly) ('000)</i>	<i>Working days lost ('000)</i>
CAUSE OF DISPUTE			
Wages	87	112.0	192.4
Leave, pensions, compensation	27	13.4	22.3
Managerial policy	325	86.4	162.2
Physical working conditions	71	12.3	21.1
Trade unionism	49	10.2	12.8
Hours of work	17	4.2	7.5
Other(c)	29	81.1	170.5
Total	605	319.5	588.9
DURATION OF DISPUTE			
Up to and including 1 day	298	129.6	81.8
Over 1 and up to and including 2 days	162	120.1	163.1
Over 2 and less than 5 days	95	41.8	124.7
5 and less than 10 days	35	23.9	157.7
10 and less than 20 days	12	3.6	50.6
20 days and over	3	0.4	11.0
Total	605	319.5	588.9
METHOD OF SETTLEMENT			
Negotiation	110	32.7	91.6
State legislation	46	9.4	21.2
Federal and joint Federal-State legislation	73	40.2	173.2
Resumption without negotiation	370	233.5	291.6
Other methods	6	3.8	11.3
Total	605	319.5	588.9

(a) More detailed information by State and industry is available on request. (b) Prior to September 1991 disputes, affecting more than one industry and/or State were counted on a different basis. See paragraph 5 of the Explanatory Notes. (c) Includes disputes not elsewhere categorised.

EXPLANATORY NOTES

Introduction

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 (as defined in paragraph 2 of 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.

Change in methodology

4. 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 (*Employed Wage and Salary Earners* (6248.0)).

5. 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.

New Industry classification

6. Industry information from January 1994 shown in Table 2 (and from the twelve months ended December 1994 in Table 4) is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) - for more details refer to *Australian and New Zealand Standard Industrial Classification*, 1993, (1292.0). It replaces the Australian Standard Industrial Classification (ASIC), which has been in use for many years. Data for periods prior to January 1994 in Table 2 and the twelve months ended December 1994 in Table 4 have been classified only according to ASIC.

Reliability of estimates

7. 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.

Other ABS publications

8. Users may also wish to refer to the following publications and standard data services:

Industrial Disputes, Australia (6322.0) - discontinued

Labour Statistics, Australia (6101.0) - issued annually

Trade Union Statistics, Australia (6323.0) - issued annually

Trade Union Members, Australia, August 1994 (6325.40.001) - standard data service

Working Arrangements, Australia (6342.0) - discontinued

Users interested in obtaining information about statistics previously available from discontinued publications should call ABS Client Services on:

Toll free 1800 620 085 or Fax (06) 253 1404

Unpublished statistics

9. 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 Henry Ferst on (03) 9615 7980.

10. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The *Catalogue* and *Publications Advice* are available from any ABS office.

Symbols and other usages

- r estimates revised since last issue
- nil or rounded to zero

11. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Electronic Services

A large range of data is available via on-line services, diskette, magnetic tape, tape cartridge, and CD ROM. For more details about our electronic data services, contact any ABS office.

Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (06) 252 6684.

GLOSSARY

Cause of dispute

The statistics of 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 holiday 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.

Disputes

2. For these statistics, an *industrial dispute* 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.

3. 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.

4. 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 5 of the Explanatory Notes for details).

5. 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.

6. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 1 of the Explanatory Notes). 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.

Disputes which occurred during the period

7. *Disputes which occurred during the period* encompasses those disputes which:

- . started in a previous month or year and ended in the reference period, or
- . began and ended in the reference period, or
- . began in the reference period and continued into the next period, or
- . started prior to the reference month or year, continued through the reference period and into the next period.

Duration of dispute

8. The *duration* 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).

Employees

9. *Employees* 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.

10. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

11. *Employees indirectly involved* 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).

12. *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

13. 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 relation 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

14. *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.

Working days lost per thousand employees

15. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Labour Force Survey. Refer to paragraph 4 of the Explanatory Notes for details of the way in which these measures are calculated, and the change in the method of calculation from the January 1995 edition of this publication.

