



1999

Final
Issue

6322.0

INDUSTRIAL DISPUTES

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) FRI 26 MAY 2000

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- For further information about these and related statistics, contact the National Information Service on 1300 135 070 or Margaret Livingston on Melbourne 03 9615 7329.

NOTES

NOTES

This will be the final annual issue of *Industrial Disputes, Australia* (Cat. no. 6322.0). The monthly publication (Cat. no. 6321.0) will continue to be published. Annual data will continue to be available from the monthly publications, and through a special data service. Please contact Margaret Livingston on (03) 9615 7329 for further information.

ROUNDING

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



ABBREVIATIONS

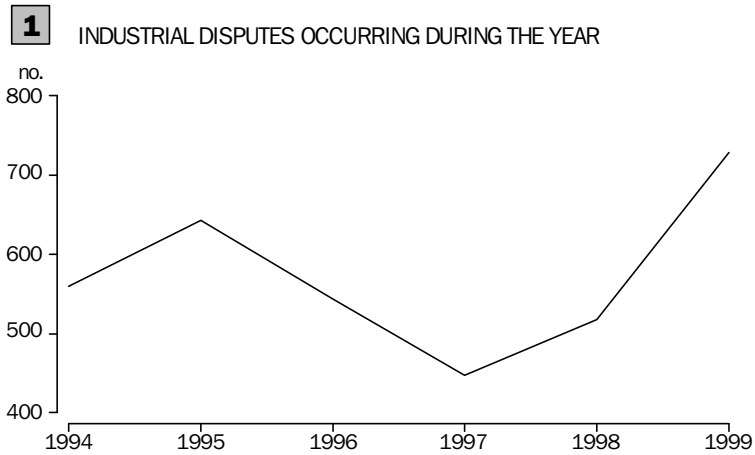
- ABS Australian Bureau of Statistics
- ANZSIC Australian and New Zealand Standard Industrial Classification

W. McLennan
Australian Statistician

SUMMARY OF FINDINGS

DISPUTES WHICH OCCURRED DURING THE YEAR

In Australia, there were 729 industrial disputes recorded in 1999, involving 460,900 employees and resulting in 650,400 working days lost.



The number of working days lost increased 24% on the 1998 figure of 526,300, but was still lower than the 928,500 working days lost in 1996. The number of working days lost per thousand employees increased from 72 in 1998 to 87 in 1999.



The number of employees involved in industrial disputation (directly and indirectly) during 1999 was 32% higher than the figure recorded in 1998 (348,400).

DISPUTES WHICH ENDED DURING THE YEAR

Of the 721 disputes which ended in 1999, 50% involved less than 100 employees, and 87% involved less than 400 employees, but resulted in 26,700 (4%) and 151,500 (23%) working days lost respectively. Only 2% of disputes involved 3,000 or more employees, but these accounted for 361,400 working days lost (56% of the Australian total).

Almost half of all disputes (358) resulted in less than 100 working days lost, but they involved just 28,600 employees (6% of all employees involved). There were 12 disputes which each resulted in 10,000 or more working days being lost, and these involved 263,900 employees and a total of 401,600 working days lost.

SUMMARY OF FINDINGS *continued*

On average, 897 working days were lost per dispute ending in 1999, compared to 1,192 in 1998. This decline is consistent with the decrease in employees per dispute ending (down from 777 in 1998 to 632 in 1999).

STATES AND TERRITORIES

New South Wales recorded the highest number of disputes in 1999 (272), followed by Victoria (239) and Western Australia (124). The increase in the number of disputes between 1998 and 1999 in Victoria (up 74%) and Western Australia (up 59%) was quite pronounced. The number of disputes in Victoria in 1999 was the highest recorded since 1986, when there were 260 disputes. Western Australia recorded its highest number of disputes since 1992 (134), but at the same time, recorded its lowest number of working days lost (43,400) since 1994 (27,400).

Of the 650,400 working days lost through disputation in 1999, almost half (316,500) were recorded in New South Wales, with a further 34% (218,200) in Victoria. New South Wales recorded an increase of 68% in the number of working days lost between 1998 and 1999, despite an increase of only 25% in the number of disputes. South Australia, Western Australia, Tasmania, Northern Territory and the Australian Capital Territory all recorded a decrease in the number of working days lost between 1998 and 1999.

The number of employees involved in disputation was highest in New South Wales (211,400), and this was the highest level recorded by this State since 1991 (867,900). There were 168,100 employees involved in disputation in Victoria. Together, New South Wales and Victoria accounted for 82% of employees involved in disputation. It was also these States that recorded the highest increase in the number of employees involved in disputation between 1998 and 1999 (up 47% and 37% respectively).



The number of working days lost per thousand employees varied widely across Australia. New South Wales recorded the highest rate (126), followed by Victoria (116). In contrast, there were just 2 working days lost per thousand employees in Tasmania, and 3 in the Northern Territory. The national average was 87.

