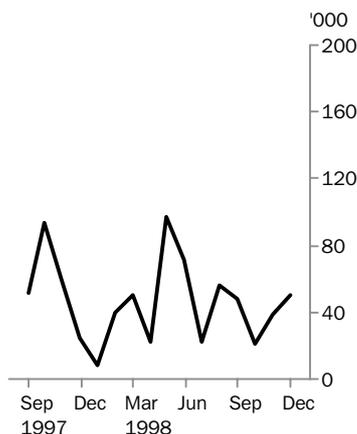




INDUSTRIAL DISPUTES AUSTRALIA

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Working days lost



DECEMBER KEY FIGURES

	Nov 1998	Dec 1998	12 months ended Dec 1998
Number of disputes	r76	58	514
Number of employees ('000)	r27.0	57.7	347.0
Working days lost ('000)	r38.2	50.5	524.9
Working days lost per thousand employees	72

DECEMBER KEY POINTS

MONTHLY ESTIMATES

- There were 50,500 working days lost due to industrial disputation in December 1998. This was an increase of 32% compared to November (38,200), and 145% more than in October.
- There were 57,700 employees involved in industrial disputes in December 1998, the highest number since June 1998 (88,600).
- There were 58 disputes in December, a drop from the number in November (76).
- The Coal mining industry accounted for 40% (20,100) of working days lost in December, and the Education; Health and community services group of industries 24% (12,000).
- New South Wales accounted for 56% of all working days lost (28,500) during December. Queensland accounted for 14% (7,100) of working days lost.

ANNUAL ESTIMATES

- The number of working days lost in 1998 was 524,900, a decrease of 2% compared to 1997 (534,200).
- The number of working days lost in the Construction industry almost doubled from 107,800 in 1997 to 210,900 in 1998. Most other industries reported decreases, with the largest decreases in the manufacturing of Metal products; Machinery and equipment industry (down 64%), and in Coal mining (down 37%).
- Nationally the number of disputes (514) and number of employees involved (347,000) increased by 15% and 10% respectively in 1998 compared to the previous year.
- In 1998, 72 working days were lost per thousand employees, a decrease from 75 in 1997 and the lowest calendar year estimate since the statistical measure was first compiled in 1967.
- Victoria had the highest rate of working days lost per thousand employees (108), followed by Western Australia (83) and New South Wales (77).

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

NOTES

FORTHCOMING ISSUES

<i>ISSUE</i>	<i>RELEASE DATE</i>
January 1999	22 April 1999
February 1999	20 May 1999
March 1999	22 June 1999
April 1999	19 July 1999
May 1999	19 August 1999
June 1999	16 September 1999

CHANGES IN THIS ISSUE

Revisions have been made to some figures for November 1998 as the result of disputes which were identified after the release of the November publication.

W. McLennan
Australian Statistician

INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE PERIOD, Australia

NUMBER OF DISPUTES... EMPLOYEES INVOLVED..

Period	Commenced in period		Newly involved(a)		Working days lost
	no.	Total	'000	'000	
1996	539	543	575.9	577.7	928.5
1997	444	447	315.0	315.4	534.2
1998	511	514	346.4	347.0	524.9
1997					
October	36	41	78.1	80.0	93.5
November	44	53	28.9	54.4	58.7
December	27	39	6.4	22.6	24.3
1998					
January	24	27	4.0	4.6	8.6
February	38	43	22.7	23.5	39.4
March	41	51	21.1	30.3	50.2
April	31	42	14.5	18.3	22.6
May	23	31	83.3	99.2	96.5
June	37	44	39.7	88.6	71.9
July	48	55	8.7	10.8	22.4
August	51	58	43.9	45.3	55.9
September	52	61	21.8	30.9	48.0
October	45	50	8.0	10.1	20.6
November	r71	r76	r26.3	r27.0	r38.2
December	50	58	52.5	57.7	50.5

