required or they work through a spokesperson. The option to unionize is there but rarely taken where only a few employees are involved.

The Canadian Embassy, in lieu of a trade union with full bargaining rights, has an active staff association which meets regularly and consults management when need arises. The Canadian Public Service Staff Relations Act specifically excludes locally engaged Embassy staff from collective bargaining but the staff association has been found on all sides to provide a comparable mechanism. The elected representatives of the staff association are permitted to meet individually or collectively with staff on Embassy premises and are accorded reasonable time off to do so. With respect to staff engaged on a personal basis by Canadians serving with the Embassy, there are written guidelines which conform with the Code of Conduct and their implementation is monitored by the Ambassador.

3. Migrant Labour

No migrant labour is employed by the current group of Canadian company affiliates.

While not migratory labour in the normal sense, the Canadian Embassy does have a group of three locally engaged employees who travel regularly with the Ambassador to Cape Town for the annual Parliamentary session. They are provided with housing in both Pretoria and Cape Town. The accommodation in Pretoria was renovated and expanded in 1988 while the same is being undertaken in Cape Town during the present fiscal year. All locally engaged staff who travel to Cape Town receive a special family allowance and are granted a family reunification visit when the Parliamentary session is extended beyond six months.

4. Wages

The Canadian Governments's Code of Conduct, besides encouraging equal pay for equal work, urges companies to pay their employees wages which guarantee a standard of living that allows them to live with dignity. This requirement has particular relevence to the minimum wage, i.e. the wage of the lowest paid employee in the company.

The living standards of non-Whites, against which the pay performance of the companies is gauged, are calculated by the University of South Africa (UNISA) and the University of Port Elizabeth (UPE). UNISA's standards are based on semi-annual surveys carried out in 26 urban areas throughout South Africa and take account of the household size, age structure and sex composition in the population groups and areas under study. They include data concerning single and multiple households. For the Minimum Living Level (MLL), UNISA includes in its calculations eleven items: food, clothing, fuel and light, other services, washing and cleaning materials, transport, medical and dental services, education, household equipment replacement, taxes and support of relatives. MLL, as defined by UNISA, reflects: "The minimum 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 Household Effective Level (HEL) of UPE make provision for the inclusion of additional items. With respect to UNISA (and UPE is much the same), these include: recreation and entertainment; 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 suggests 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 1989.

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 - 9	-
10 - 19	3
20 - 29	-
30 - 39	-
40 - 49	1
50 and over	4
	8

From the above table it is clear that half the reporting affiliates exceeded the standard set by the Canadian Code of Conduct. One was just under and three have some way to go before reaching the guideline of at least 50% over MLL for the lowest paid personnel. Nevertheless, there has been a steady improvement at the lowest level and this is the first