INDUSTRY

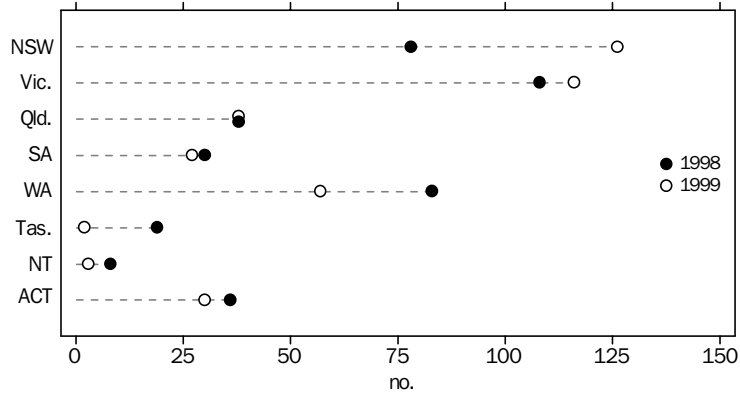
The industries with the highest number of disputes in 1999 were Construction (247), Manufacturing (208) and Mining (89). However, in terms of employees involved and working days lost, the highest incidence was recorded in the Education; Health and

SUMMARY OF FINDINGS *continued*

community services industries (149,900 employees involved and 224,100 working days lost from just 40 disputes).

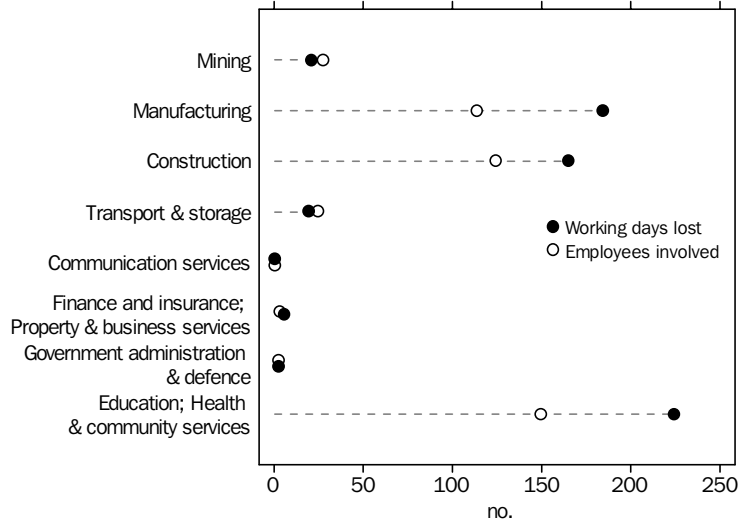
Within the Manufacturing industry, industrial disputation was concentrated in the Metal product; Machinery and equipment industry (101 disputes; 71,800 employees involved and 104,200 working days lost). Industrial disputation in the Mining industry was heavily concentrated in Coal mining, accounting for 81 disputes, the involvement of 19,800 employees and 26,000 working days lost.

4 WORKING DAYS LOST PER THOUSAND EMPLOYEES, States and Territories



During 1999, disputation in the Education; Health and community services industry in New South Wales accounted for 204,300 working days lost, or 65% of working days lost in that State, and 91% of working days lost in that industry across Australia. In Victoria, the majority of working days lost were recorded in Manufacturing (125,500) and Construction (63,400). Disputation in the Construction industry, as a percentage of total working days lost in the State, was also significant in Queensland (34,000, or 65% of working days lost) and Western Australia (30,900, or 71% of working days lost).

5 INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR, by Industry



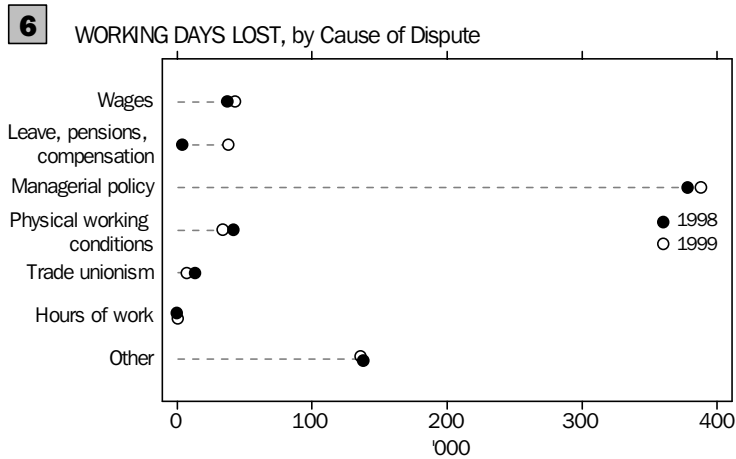
SUMMARY OF FINDINGS *continued*

The number of working days lost per thousand employees varied considerably between industries, with the highest rates recorded in the Coal mining industry (1,445 working days lost per thousand employees), followed by Construction (381) and Metal product; Machinery and equipment manufacturing (282).

The number of working days lost in the Coal mining industry has declined considerably since 1996, when there were 7,171 working days lost per thousand employees. Between 1998 and 1999, there was a decrease of 47% in the number of working days lost per thousand employees in this industry, from 2,732 to 1,445. The number of working days lost per thousand employees also decreased considerably between 1998 and 1999 in the Construction industry (down 27%) and the Transport and storage; Communication services industry (down 63%). In contrast, the number of working days lost per thousand employees increased substantially in the Metal product; Machinery and equipment industry (up 297%) and Education; Health and community services (up 189%).