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

WORKING DAYS LOST, By Industry—Australia

Period	MINING.....		MANUFACTURING....						
	Coal	Other	<i>Metal product; Machinery and equipment</i>		Const- ruction	<i>Transport and storage; Commun- ication services</i>	<i>Education; Health and community services</i>	Other industries(a)	All industries
			'000	'000					
1996	160.8	4.4	58.6	44.8	334.8	20.4	239.8	64.9	928.5
1997	95.7	1.1	76.9	68.7	107.8	47.7	94.0	42.1	534.2
1998	60.4	1.4	27.5	66.7	210.9	52.8	75.3	29.8	524.9
1997									
October	14.0	0.0	19.6	23.0	25.0	9.3	1.2	1.4	93.5
November	5.9	0.0	10.1	10.7	13.7	2.1	15.2	1.1	58.7
December	3.8	0.0	5.9	4.3	4.5	5.7	0.0	0.0	24.3
1998									
January	3.2	0.0	0.3	1.8	3.0	0.3	0.0	0.1	8.6
February	8.8	0.0	0.5	7.5	3.4	4.4	14.3	0.5	39.4
March	14.7	0.0	1.6	4.8	21.0	2.1	4.7	1.4	50.2
April	0.4	0.0	1.4	2.1	16.4	1.4	0.5	0.4	22.6
May	1.8	0.0	6.4	9.8	61.3	0.7	15.0	1.6	96.5
June	1.4	0.0	0.7	0.9	52.2	1.8	13.7	1.2	71.9
July	1.4	0.1	5.9	2.5	4.6	1.1	0.1	6.7	22.4
August	1.1	0.3	0.8	0.5	12.5	32.1	2.3	6.2	55.9
September	1.8	0.0	3.1	15.1	17.5	7.2	2.3	0.9	48.0
October	2.9	0.0	1.8	7.1	5.8	0.5	0.1	2.5	20.6
November	2.8	0.8	1.4	r10.4	7.4	0.1	10.3	5.1	r38.2
December	20.1	0.1	3.8	4.4	5.9	1.1	12.0	3.2	50.5

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

WORKING DAYS LOST

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
Period	'000	'000	'000	'000	'000	'000	'000	'000	'000
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	187.3	199.9	51.5	16.1	61.2	3.1	0.7	5.1	524.9
1997									
October	28.0	60.1	3.6	0.7	1.0	0.1	0.0	0.1	93.5
November	8.1	46.0	0.5	0.4	3.4	0.1	0.1	0.0	58.7
December	4.8	17.3	1.3	0.4	0.4	0.0	0.0	0.0	24.3
1998									
January	3.3	1.5	1.1	0.3	2.3	0.0	0.0	0.0	8.6
February	9.3	27.4	0.9	0.3	1.1	0.0	0.0	0.3	39.4
March	19.7	25.0	1.1	0.2	4.2	0.0	0.0	0.0	50.2
April	8.1	7.8	1.6	0.2	4.4	0.5	0.0	0.0	22.6
May	28.1	53.4	9.2	1.8	2.3	0.2	0.0	1.5	96.5
June	32.1	18.3	12.4	0.8	5.8	0.2	0.0	2.1	71.9
July	10.3	6.1	3.8	1.1	0.8	0.2	0.0	0.0	22.4
August	20.8	11.9	7.5	1.8	11.7	1.3	0.5	0.3	55.9
September	7.6	21.8	2.8	2.2	13.2	0.3	0.0	0.1	48.0
October	8.9	3.8	1.4	1.3	5.3	0.0	0.1	0.0	20.6
November	10.4	r17.4	2.4	1.6	5.7	0.3	0.0	0.3	r38.2
December	28.5	5.4	7.1	4.6	4.4	0.2	0.0	0.3	50.5

