



INDUSTRIAL DISPUTES AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) FRI 16 MAR 2001

DECEMBER KEY FIGURES

	Nov 2000	Dec 2000	12 months ended Dec 2000
Number of disputes	r 80	45	691
Number of employees ('000)	13.6	9.1	324.8
Working days lost ('000)	21.2	11.8	465.3
Working days lost per thousand employees	60

DECEMBER KEY POINTS

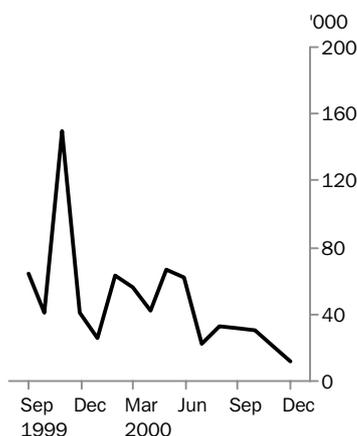
MONTHLY ESTIMATES

- There were 11,800 working days lost due to industrial disputation in December 2000, a 44% decrease from November 2000 (21,200).
- The number of employees involved in industrial disputes decreased by 33%, down from 13,600 in November to 9,100 in December. The number of disputes decreased from 80 to 45.
- Most industry groups recorded decreases in the number of working days lost, with the Metal product; Machinery and equipment manufacturing group of industries recording the largest decrease (down from 5,300 to 1,200).

ANNUAL ESTIMATES

- There were 691 disputes during 2000, a decrease of 5% compared with 1999 (731). The number of employees involved in industrial disputes decreased by 30% to 324,800 during this period.
- There were 465,300 working days lost during 2000, the lowest number for a calendar year since 1959 (365,000).
- The Education; Health and community services group of industries accounted for the largest proportion (24%) of working days lost (110,100) during 2000. This industry group also reported the largest drop in working days lost compared with the previous year (down from 224,100 in 1999).
- In the year ended December 2000, New South Wales and Victoria recorded large decreases (47% and 38% respectively) in the number of working days lost compared with the previous year. All other States and Territories (except the Australian Capital Territory) recorded increases.
- There were 60 working days lost per thousand employees in the 12 months ended December 2000, the lowest rate in any calendar year since this measure was first compiled in 1967.

Working days lost



- For further information about these and related statistics, contact Margaret Livingston on Melbourne 03 9615 7678, or the National Information Service on 1300 135 070.

NOTES

FORTHCOMING ISSUES	ISSUE	RELEASE DATE
	January 2001	12 April 2001
	February 2001	15 May 2001
	March 2001	15 June 2001
	April 2001	16 July 2001
	May 2001	16 August 2001
	June 2001	14 September 2001

CHANGES IN THIS ISSUE

Revisions have been made to some figures for August, October and November 2000 as the result of disputes which were identified after the release of the previous publication.

SYMBOLS AND OTHER
USAGES

. . not available

n.p. not available for publication but included in totals where applicable, unless otherwise indicated

r revised

T. J. Skinner
Acting Australian Statistician

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INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD, Australia

Period	NUMBER OF DISPUTES.....		EMPLOYEES INVOLVED...		Working days lost '000
	Commenced in period	Total	Newly involved	Total	
	no.	no.	'000	'000	
1998	516	519	347.8	348.4	526.3
1999	727	731	460.7	461.1	650.5
2000	679	691	323.8	324.8	465.3
1999					
October	62	72	19.4	52.8	40.4
November	64	73	51.2	83.6	150.2
December	55	71	14.1	49.9	41.1
2000					
January	57	67	16.4	17.4	25.6
February	67	84	70.4	71.9	63.7
March	64	80	17.6	27.5	56.6
April	42	64	42.5	47.7	42.2
May	66	86	24.6	61.0	66.3
June	60	80	56.8	58.9	61.7
July	58	74	16.1	20.3	22.0
August	r 61	r 85	r 16.0	r 18.9	33.0
September	56	81	27.7	31.6	31.0
October	r 46	r 63	15.5	18.4	30.1
November	68	r 80	12.2	13.6	21.2
December	34	45	8.0	9.1	11.8