CAUSE OF DISPUTE

Across all industries, the majority of disputes were caused by managerial policy. In 1999, managerial policy caused 425 disputes, 388,300 working days lost and involved 181,900 employees. This accounted for 60% of working days lost, a slight decline from 62% in 1998, but overall there has been an increasing trend toward a higher proportion of working days lost due to managerial policy since 1994, when the figure was 31%. Managerial policy includes enterprise bargaining, and hence includes issues such as wage increases where they are part of enterprise bargaining.



Disputes due to "Other" causes resulted in 135,800 working days lost (21% of total) and involved 175,000 employees, but came from just 25 disputes. "Other" causes include protests directed against persons or situations other than those relating to the employer/employee relationship.

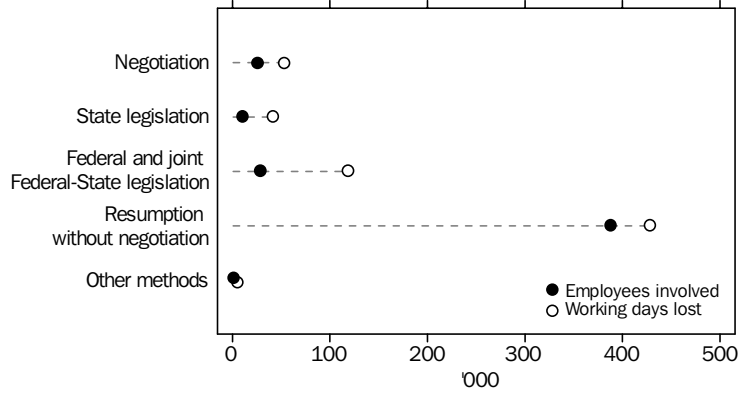
Disputes about wages (as the sole cause) have become less significant in recent years. In 1997, 24% of working days lost were due to disputes caused by wages, but this declined to 6% in 1998, and the 1999 figure was 7%. However, it is important to note that these are disputes caused by wages only, and disputes occurring as a result of enterprise bargaining which may include wage issues are likely to be included in disputes caused by managerial policy.

SUMMARY OF FINDINGS *continued*

METHOD OF SETTLEMENT

The main method of settlement for disputes that ended in 1999 was resumption without negotiation. One half of disputes (357) were resolved in this manner, and a further 189 (26%) were resolved by negotiation. The disputes that were resolved by resumption without negotiation had resulted in 427,900 (66%) working days lost and involved 387,600 (85%) employees.

7 INDUSTRIAL DISPUTES ENDING DURING THE YEAR,
Method of settlement



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1

INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR

Period	NUMBER OF DISPUTES		EMPLOYEES INVOLVED DIRECTLY . . .		EMPLOYEES INVOLVED INDIRECTLY . .		TOTAL EMPLOYEES INVOLVED . . .		WORKING DAYS LOST . .	
	Commenced during period	Total	Newly involved	Total	New Involved	Total	Newly involved	Total	Total	Per Thousand Employees
1994	556	560	261.0	262.7	2.4	2.4	263.4	265.1	501.6	76
1995	635	643	332.2	341.0	3.2	3.2	335.4	344.3	547.6	79
1996	539	543	575.5	577.4	0.3	0.3	575.9	577.7	928.5	131
1997	444	447	310.1	310.5	4.9	4.9	315.0	315.4	534.2	75
1998	516	519	343.9	344.6	3.9	3.9	347.8	348.4	526.3	72
1999	725	729	454.9	455.2	5.7	5.7	460.5	460.9	650.4	87

2

WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry

Period	Coal mining	Other mining	Metal product; Machinery and equipment	Other manufacturing	Construction	Transport and storage; Communication services	Education; Health and community services	Other industries	All industries
1994	5 964	323	117	123	59	137	63	16	76
1995	4 660	1 359	142	160	115	84	57	12	79
1996	7 171	73	146	70	892	43	187	17	131
1997	4 206	19	189	107	290	101	73	11	75
1998	2 732	23	71	106	524	114	57	8	72
1999	1 445	35	282	120	381	42	165	7	87

