
Annual Report

Living Wage Movement Aotearoa NZ

April 1, 2014 - March 30, 2015



Our guiding principle:

A living wage is the income necessary to provide workers and their families with the basic necessities of life. A living wage will enable workers to live with dignity and to participate as active citizens in society. We call upon the Government, employers and society as a whole to strive for a living wage for all households as a necessary and important step in the reduction of poverty in New Zealand.

from the convenor...

The Living Wage sets a new standard for wages in New Zealand. Living Wage Movement Aotearoa NZ heralds a new way of revitalising democratic voice across civil society. This is our second year since becoming incorporated in April 2013 and we can be proud of our successes.

Our Movement has a growing membership of faith-based religious groups, unions and secular community organisations. We accredited our first businesses as Living Wage Employers in July 2014 and announced a new Living Wage rate of \$19.25 per hour in February 2015.



The 2014-15 financial year was a year in which we established a strong community base in Auckland and Wellington. Around the country new networks formed and grew in Auckland (including a West Auckland group), Hamilton, Christchurch and Wellington (along with a new Porirua group) and Palmerston North.

The Living Wage Movement is small but in a solid financial position because of the commitment of member organisations, key funders and professional financial oversight. We have established a budget for the first time and local networks fundraise to support actions and events that raise the profile of their campaigns. Our primary investment is in our two community organisers and one accreditation coordinator; the residential leadership training; and, the operation of the Governance Committee which provides local groups with national direction.

We know that Living Wage leaders thrive on training and, in the last year, two five-day residential courses have supported 50 new leaders under the guidance of our mentors, the Industrial Areas Foundation. Workshops have been run in Auckland and Otaki (and including participants from Hamilton and Christchurch) around the skills of

building the power of communities working together, providing a model for local networks to talk about POWER through broad-based organising, relationships, action and leadership.

Organisation does not happen in a vacuum and we are grateful to the support of so many in our project:

- the JR McKenzie Trust has entrusted us with three years of funding for two 20-hour community organiser positions in Auckland and Wellington and the financial freedom to invest in the relationships that will sustain our Movement into the future
- Think Tank Trust has supplemented our community organising work so we can be more effective in this important social justice project
- the Tertiary Education Union, Service and Food Workers Union Nga Ringa Tota, Anglican Care Christchurch and the Anglican Diocese of Wellington have provided critical support for our infrastructure and staff costs
- Lyndy McIntyre and Diana Yukich have undertaken the challenging role of community organising and achieved so much in so little time
- Shirley Zhuang's patience and skill as our Treasurer, Barry Lee as our auditor for a second year, and Leah Foxcroft for her photography and IT support, including the development of a Nationbuilder website, are all ensuring we are professional, legal and transparent in our dealings
- Our volunteers including Susan Adams and Muriel Tunoho; the Governance Committee; the Wellington Living Wage Network; the Accreditation Board; and, the many individuals too numerous to mention that have made a commitment of time, money and energy because they believe reducing poverty and inequality is possible -

THANK YOU!



Action is to organisation what oxygen is to the blood.

Throughout the year our networks have organised actions too many to mention. We kicked off with West Fest for a Living Wage in Henderson and held a celebration of the Wellington network's 2nd birthday. We had

a talanoa for a Living Wage in Otara, a breakfast at Canterbury University, a celebration at Porirua's Festival of the Elements, and a Living Wage Newtown Community Day. We held picnics in Mangere at Papatuanuku Kokiri Marae, on the North Shore and in West Auckland to gather signatures for the Auckland Council's Long Term Plan and in Wellington Long Term Plan actions delivered thousands of signatures as part of the ongoing campaign to cement the Council's commitment to a Living Wage. Finally, we collaborated with friends in events including the Child Poverty Action Group march to end child poverty and *Wise Wahine Speaks*, with Te Wharepora Hou and the Auckland Women's Centre.

Many hundreds joined a series of forums to challenge politicians in the year of the general election, to commit to a Living Wage. This included joint community collaborations with the Auckland Refugee Community Coalition and the Migrant Action Trust; Auckland University Living Wage supporters; Pitt St Methodists; and Auckland Anglican St Mary's in Holy Trinity.

Changing attitudes, revitalising democracy, reducing poverty and inequality are lofty goals and winning will take relentless work, it will mean taking risks, and always it means deepening our relationships so we can act together for the just society in which we all believe. This is a realisable vision, even if sometimes it also seems a little elusive - and so I end with a victory: After two years of campaigning for a Living Wage in Wellington City Council, the directly employed workers' pay rates were moved to \$18.40 per hour (while the Living Wage rate at the time was \$18.80 this was an important first step) and following further campaigning this year the Long Term Plan made provision for \$750,000 towards a Living Wage for contracted workers. These significant steps are proof that with the vision of our community, the tenacity of our leaders, and the mobilisation of people, we can draw out of institutions that distribute public money, the political will to transform the lives of New Zealanders.



Governance Committee

Annie Newman	Convenor
Rev. Brian Dawson	Faith
David Hall	Faith
Jolyon White	Faith
Robert Reid	Union
Warwick Jones	Union
John Ryall	Union
Rose Black	Community/Faith
Leonie Morris	Community
Rick Zwaan	Community
Muriel Tunoho	Community
Shirley Zhuang	Treasurer
Diana Yukich	Secretary

Accreditation Board

Kevin Church	Employer
Tatsuo Nishimura	Community
David Hall	Faith
Annie Newman	Union

Community Organisers

02/2015 -	Lyndy McIntyre
	Diana Yukich

Accreditation Coordinator

- 04/2014	Diana Yukich
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