

LIFE GROUP GUIDE

LIVING WAGE

INTRODUCTION

(Consider reading this intro aloud to the group to prepare for the topic of Living Wage)

An estimated 95% of domestic employees in South Africa earn less than what they need to live off. Millions of men and women, whilst employed, are trapped in the cycle of poverty. And in this context, Christ-followers who are employers are to actively discern how their faith shapes the way they employ and remunerate.

These resources are intended to shine a light on the various things that must be considered when employing someone. We believe that employers are to pursue the flourishing of those in their employ and we invite you to journey through these resources to explore how best to do that.

SESSION ONE

RESOURCES NEEDED FOR THIS SESSION

- Ability to watch a [video online](#) with a group
- Paper/white board on the wall – to calculate Living Wage with the group (Activity Two)



OPEN IN PRAYER

Pray for this time – that God would open your eyes and hearts to a new revelation, a new perspective, or a next step you can take on your own personal journey of justice.



ACTIVITY ONE

With your group, watch [this video](#) and then discuss:

- What stood out to you?
- Anything strike you as hard or difficult to hear or apply?
- What can you apply from this message?



ACTIVITY TWO

Leader can say:

Let's get practical. As a group, let's look at what a Living Wage really is these days.

We're going to use [this article](#) (maybe have them open it on their phones or have it on a computer screen) to guide us to basic expenses for a family of 3.

Costs	Family of 3	Per person
Food	R2100	R700
Accommodation	Unknown	Unknown
Clothing	R450	R150
Water and Electricity	R500	R150
Education	Free	Free
Transport	R1500	R500
Cellphone	R100	R100
Household/kitchen items	R100	R50
Toiletries	R200	R100
Medical Aid	R270	R270
Savings/Emergencies	R500	R200
TOTAL	R5720	R2220

(chart from article above)



DISCUSSION QUESTIONS

- What did you think of this exercise?
- What are you feeling or thinking?



DIG INTO THE WORD

Upon surveying a range of people, here are some of the most common "Yes, but ..." arguments we heard.

- I pay what I can afford.
- I send my domestic worker home with a bag of groceries every day/month/year.
- It's not my problem that she has to feed her kids. I shouldn't have to care about her home situation.

Take a look at this article as a group, "[Yes, but ... Biblical answers to common excuses for not paying a Living Wage](#)" and see what scripture says about this issue.

NOTE FOR LEADER

Keep in mind there might be people on all sides of this justice issue. Use scripture as a reference to your discussion. Let the Word speak and the Spirit convict. This is not the place for heavy debate or shame.



DISCUSSION QUESTIONS

- What are you leaving tonight thinking/feeling?
- What does this mean for you/your family?
- What are your questions to research or next steps to take?



CLOSE IN PRAYER

Have the group pray for the thoughts and feelings that have been stirred as you've studied God's Word. Pray about the issue of economic gaps in our city and ask the Spirit to guide you in response.

CONTINUING THE CONVERSATION...

If your group enjoyed this topic, consider having this conversation carry on another week or two. Here are some ways you can structure a few more Life Groups around this topic.

HOMEWORK FOR SESSION TWO

For more Biblical perspectives about Living Wage we've created this [6 day devotional study](#) which you can do in the lead up to your next meeting and your group can explore the entire Living Wage Resource Page, [here](#).

SESSION TWO

INTRODUCTION

After one week of looking into the topic of Living Wage, let's dive in a bit deeper. Note, after some reflection and the homework reading, be aware of the tone of the room, any emotions that are rising and continue to refer to scripture and Jesus' instruction/response about this justice topic.



OPEN WITH SCRIPTURE

Read Isaiah 58:1-12 aloud. Emphasize 58: 6-12 (possibly read twice).



PRAYER

Pray for this time – that God would bring to mind ways we can be aware of His heart for justice in this city. Pray for wisdom and revelation within the group discussion.



DISCUSSION

CHAT ABOUT THE HOMEWORK FROM PART 1

It's easy to find ourselves overwhelmed by the extent of inequality in our city. What were your thoughts around the topic of Living Wage after our previous discussion?

QUESTIONS

- What's on your mind or what stuck with you from last week's session?
- What did you think about the Living Wage devotion?
- Did it give you any ideas or practical ways you can get involved in this issue right now?
- Did you feel empowered to advocate for others that might not be earning a Living Wage

NEXT STEPS

There are more articles and resources to dive into on the [Common Good Resource Page](#). If you're still pondering the topic of Living Wage, this is a great place to continue learning.