INDUSTRIAL DISPUTES, Summary—States and Territories

<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>
.....									
NUMBER OF DISPUTES COMMENCED									
1994	229	106	139	39	82	30	15	9	556
1995	283	107	163	27	69	26	7	12	635
1996	291	96	137	29	53	17	13	23	539
1997	199	110	86	33	71	15	11	14	444
1998	218	135	63	32	77	8	3	16	516
1999	271	236	93	35	124	5	5	12	725
.....									
NUMBER OF DISPUTES WHICH OCCURRED									
1994	230	109	139	39	82	30	15	9	560
1995	285	110	167	28	70	27	7	12	643
1996	292	98	138	30	54	19	13	24	543
1997	199	112	86	33	71	15	11	14	447
1998	218	137	63	32	78	8	3	16	519
1999	272	239	93	35	124	5	5	12	729
.....									
EMPLOYEES NEWLY INVOLVED ('000)									
1994	118.5	50.6	55.2	15.1	15.9	5.6	1.4	1.0	263.4
1995	75.3	77.6	49.4	27.6	99.4	3.2	1.7	1.4	335.4
1996	201.5	120.3	151.1	33.2	36.0	9.9	4.4	19.3	575.9
1997	72.7	128.7	65.8	8.2	31.7	2.4	0.8	4.6	315.0
1998	144.3	122.3	29.0	16.3	28.8	2.1	0.6	4.4	347.8
1999	211.4	167.8	24.9	19.1	32.1	0.3	0.2	4.8	460.5
.....									
TOTAL EMPLOYEES INVOLVED ('000)									
1994	118.6	52.2	55.2	15.1	15.9	5.6	1.4	1.0	265.1
1995	76.5	79.0	54.7	27.8	99.7	3.4	1.7	1.4	344.3
1996	201.5	121.1	151.6	33.4	36.2	10.0	4.4	19.4	577.7
1997	72.7	129.1	65.8	8.2	31.7	2.4	0.8	4.6	315.4
1998	144.3	122.9	29.0	16.3	28.8	2.1	0.6	4.4	348.4
1999	211.4	168.1	24.9	19.1	32.1	0.3	0.2	4.8	460.9
.....									
EMPLOYEES DIRECTLY INVOLVED ('000)									
1994	118.0	50.8	55.2	14.9	15.7	5.6	1.4	1.0	262.7
1995	76.4	78.2	52.6	27.8	99.7	3.2	1.7	1.4	341.0
1996	201.5	120.8	151.6	33.4	36.2	10.0	4.4	19.4	577.4
1997	72.7	126.2	65.1	7.9	30.9	2.4	0.8	4.6	310.5
1998	144.3	119.5	28.8	16.2	28.6	2.1	0.6	4.4	344.6
1999	210.8	163.3	24.9	19.0	32.0	0.3	0.2	4.8	455.2
.....									
EMPLOYEES INDIRECTLY INVOLVED ('000)									
1994	0.5	1.4	—	0.3	0.2	—	—	—	2.4
1995	0.1	0.9	2.1	—	—	0.1	—	—	3.2
1996	—	0.3	—	—	—	—	—	—	0.3
1997	—	2.9	0.7	0.3	0.9	—	—	—	4.9
1998	—	3.3	0.2	0.2	0.1	—	—	—	3.9
1999	0.6	4.8	—	0.1	0.1	—	—	—	5.7

— nil or rounded to zero (including null cells)

4

WORKING DAYS LOST, States and Territories

<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>
WORKING DAYS LOST ('000)									
1994	223.2	87.0	133.3	18.0	27.4	4.6	7.0	1.1	501.6
1995	113.6	126.1	182.7	15.3	101.6	3.5	3.6	1.2	547.6
1996	377.9	218.1	205.4	41.6	47.3	13.0	4.4	20.9	928.5
1997	153.7	212.1	92.0	8.0	60.1	5.7	0.5	2.1	534.2
1998	188.5	200.0	51.6	16.1	61.2	3.1	0.7	5.1	526.3
1999	316.5	218.2	52.2	15.0	43.4	0.3	0.3	4.3	650.4
WORKING DAYS LOST PER THOUSAND EMPLOYEES									
1994	99	52	115	35	42	29	103	8	76
1995	48	72	148	28	150	22	48	9	79
1996	158	122	162	77	68	78	59	148	131
1997	64	118	71	15	85	35	7	15	75
1998	78	108	38	30	83	19	8	36	72
1999	126	116	38	27	57	2	3	30	87

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WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry—States and Territories

<i>State</i>	<i>Coal mining</i>	<i>Other mining</i>	<i>Metal product; Machinery and equipment</i>	<i>Other manufacturing</i>	<i>Construction</i>	<i>Transport and storage; Communication services</i>	<i>Education; Health and community services</i>	<i>Other industries</i>	<i>All industries</i>
NSW	1 931	8	259	40	215	56	446	6	126
Vic.	920	169	569	295	635	41	40	11	116
Qld.	696	41	59	40	379	19	6	3	38
SA	—	7	138	85	99	36	7	5	27
WA	1 293	23	20	42	671	55	15	9	57
Tas.	—	98	1	1	3	1	1	—	2
NT	—	—	—	9	4	7	1	4	3
ACT	—	—	—	48	135	20	110	7	30
Australia	1 445	35	282	120	381	42	165	7	87

— nil or rounded to zero (including null cells)

INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR, By Industry

<i>Industry</i>	<i>Industrial disputes which occurred</i>	<i>Employees involved</i>	<i>Working days lost</i>
	no.	'000	'000
.....			
Agriculture, forestry and fishing	np	1.0	1.0
Mining			
Coal	81	19.8	26.0
Iron ore	np	0.9	0.9
Other	np	0.5	1.1
Total	89	21.2	28.0
Manufacturing			
Food, beverage and tobacco	43	12.5	46.4
Textile, clothing, footwear and leather	12	6.8	8.6
Wood and paper product	14	4.7	5.1
Printing, publishing and recorded media	7	4.2	3.5
Petroleum, coal, chemical and associated product	31	9.9	10.9
Metal product; Machinery and equipment	101	71.8	104.2
Other manufacturing	18	4.2	5.7
Total	208	113.9	184.5
Electricity, gas and water supply	19	6.8	7.7
Construction	247	124.4	165.1
Wholesale trade; Retail trade; Accommodation, cafes and restaurants	14	1.6	3.3
Transport and storage			
Road transport	22	15.3	12.1
Rail transport	17	5.3	4.5
Air and space transport	np	0.1	—
Stevedoring	25	2.7	1.8
Other transport, services to transport, storage	np	1.5	1.2
Total	80	24.8	19.6
Communication services	6	0.9	0.7
Finance and insurance; Property and business services	27	3.4	5.9
Government administration and defence	14	2.7	2.7
Education; Health and community services	40	149.9	224.1
Cultural and recreational services; Personal and other services	np	10.2	7.7
Total	729	460.9	650.4

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np not available for publication but included in totals where applicable, unless otherwise indicated

— nil or rounded to zero (including null cells)

INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR, States and Territories

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Australia
Industry	'000	'000	'000	'000	'000	'000	'000	'000	'000
EMPLOYEES INVOLVED									
Agriculture, forestry and fishing	0.9	0.2	—	—	—	—	—	—	1.0
Mining									
Coal	14.3	0.2	4.5	—	0.8	—	—	—	19.8
Iron ore	—	0.1	0.1	—	0.7	—	—	—	0.9
Other	0.1	0.3	0.1	—	—	0.1	—	—	0.5
Total	14.4	0.6	4.6	—	1.4	0.1	—	—	21.2
Manufacturing									
Food, beverage and tobacco	3.3	5.9	1.4	1.0	0.8	—	—	—	12.5
Textile, clothing, footwear and leather	0.6	4.8	1.1	0.2	0.1	—	—	—	6.8
Wood and paper product	1.2	2.9	—	0.4	0.1	—	—	0.1	4.7
Printing, publishing and recorded media	0.5	2.8	0.3	0.2	0.3	—	—	—	4.2
Petroleum, coal, chemical and associated product	0.4	7.6	—	1.4	0.4	—	—	—	9.9
Metal product; Machinery and equipment	17.1	44.1	2.0	7.7	0.9	—	—	—	71.8
Other manufacturing	0.3	3.3	—	0.3	0.3	—	—	—	4.2
Total	23.4	71.4	4.9	11.1	3.0	—	—	0.1	113.9
Electricity, gas and water supply	2.7	1.4	0.2	—	2.5	—	—	—	6.8
Construction	25.7	67.8	8.4	2.7	19.1	—	—	0.7	124.4
Wholesale trade; Retail trade; Accommodation, cafes and restaurants	0.6	0.7	0.2	—	—	—	—	—	1.6
Transport and storage									
Road transport	6.4	4.8	0.9	1.0	2.1	—	—	0.2	15.3
Rail transport	2.9	0.1	0.3	1.6	0.4	—	—	—	5.3
Air and space transport	—	—	0.1	—	—	—	—	—	0.1
Stevedoring	1.6	0.7	0.3	—	—	—	—	—	2.7
Other transport, services to transport, storage	0.4	0.5	0.5	—	—	—	—	—	1.5
Total	11.2	6.2	2.2	2.6	2.5	—	—	0.2	24.8
Communication services	0.2	0.7	—	—	—	—	—	—	0.9
Finance and insurance; Property and business services	1.4	1.4	0.4	—	0.1	—	—	0.1	3.4
Government administration and defence	0.4	0.8	0.4	0.8	—	—	—	0.3	2.7
Education; Health and community services	129.3	13.2	1.7	0.9	1.6	—	—	3.2	149.9
Cultural and recreational services; Personal and other services	1.2	3.8	1.9	1.0	2.1	—	0.1	0.2	10.2
Total	211.4	168.1	24.9	19.1	32.1	0.3	0.2	4.8	460.9

— nil or rounded to zero (including null cells)