WORKING DAYS LOST, By Industry—Australia

Period	MINING.....		MANUFACTURING.....						
	Coal	Other	Metal product; Machinery and equipment	Other	Const- ruction	Transport and storage; Commun- ication services	Education; Health and community services	Other industries	All industries
	'000	'000							
1998	60.4	1.4	27.5	67.7	210.9	52.8	75.8	29.8	526.3
1999	26.0	2.0	104.3	80.3	165.1	20.3	224.1	28.4	650.5
2000	37.3	3.8	68.1	77.5	108.8	26.1	110.1	33.6	465.3
1999									
October	0.8	0.0	2.5	1.4	20.4	2.5	12.2	0.5	40.4
November	2.0	0.0	6.3	4.1	27.7	2.8	104.1	3.3	150.2
December	2.0	0.5	6.7	3.9	2.7	1.1	22.5	1.8	41.1
2000									
January	3.5	2.5	4.4	5.4	7.0	1.7	0.2	1.0	25.6
February	3.0	0.2	6.6	5.6	17.4	13.6	14.9	2.3	63.7
March	0.5	0.1	9.4	8.4	25.7	2.0	7.7	2.7	56.6
April	1.3	0.0	8.4	6.4	7.0	1.3	12.2	5.6	42.2
May	5.1	0.0	5.9	2.5	10.7	0.9	40.5	0.7	66.3
June	9.9	0.0	2.9	10.5	2.9	1.1	24.6	9.8	61.7
July	1.8	0.0	6.1	1.7	6.7	0.5	2.2	3.1	22.0
August	4.4	0.0	6.5	10.2	8.2	0.5	1.0	2.2	33.0
September	1.9	0.0	7.9	6.1	5.3	0.9	6.3	2.5	31.0
October	1.8	0.0	3.6	9.5	13.6	1.3	0.1	0.2	30.1
November	2.9	0.9	5.3	6.3	3.0	1.4	0.3	1.1	21.2
December	1.2	0.1	1.2	4.9	1.4	0.8	0.2	2.1	11.8

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WORKING DAYS LOST

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
	'000	'000	'000	'000	'000	'000	'000	'000	'000
1998	188.5	200.0	51.6	16.1	61.2	3.1	0.7	5.1	526.3
1999	316.5	218.2	52.3	15.0	43.4	0.3	0.3	4.3	650.5
2000	166.6	136.3	89.9	15.7	53.6	1.2	0.7	1.4	465.3
1999									
October	16.7	8.0	6.4	0.4	8.7	0.0	0.0	0.1	40.4
November	121.4	25.4	0.7	1.1	1.6	0.0	0.0	0.0	150.2
December	29.1	8.4	0.6	1.0	1.8	0.0	0.2	0.1	41.1
2000									
January	7.5	7.1	2.8	0.6	7.5	0.1	0.0	0.0	25.6
February	20.1	20.7	17.8	2.0	2.9	0.0	0.0	0.1	63.7
March	11.8	19.7	4.1	6.3	14.4	0.2	0.0	0.1	56.6
April	20.0	9.9	2.1	2.7	7.2	0.2	0.0	0.0	42.2
May	47.1	9.4	4.3	1.0	4.2	0.2	0.0	0.2	66.3
June	16.5	9.5	30.2	0.7	4.1	0.2	0.1	0.4	61.7
July	7.5	7.1	5.1	0.1	2.1	0.0	0.0	0.0	22.0
August	8.8	13.6	8.0	0.1	2.5	0.0	0.0	0.1	33.0
September	8.3	11.3	4.1	1.3	5.9	0.0	0.0	0.0	31.0
October	5.3	16.8	6.7	0.1	1.0	0.0	0.1	0.0	30.1
November	9.2	7.0	3.3	0.2	1.5	0.0	0.0	0.0	21.2
December	4.4	4.0	1.4	0.6	0.3	0.2	0.5	0.4	11.8

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

Twelve months ended	MINING.....		MANUFACTURING.....							All industries
	Coal	Other	Metal product; Machinery and equipment	Other	Const- ruction	Transport and storage; Commu- nication services	Education; Health and community services	Other industries		
1999										
October	2 503	43	261	130	341	36	89	8	74	
November	2 454	29	274	121	388	42	158	7	88	
December	1 445	35	282	120	381	42	165	7	87	
2000										
January	1 448	72	286	126	383	45	166	7	89	
February	1 429	76	299	132	417	72	150	7	91	
March	1 362	75	319	131	415	75	154	7	92	
April	1 364	67	323	132	382	76	161	7	93	
May	1 581	65	329	125	399	76	191	7	100	
June	2 024	64	310	131	389	75	208	9	104	
July	2 032	61	295	128	350	74	207	9	100	
August	1 831	53	242	101	316	64	186	8	87	
September	1 873	54	186	103	305	59	181	9	83	
October	1 922	52	186	115	290	55	170	8	81	
November	1 971	66	184	118	236	52	96	8	64	
December	1 933	60	170	120	234	52	79	8	60	
December 1996	7 171	73	146	70	892	43	187	17	131	
December 1997	4 206	19	189	107	290	101	73	11	75	
December 1998	2 732	23	71	106	524	114	57	7	72	

