financial requirements of members of a household if they are to maintain their health and have acceptable standards of hygiene and sufficient clothing for their needs. The MLL is the lowest possible sum on which a specific size of household can live in our existing social set up". The UPE equivalent is known as the Household Subsistance Level (HSL) and is calculated in much the same manner as UNISA's MLL.

The Supplemented Living Level (SLL) of UNISA and the Household Effective Level (HEL) of UPE make provision for the inclusion of more items (recreation and entertainment; personal care; extra washing and cleaning materials; extra clothing; extra food; additional household equipment; extra transport; additional support, taxes and rent; and contributions to pension, unemployment, medical and burial funds). In UNISA's words: "By present standards some of these items may be regarded as necessities and others as desirable amenities of life. The SLL is not a subsistance budget, nor is it a luxury budget. Perhaps it can best be described as an attempt at determining a modest low level standard of living". Depending on the area involved, SLL and HEL are approximately 25% to 30% higher than MLL and HSL. Given that the latter represent bare subsistance standards of living, foreign firms are encouraged to take as their guideline the SLL or HEL.

The Canadian Code suggest the SLL/HEL as an absolute minimum and urges companies to exceed it and to strive for a minimum rate of pay at least 20% higher or 50% in excess of MLL/HSL. Table VIII indicates the degree of success achieved by Canadian affiliates in meeting the Code of Conduct wage guidelines in 1987.

TABLE VIII

WAGE OF LOWEST PAID EMPLOYEE RELATED TO MINIMUM LIVING LEVEL

% By Which Wage Exceeds MLL/HSL	Number of Reporting Affiliates
0 - less	1
1 - 9	1
10 - 19	1
20 - 29	1
30 - 39	0
40 - 49	1
50 and over	5
	10*

* Includes 2 plants for one firm. Two did not report.

As indicated above, most of the Canadian affiliates are currently meeting or exceeding this standard. All support and implement the

principle of equal pay for equal or comparable work. Regrettably, non-White employees, with rare exceptions, continue to occupy the lower end of the employment scale and the gap between the top and bottom of the scale remains a wide one. Nevertheless, the average wage of all non-White employees substantially exceeds SLL and the suggested guideline of at least 50% above MLL. The highest paid range from 74% to over 600% above MLL while the averages range between 5% and 150% above MLL.

The trend among Canadian affiliates, noted last year, to provide higher percentage pay increases to non-White employees than to White has continued with the major exception of the Ford affiliate, SAMCOR. In this case, the Asian/Coloured group obtained the largest percentage increase, with Whites in second place and Blacks last. This situation, according to the company, reflected the results of negotiations with representative trade unions. Where Black pay percentage increases have occurred they appear to be the result of a conscious company policy to reduce the gap between Black and White pay scales. It also reflects the ability or otherwise of trade unions to improve pay scales for their members. A third influence has been continuing pressure from the various Codes of Conduct (see Table IX)

TABLE IX

AVERAGE PERCENTAGE PAY INCREASES IN 1987
(For 7 Reporting Affiliates)

Black Employees	Coloured/Asian Employees	White Employees
16%	17%	12%

All Canadian affiliates provide semi-annual or annual pay increases. These generally reflect the current rate of inflation which was 14.7% in 1987. The company reported last year as falling behind when it instituted a pay freeze, has resumed normal annual negotiated pay increases and has moved some distance toward recouping the earlier employee pay loss.

5. Training and Promotion

With a single exception, all reporting firms have made provision for employee training and promotion based on merit. The exception is a small professional consulting firm with no scope for training and with no non-White employees.

The larger affiliates with a wide range of operations are the best equipped to train employees and the most able to offer promotion