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Australia
Industry	'000	'000	'000	'000	'000	'000	'000	'000	'000
WORKING DAYS LOST									
Agriculture, forestry and fishing	0.9	0.2	—	—	—	—	—	—	1.0
Mining									
Coal	20.5	0.2	4.5	—	0.8	—	—	—	26.0
Iron ore	—	0.1	0.1	—	0.7	—	—	—	0.9
Other	0.1	0.5	0.4	—	—	0.2	—	—	1.1
Total	20.5	0.8	5.0	—	1.5	0.2	—	—	28.0
Manufacturing									
Food, beverage and tobacco	4.6	36.6	2.7	1.7	0.8	—	—	—	46.4
Textile, clothing, footwear and leather	0.4	6.9	0.8	0.3	0.1	—	—	—	8.6
Wood and paper product	1.6	2.9	—	0.4	0.1	—	—	0.1	5.1
Printing, publishing and recorded media	0.5	2.0	0.6	0.2	0.2	—	—	—	3.5
Petroleum, coal, chemical and associated product	0.5	8.6	—	1.4	0.5	—	—	—	10.9
Metal product; Machinery and equipment	31.2	63.6	3.3	5.4	0.7	—	—	—	104.2
Other manufacturing	0.4	4.9	—	0.2	0.2	—	—	—	5.7
Total	39.2	125.5	7.5	9.5	2.6	—	—	0.1	184.5
Electricity, gas and water supply	2.8	2.9	0.2	—	1.7	—	—	—	7.7
Construction	34.0	63.4	34.0	2.2	30.9	—	—	0.5	165.1
Wholesale trade; Retail trade; Accommodation, cafes and restaurants	1.7	1.0	0.4	0.1	—	—	—	—	3.3
Transport and storage									
Road transport	6.1	3.1	0.6	0.5	1.6	—	—	0.1	12.1
Rail transport	2.4	0.1	0.6	0.5	0.9	—	—	—	4.5
Air and space transport	—	—	—	—	—	—	—	—	—
Stevedoring	0.9	0.7	0.2	—	—	—	—	—	1.8
Other transport, services to transport, storage	0.4	0.5	0.2	0.1	—	—	—	—	1.2
Total	9.8	4.3	1.7	1.1	2.5	—	—	0.1	19.6
Communication services	0.1	0.6	—	—	—	—	—	—	0.7
Finance and insurance; Property and business services	1.3	3.7	0.6	—	0.1	—	—	0.3	5.9
Government administration and defence	1.0	0.6	0.1	0.6	—	—	—	0.4	2.7
Education; Health and community services	204.3	12.6	1.5	0.8	2.0	—	—	2.8	224.1
Cultural and recreational services; Personal and other services	0.8	2.5	1.3	0.7	2.1	—	0.2	0.1	7.7
Total	316.5	218.2	52.2	15.0	43.4	0.3	0.3	4.3	650.4

— nil or rounded to zero (including null cells)

INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Cause of Dispute

<i>Cause of dispute</i>	1994	1995	1996	1997	1998	1999
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WORKING DAYS LOST ('000)

Wages	140.6	155.7	247.1	108.7	37.3	42.8
Hours of work	5.4	2.7	8.3	4.0	0.1	0.7
Leave, pensions, compensation	19.0	16.4	—	4.3	3.6	38.2
Managerial policy	158.9	207.3	426.5	234.4	372.6	388.3
Physical working conditions	17.6	24.8	19.6	14.9	41.6	33.9
Trade unionism	7.8	22.8	46.6	7.2	13.3	7.0
Other	165.6	125.6	183.3	71.9	54.6	135.8
Total	514.8	555.1	931.4	445.3	523.2	646.5

WORKING DAYS LOST (%)

Wages	27.3	28.0	26.5	24.4	7.1	6.6
Hours of work	1.0	0.5	0.9	0.9	—	0.1
Leave, pensions, compensation	3.7	3.0	—	1.0	0.7	5.9
Managerial policy	30.9	37.3	45.8	52.6	71.2	60.1
Physical working conditions	3.4	4.5	2.1	3.4	7.9	5.2
Trade unionism	1.5	4.1	5.0	1.6	2.5	1.1
Other	32.2	22.6	19.7	16.1	10.4	21.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

— nil or rounded to zero (including null cells)

INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Cause of Dispute—By Industry

Cause of dispute	Coal mining	Other mining	Metal product; Machinery and equipment	Other manufac- turing	Construc- tion	Transport and storage; Communica- tion services	Education; Health and community services	Other industries	All industries
NUMBER OF DISPUTES									
Wages	5	np	np	6	23	7	3	7	53
Hours of work	np	—	—	—	np	np	—	np	6
Leave, pensions, compensation	np	—	6	6	9	np	—	np	26
Managerial policy	48	np	67	77	90	53	30	np	425
Physical working conditions	13	—	8	11	72	9	—	7	116
Trade unionism	8	—	7	np	39	10	—	np	70
Other	np	np	np	np	np	np	7	5	25
Total	80	8	99	108	246	85	40	83	721
EMPLOYEES INVOLVED ('000)									
Wages	0.4	—	3.5	0.9	5.7	2.1	30.9	0.8	44.3
Hours of work	0.2	—	—	—	0.1	0.2	—	—	0.5
Leave, pensions, compensation	7.7	—	1.5	0.8	12.7	0.1	—	0.5	23.4
Managerial policy	7.6	0.5	19.1	9.3	20.8	12.7	99.0	12.9	181.9
Physical working conditions	1.8	—	3.0	1.3	13.7	0.4	—	0.9	21.2
Trade unionism	1.5	—	0.8	0.4	5.7	0.9	—	0.1	9.5
Other	0.5	0.5	41.2	28.3	65.2	9.2	20.0	10.0	175.0
Total	19.7	1.0	69.1	41.0	124.0	25.7	149.9	25.3	455.7
WORKING DAYS LOST ('000)									
Wages	0.5	—	15.7	1.1	10.8	3.2	10.8	0.6	42.8
Hours of work	0.3	—	—	—	0.1	0.2	—	—	0.7
Leave, pensions, compensation	7.7	—	13.0	1.3	13.7	0.1	—	2.3	38.2
Managerial policy	13.0	1.0	39.7	53.5	60.4	10.4	194.0	16.0	388.3
Physical working conditions	2.1	—	5.6	2.2	21.3	0.6	—	2.2	33.9
Trade unionism	2.2	—	0.2	0.4	3.6	0.4	—	0.1	7.0
Other	0.6	0.5	27.5	20.9	55.1	5.2	19.3	6.6	135.8
Total	26.5	1.5	101.7	79.5	165.0	20.3	224.1	27.8	646.5

np not available for publication but included in totals where applicable, unless otherwise indicated