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
1999									
October	82	110	44	35	66	5	2	34	74
November	126	114	43	34	61	3	2	32	88
December	126	116	38	27	57	2	3	30	87
2000									
January	127	116	40	28	65	3	4	30	89
February	119	125	53	30	66	3	4	30	91
March	121	130	39	38	81	4	4	30	92
April	126	122	39	43	86	5	4	29	93
May	143	123	41	43	88	6	4	31	100
June	148	120	61	41	87	6	5	33	104
July	141	112	64	41	85	6	5	31	100
August	132	84	61	28	77	6	4	8	87
September	122	78	62	31	81	6	4	8	83
October	116	81	62	30	70	6	5	7	81
November	73	72	63	28	70	6	5	7	64
December	64	69	64	28	68	7	9	9	60
December 1996	158	122	162	77	68	78	59	148	131
December 1997	64	118	71	15	85	35	7	15	75
December 1998	78	108	38	30	83	19	8	36	72

	<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	45	89.0	77.2
Leave, pensions, compensation	34	8.9	13.0
Managerial policy	395	148.8	279.9
Physical working conditions	118	16.3	28.3
Trade unionism	60	9.0	6.4
Hours of work	11	0.6	1.4
Other	25	55.7	56.1
Total	688	328.4	462.3

DURATION OF DISPUTE

Up to and including 1 day	350	174.6	110.3
Over 1 and up to and including 2 days	149	110.9	144.4
Over 2 and less than 5 days	112	32.8	98.8
5 and less than 10 days	50	6.9	43.3
10 and less than 20 days	18	1.8	25.4
20 days and over	9	1.3	40.2
Total	688	328.4	462.3

METHOD OF SETTLEMENT

Negotiation	154	55.6	141.4
State legislation	100	37.3	50.6
Federal and joint Federal-State legislation	95	11.1	35.5
Resumption without negotiation	325	221.4	228.7
Other methods	14	3.0	6.0
Total	688	328.4	462.3

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.

SOURCE OF DATA

3 These statistics on industrial disputes are based on all disputes identified which occurred during the period. Disputes are identified through a range of sources, including newspaper reports, industrial relations commissions' listings, and contact with government, businesses, employer organisations and trade unions. Although every attempt is made to identify all disputes that occurred in a period, some small strikes may have been omitted if they could not be identified through the sources available.

4 Once a dispute is identified, additional information is obtained, usually from employers, on the nature and extent of the dispute. Particulars of some stoppages, e.g. State or Australia wide general strikes, may have been estimated. Due to the limitations of identifying disputes and estimating information, the statistics in this publication should not be regarded as an exact measure of the extent of industrial dispute.

TYPE OF DISPUTE

5 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

6 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)).

EXPLANATORY NOTES

- CHANGE IN METHODOLOGY *continued* **7** 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.
- INDUSTRY CLASSIFICATION **8** 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 *Australian and New Zealand Standard Industrial Classification*, 1993, (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.
- RELIABILITY OF ESTIMATES **9** 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.
- RELATED PUBLICATIONS **10** Users may also wish to refer to the following publications and standard data services which are available from ABS Bookshops:
- *Employees Earnings, Benefits and Trade Union Membership* (Cat. no. 6310.0)—issued annually
 - *Industrial Disputes, Australia*, (Cat. no. 6322.0)
 - *Labour Force, Australia* (Cat. no. 6203.0)—issued monthly
 - *Labour Statistics, Australia*, (Cat. no. 6101.0)
 - *Working Arrangements, Australia*, (Cat. no. 6342.0)—issued irregularly
- 11** Current publications and other products produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (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 (<http://www.abs.gov.au>).
- UNPUBLISHED STATISTICS **12** 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 7678 .
- ROUNDING **13** Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

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; enterprise bargaining (including disputes over wages, leave, hours of work etc. where they are 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.

GLOSSARY

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Disputes	<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 7 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>
Disputes which occurred during the period	<p><i>Disputes which occurred during the period</i> encompasses those disputes which:</p> <ul style="list-style-type: none">▪ 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	<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>
Employees	<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	<p><i>Employees newly involved</i> are those who are involved in the dispute for the first time during a dispute. Total employees comprises <i>newly</i> involved employees and employees involved for a second period in the same dispute.</p> <p><i>Total employees involved</i> 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 <i>total</i> 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 <i>newly</i> 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 <i>newly</i> involved in stoppages in the second period in which the dispute occurs.</p>
Industry	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see paragraph 8 of the Explanatory Notes).
Method of Settlement	<p>Statistics of the <i>method of settlement</i> 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:</p> <p><i>Negotiation.</i> Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.</p> <p><i>State legislation.</i> 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.</p> <p><i>Federal and joint Federal–State legislation.</i> 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.</p>

G L O S S A R Y

Method of Settlement <i>continued</i>	<p><i>Resumption without negotiation.</i> 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.</p> <p><i>Other methods.</i> Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.</p>
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; Personal and other services.
Working days lost	<i>Working days lost</i> 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	<i>Working days lost per thousand employees</i> 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 6 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.
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2632100012003
ISSN 1031-0347

RRP \$17.50