

ECONOMIC, HEALTH, AND GENDER JUSTICE

What does the Bible say?

Woe to him who builds his house by unrighteousness and his upper rooms by injustice; who makes his neighbors work for nothing, and does not give them their wages. **(Jeremiah 22:13)**

Listen! The wages of laborers who mowed your fields, which you kept back by fraud, cry out, and the cries of the harvesters have reached the ears of the Lord of hosts. **(James 5:4)**

How does God's love abide in anyone who has the world's goods and sees a brother or sister in need and yet refuses to help? **(1 John 3:17)**

God has brought down the powerful from their thrones, and lifted up the lowly; God has filled the hungry with good things, and sent the rich away empty. **(Luke 1:52-53)**



What does the United Methodist Church say?

We believe in the dignity of work, not merely as a means of subsistence, but as a way for individuals to contribute to the flourishing of their families and contribute to the common good. This affirmation of the dignity of work leads us to support the right to safe and secure working conditions, free from health and safety hazards. We also endorse the establishment and enforcement of policies that guarantee workers fair and equitable compensation, sometimes referred to as a living wage. **(The Economic Community, Economic Justice, C. The Dignity of Work)**



In calling for a living wage in every industry, The United Methodist Church recognizes its own responsibility to model fair and faithful compensation. To this end, The United Methodist Church adopts the living wage as a model for justice in the world and in the household of faith, holding all levels of the church accountable to adjust compensation for all employees **(2020/2024 Book of Resolutions, #2210, Living Wage Model)**

In the global community of the twenty-first century, the Church has no choice but to be concerned about and involved in issues of globalization including the impact of changing global economic structures on workers. **(2020/2024 Book of Resolutions, #2210, Living Wage Model)**

A living wage in a safe and healthy workplace with reasonable hours of work is a universal right not restricted by national borders. Therefore, The United Methodist Church reaffirms its historic support for the living wage movement and calls upon businesses and governments to adopt policies to ensure employees are paid sufficient wages to afford shelter, food, clothing, health care, and other basic expenses, according to local costs of living. **(2020/2024 Book of Resolutions, #2210, Living Wage Model)**

LIVING WAGE



CHURCH & SOCIETY

The United Methodist Church

Living **FAITH** Seeking **JUSTICE** Pursuing **PEACE**

LIVING WAGE

What do the facts say?

- Since 2009, the federal minimum wage in the United States has remained at \$7.25 per hour, ranking 16th among industrialized countries¹ and fully \$5.22 less – in inflation adjusted dollars – than the minimum wage in 1968.
- During the COVID pandemic, the wealth of the 10 richest people in the world doubled – at an average rate of \$1.3 billion per day – while 99 percent of the world's population saw their incomes fall.²
- Over the last 25 years, the annual income of the poorest 10% of the world's population has risen less than \$3 per year.³
- A living wage of \$15 per hour would lift the wages of 41 million working people – nearly 30% of the workforce. Every 10% increase in the minimum wage would correlate to a 5.3% decline in poverty.⁴
- The U.S. federal poverty threshold for a household of 3 people is \$21,960.⁵ An adult working a minimum-wage job 40 hours per week, 52 weeks per year, would earn only \$15,080 before taxes.



¹ Organization for Economic Cooperation and Development (OECD), ^{2,3} OxFam, ⁴ Economic Policy Institute, ⁵ US Department of Health and Human Services (2021)

What do you say?

Take **ACTION** for justice...

- **Get involved!** Join our effort to build an economy that values all work and honors the dignity of all workers.
- **Use your purchasing power** to support companies that pay their workers a living wage.
- In the U.S., **write your Member of Congress** and ask them to support efforts to increase the minimum wage and make it a living wage. Take action at **www.umcjustice.org**.
- **Find out** if your local church has adopted a living wage model for its entire staff.



For more information contact:
advocacy@umcjustice.org

www.umcjustice.org

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General Board of Church and Society

100 Maryland Ave, NE Washington, DC 20002

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