— nil or rounded to zero (including null cells)

INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Duration of Dispute

<i>Duration of Dispute</i>	1994	1995	1996	1997	1998	1999
WORKING DAYS LOST ('000)						
Up to and including 1 day	72.9	132.9	202.3	120.5	114.4	232.2
Over 1 and up to and including 2 days	123.4	104.1	144.9	102.9	225.9	73.7
Over 2 and less than 5 days	104.6	154.7	466.4	46.2	41.0	226.4
5 and less than 10 days	147.2	97.6	53.4	78.5	49.1	19.6
10 and less than 20 days	58.9	28.4	17.9	39.2	37.2	27.4
20 days and over	7.7	37.5	46.5	58.0	55.7	67.3
Total	514.8	555.1	931.4	445.3	523.2	646.5

WORKING DAYS LOST (%)						
Up to and including 1 day	14.2	23.9	21.7	27.1	21.9	35.9
Over 1 and up to and including 2 days	24.0	18.8	15.6	23.1	43.2	11.4
Over 2 and less than 5 days	20.3	27.9	50.1	10.4	7.8	35.0
5 and less than 10 days	28.6	17.6	5.7	17.6	9.4	3.0
10 and less than 20 days	11.4	5.1	1.9	8.8	7.1	4.2
20 days and over	1.5	6.7	5.0	13.0	10.7	10.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Method of Settlement

Method of settlement	Coal mining	Other mining	Metal product; Machinery and equipment	Other manufac- turing	Constru- ction	Transport and storage;	Education;	Other industries	All industries
						Communi- cation services	Health and community services		
NUMBER OF DISPUTES									
Negotiation	np	np	16	32	99	16	5	14	189
State legislation	np	—	np	np	12	5	np	9	48
Federal and joint Federal-State legislation	8	np	22	22	27	np	np	18	113
Resumption without negotiation	63	3	55	37	104	51	30	38	357
Other methods	np	np	np	np	4	np	—	4	14
Total	80	8	99	108	246	85	40	83	721
EMPLOYEES INVOLVED ('000)									
Negotiation	0.6	0.2	1.9	3.1	16.1	3.0	1.0	0.9	26.8
State legislation	0.2	—	0.8	3.4	2.6	2.4	0.2	0.9	10.4
Federal and joint Federal-State legislation	1.0	0.1	12.8	3.2	6.9	1.6	1.5	2.0	29.1
Resumption without negotiation	17.6	0.7	53.5	31.3	98.1	18.6	147.3	20.5	387.6
Other methods	0.4	—	0.1	—	0.3	0.1	—	1.0	1.8
Total	19.7	1.0	69.1	41.0	124.0	25.7	149.9	25.3	455.7
WORKING DAYS LOST ('000)									
Negotiation	0.9	0.3	6.5	9.1	31.0	2.9	0.7	1.6	53.1
State legislation	0.2	—	1.1	7.2	26.3	4.2	—	2.4	41.4
Federal and joint Federal-State legislation	1.5	0.4	51.4	37.3	20.8	1.7	2.2	3.6	118.8
Resumption without negotiation	20.9	0.8	42.7	25.8	86.5	11.4	221.1	18.7	427.9
Other methods	3.2	0.1	0.1	0.1	0.3	—	—	1.6	5.3
Total	26.5	1.5	101.7	79.5	165.0	20.3	224.1	27.8	646.5

np not available for publication but included in totals where applicable, unless otherwise indicated

— nil or rounded to zero (including null cells)

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INDUSTRIAL DISPUTES ENDING DURING THE YEAR, Distribution of Employees Involved

Disputes	no.	Total Employees Involved . .		Working Days Lost	
		'000	%	'000	%
Under 50	189	4.8	1.0	9.1	1.4
50 and under 100	170	11.5	2.5	17.6	2.7
100 and under 200	158	23.0	5.1	41.3	6.4
200 and under 400	108	29.4	6.5	83.5	12.9
400 and under 1 000	54	30.6	6.7	61.2	9.5
1 000 and under 2 000	19	25.3	5.6	59.0	9.1
2 000 and under 3 000	6	15.6	3.4	13.3	2.1
3 000 and over	17	315.4	69.2	361.4	55.9
Total	721	455.7	100.0	646.5	100.0

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INDUSTRIAL DISPUTES ENDING DURING THE YEAR, Distribution of Working Days Lost

Disputes	no.	Total Employees Involved . .		Working Days Lost	
		'000	%	'000	%
10 and under 100	358	28.6	6.3	14.2	2.2
100 and under 500	241	42.7	9.4	56.5	8.7
500 and under 1 000	54	23.1	5.1	37.4	5.8
1 000 and under 2 000	30	20.9	4.6	41.7	6.4
2 000 and under 5 000	22	59.8	13.1	70.9	11.0
5 000 and under 10 000	4	16.6	3.7	24.3	3.8
10 000 and over	12	263.9	57.9	401.6	62.1
Total	721	455.7	100.0	646.5	100.0

EXPLANATORY NOTES

INTRODUCTION

1 This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (Cat. no. 6321.0) issued monthly.

2 Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

- Disputes which occurred during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.
- Disputes which ended during the year. Statistics relate to all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

COVERAGE

3 The statistics in this publication relate to disputes which involved stoppages of work of 10 working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by 10 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).