r figure or series revised since previous issue

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

Twelve months ended	MINING.....		MANUFACTURING....						
	Coal	Other	Metal product; Machinery and equipment	Other	Const- ruction	Transport and storage; Commu- nication services	Education; Health and community services	Other industries(a)	All industries
1997									
October	5 332	19	165	86	247	89	71	13	73
November	4 750	19	175	102	281	91	74	11	75
December	4 206	19	189	107	290	101	73	11	75
1998									
January	3 991	20	190	101	257	102	73	11	73
February	4 244	20	189	112	252	111	78	11	76
March	4 752	20	188	120	300	104	55	11	76
April	4 562	14	174	114	320	105	48	10	74
May	4 055	3	150	120	465	102	43	8	76
June	3 426	1	147	116	594	105	53	8	82
July	3 023	2	160	117	575	95	49	8	79
August	2 913	7	154	116	563	154	51	9	83
September	2 488	7	141	130	604	149	53	6	82
October	2 132	7	99	105	536	128	51	6	71
November	1 995	21	77	105	521	124	48	7	68
December	2 732	23	71	105	524	114	57	7	72
December 1994	5 964	323	117	123	59	137	63	16	76
December 1995	4 660	1 359	142	160	115	84	57	12	79
December 1996	7 171	73	146	70	892	43	187	17	131

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

WORKING DAYS LOST PER THOUSAND EMPLOYEES—12 months ended

<i>Twelve months ended</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>
1997									
October	73	92	80	15	81	36	11	21	73
November	67	110	75	14	84	35	12	15	75
December	64	118	71	15	85	35	7	15	75
1998									
January	64	118	70	12	66	35	6	15	73
February	67	127	70	12	64	35	6	17	76
March	68	136	54	12	70	35	6	17	76
April	70	133	53	10	47	38	6	15	74
May	77	154	34	11	37	30	4	18	76
June	86	160	38	12	40	31	4	31	82
July	82	157	35	14	39	10	4	31	79
August	82	160	38	17	54	18	11	33	83
September	75	162	35	19	70	18	8	32	82
October	67	130	33	20	75	17	8	32	71
November	67	114	34	22	78	18	8	34	68
December	77	108	38	30	83	19	8	36	72
December 1994	99	52	115	35	42	29	103	8	76
December 1995	48	72	148	28	150	22	48	9	79
December 1996	158	122	162	77	68	78	59	148	131

	<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	44	12.2	37.3
Leave, pensions, compensation	20	1.5	2.8
Managerial policy	289	243.2	377.9
Physical working conditions	84	20.2	41.6
Trade unionism	57	17.1	13.3
Hours of work	n.p.	0.1	0.1
Other	n.p.	103.7	138.4
Total	512	398.1	611.5

DURATION OF DISPUTE

Up to and including 1 day	304	185.1	113.7
Over 1 and up to and including 2 days	91	188.5	309.6
Over 2 and less than 5 days	61	12.1	40.2
5 and less than 10 days	35	7.8	55.1
10 and less than 20 days	11	2.9	37.2
20 days and over	10	1.6	55.7
Total	512	398.1	611.5

METHOD OF SETTLEMENT

Negotiation	119	76.8	207.4
State legislation	23	3.3	8.6
Federal and joint Federal-State legislation	59	24.9	73.6
Resumption without negotiation	305	292.3	320.3
Other methods	6	0.8	1.6
Total	512	398.1	611.5

(a) Includes only industrial disputes which ended during the year, but may have commenced outside the reference period. n.p. not published

EXPLANATORY NOTES

INTRODUCTION

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

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

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

TYPE OF DISPUTE

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

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

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

CHANGE IN METHODOLOGY

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

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

EXPLANATORY NOTES

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

GLOSSARY

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

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

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

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

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

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

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

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

GLOSSARY

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

GLOSSARY

Working days lost per thousand employees *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 5 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.

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2632100012980
ISSN 1031-0347

RRP \$15.50

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Produced by the Australian Bureau of Statistics