4 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 and power cuts are not included.

5 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 Territory 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

6 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).

7 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' resignation.

CHANGE IN METHODOLOGY

8 The basis for the calculation of working days lost per thousand employees was changed in *Industrial Disputes, Australia, 1994* (Cat. no. 6322.0) to use estimates of employees taken from the Australian Bureau of Statistics' (ABS) Labour Force Survey only. Estimates have been recalculated on this basis for each 12 month period back to December 1990 and are available on request. For the 1987 to 1993 editions of this publication, estimates of employees were taken predominantly from the ABS Survey of Employment and Earnings (*Wage and Salary Earners, Australia* (Cat. no. 6248.0)).

EXPLANATORY NOTES *continued*

9 The basis for the calculation of the number of disputes was changed in *Industrial Disputes, Australia, 1992* (Cat. no. 6322.0) and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State or Territory were counted as a separate dispute in each industry and State or Territory, and in the Australian total. From September 1991, a dispute affecting more than one industry and/or State or Territory is counted once in each industry and/or State or Territory, 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.

INDUSTRY CLASSIFICATION

10 Industry information from 1994 is classified according to the Australian and New Zealand Standard Industrial Classification. For more details refer to *Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993* (Cat. no. 1292.0). It replaces the Australian Standard Industrial Classification (ASIC). Data for periods prior to 1994 have been classified only according to ASIC.

RELIABILITY OF ESTIMATES

11 The estimates in this publication are based on a full enumeration of industrial disputes that were identified as occurring during the reference period. However, some inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS even though considerable care is taken in questionnaire design, in the instructions given to respondents and in editing the data.

RELATED PUBLICATIONS

12 ABS publications and standard data services which may be of interest are:

- *Industrial Disputes, Australia* (Cat. no. 6321.0)—issued monthly
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (Cat no. 6310.0)—issued annually
- *Labour Force, Australia* (Cat. no. 6203.0)—issued monthly
- *Labour Statistics, Australia, 1997* (Cat. no. 6101.0)
- *Wage and Salary Earners, Australia* (Cat no. 6248.0)—issued quarterly
- *Working Arrangements, Australia* (Cat no. 6342.0)—issued irregularly

13 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a Release Advice (Cat. no. 1105.0) which lists publications to be released in the next few days.

UNPUBLISHED STATISTICS

14 A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State and 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 Melbourne 03 9615 7329.

GLOSSARY

Cause of Disputes 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 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; enterprise bargaining (including disputes over wages, leave, hours of work, etc, where they form part of enterprise bargaining); 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 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.

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.

A dispute affecting more than one industry and/or State or Territory is counted once in each industry and State or Territory but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one

GLOSSARY *continued*

industry and/or State or Territory were counted differently (refer to paragraph 9 of the Explanatory Notes for details).

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.

Disputes which occurred during the year

Disputes which occurred during the year encompasses those disputes which:

- started in a previous year and ended in the year being measured; or
- began and ended in the year being measured.
- began in the year being measured and continued into the next year; or
- started in the previous year, continued through the year being measured and into the next year.

Disputes which ended during the year

Disputes which ended during the year encompasses those disputes which:

- started in a previous year and ended in the year being measured; or
- began and ended in the year being measured.

Duration of dispute

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

Employees refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building subcontractors, owner-drivers of trucks) and employers.

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

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 4 of the Explanatory Notes).

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.

Industry

Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see paragraph 10 of the Explanatory Notes).

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

GLOSSARY *continued*

work of various industrial tribunals operating under State and Commonwealth 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 Commonwealth 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 *Workplace 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.

Other industries

Other industries comprises those industries not included in the specified industry groupings. Other industries 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; and Personal and other services.

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 dispute.

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 8 of the Explanatory Notes for further information.

FOR MORE INFORMATION...

- INTERNET* **www.abs.gov.au** the ABS web site is the best place to start for access to summary data from our latest publications, information about the ABS, advice about upcoming releases, our catalogue, and Australia Now—a statistical profile.
- LIBRARY* A range of ABS publications is available from public and tertiary libraries Australia-wide. Contact your nearest library to determine whether it has the ABS statistics you require, or visit our web site for a list of libraries.
- CPI INFOLINE* For current and historical Consumer Price Index data, call 1902 981 074 (call cost 75c per minute).
- DIAL-A-STATISTIC* For the latest figures for National Accounts, Balance of Payments, Labour Force, Average Weekly Earnings, Estimated Resident Population and the Consumer Price Index call 1900 986 400 (call cost 75c per minute).

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2632200001990
ISSN 1031-0355

RRP \$17.00

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Produced by the Australian Bureau of Statistics