

YCW PAST MEMBERS ASSOCIATION

Explanation re cover sheet:
This submission is made on behalf of the executive committee of the Young Christian Workers' Past Members Association, now in its forty-fourth year. Its members were former members of the Young Christian Workers and other youth organisations who were interested in the welfare of young people. The Past Members' Association was formed to enable its members to keep in touch with one another, to renew in them the ideals of Christian leadership and to offer assistance to young people in the current YCW and other youth organisation if they request it.

1. Summary of Submission

We submit:
- That the reason for setting a minimum wage is to ensure that our most vulnerable employees are cared for by our society;
- That the minimum wage at least ensures that workers' wages enable them to procure what are considered the basic necessities as gauged by society generally, even though those with more will have a different set of basics;
- That the “overarching objective of promoting the economic prosperity of the people of Australia” – those on the minimum wage are also the “people of Australia” – must cover the well-being of ALL Australians, but in proportion to their need;
- That the work of people in even the lowest paid employment is an asset to the society as they contribute to its well-being and are not, and should not be allowed to become, a drain on its social services.
- That the minimum wage be not less than $500 per week.

2. Economic prosperity

2.1 The capacity for the unemployed and low paid to obtain and remain in employment

2.1.1 The low paid and unemployed are often people without skills. Many of the positions they once would have filled have now gone “off shore”.
2.1.2 A lot of the work available to them is “seasonal” work.
2.1.3 Mechanical aids have cut the need for so many employees e.g. in the garbage collection field where one person can operate a garbage truck. Less time is required which further reduces the number of employees required for a given task.
2.1.4 They should have easy, inexpensive access to training and retraining. (See Appendix 2 #28)
Appendix 2

THE UNITED NATIONS UNIVERSAL DECLARATION OF HUMAN RIGHTS (1968)

... 

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23

Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25

Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26

Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace. Parents have a prior right to choose the kind of education that shall be given to their children.
Australian Fair Pay Commission 2008 Minimum Wage Review – submission cover sheet (part 2)

To assist the Australian Fair Pay Commission in considering and categorising submissions, the following information is requested. This information will remain confidential and will not be published as part of your submission.

INDIVIDUAL (if responding as an Individual)

I am an employer: Industry Sector: __________________________

Approximate number of staff employed: ______

I am an employee: Industry Sector: __________________________

Full Time □ Part Time □ Casual □ Trainee

□ Apprentice □ Junior □

I am not in the workforce:

I am currently seeking work □

I am not currently seeking work □

I am currently receiving:

Newstart Allowance/Unemployment Benefit □

Disability Support Pension □ Parenting

Payment/Sole Parent Pension □

Parenting Payment (Partnered) □

Youth Allowance □

ORGANISATION (if responding on behalf of an organisation)

Employer Organisation: State □ National □

Employee Organisation: State □ National □

Community Organisation: Sector: Private

State □ National □

Government Sector: Local □ State □ Federal □

Professional/Academic: State □ National □

Business: Sector: __________________________
Appendix 1

Cost of living for one person for one calendar year.

This estimate is based on the costs recorded by one person living on their own. Their income is part self-funded and part pension. They are reasonably comfortable. It is obvious that a full pension with no supplementary income would be insufficient for comfort. This person owns his own home but does not have a car.

This was a bad year expense wise. The local council required the property owners in this particular area to connect to sewerage. The owner took this opportunity to install a water tank, part paid by government subsidy. [$5,300]
Also a new stove and refrigerator had to be purchased. [$2,000]

These payments came from invested savings which means future income is reduced.

A whole range of small expenses which would be incurred by someone who was working and supporting a family has not been included. These would include school uniforms, books, children’s transport, family entertainment, and much more.
An adjustment has been made in the calculations for a car but not for rent or petrol, for house maintenance and rates are included in the costing. The cost of food could double or treble.

**Annual Expenses**

<table>
<thead>
<tr>
<th>Essential Expenses</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food</td>
<td>6,523</td>
</tr>
<tr>
<td>Rates</td>
<td>1,766</td>
</tr>
<tr>
<td>Insurance</td>
<td>659</td>
</tr>
<tr>
<td>Electricity</td>
<td>433</td>
</tr>
<tr>
<td>Phone, mobile [pre-paid]</td>
<td>923</td>
</tr>
<tr>
<td>Dial-up Internet</td>
<td></td>
</tr>
<tr>
<td>Fares to work</td>
<td>5,200</td>
</tr>
<tr>
<td>Medical costs not covered by Medicare</td>
<td>1,352</td>
</tr>
<tr>
<td>Hair</td>
<td>300</td>
</tr>
<tr>
<td>Clothes</td>
<td>509</td>
</tr>
<tr>
<td>Bank charges</td>
<td>100</td>
</tr>
<tr>
<td>House Maintenance</td>
<td></td>
</tr>
<tr>
<td>Electrician</td>
<td>280</td>
</tr>
<tr>
<td>Carpenter</td>
<td>275</td>
</tr>
<tr>
<td>Gutters</td>
<td>80</td>
</tr>
<tr>
<td>Plumber</td>
<td>116  751</td>
</tr>
</tbody>
</table>

Total 18,518

**Expenses which may be varied**

<table>
<thead>
<tr>
<th>Expenses which may be varied</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other household</td>
<td>1,306</td>
</tr>
<tr>
<td>[replacement utensils, tools, garden etc]</td>
<td></td>
</tr>
<tr>
<td>Charity</td>
<td>430</td>
</tr>
<tr>
<td>Entertainment</td>
<td>689</td>
</tr>
<tr>
<td>[inc. books, magazines, DVD's etc]</td>
<td></td>
</tr>
<tr>
<td>Gifts</td>
<td>507</td>
</tr>
<tr>
<td>Travel</td>
<td>511</td>
</tr>
</tbody>
</table>

Total 3,443

| Registration 1994 car        | 488  |
| Insurance                    | 450  |

Total 938

**There is no estimate for**

| Petrol or maintenance        |

**Grand Total** $22,899

Plus allowance for income tax
Australian Fair Pay Commission 2008 Minimum Wage Review - submission cover sheet (part 1)

The Australian Fair Pay Commission does not accept anonymous submissions. You must provide identifying information in the fields marked * in order for your submission to be accepted.

Your details

* Title: Mr ☐ / Ms ☐ / Mrs ☐ / Dr ☐ / Other: Mrs

* Name: Anne Norman

* Address: 7 Moonah St Coochlemudlo Island 4184

Contact phone number (business hours): 07 3207 8276 or 07 3867 2046

Email address: finnenty37@optusnet.com.au

Further details required if responding on behalf of an organisation

* Name of organisation: Young Christian Workers Past Members Association

- Your position: Treasurer

If you would like your submission to remain confidential please indicate this here:

Confidential: Yes ☐ No (default) ☐

If you wish to have your name published in full, please indicate this here:

Full name published: Yes ☐ No (default) ☐

Anne Norman
Treasurer
YW Past Members
3. **Issues Arising from Previous Decision**

3.1 Decisions to date seem to have been made according to the Commission's guide to making submissions that its overarching objective is the promotion of 'the economic prosperity of the people of Australia'. This statement leaves one with the impression that an insensitive government could conceivably see the lowest paid receive only what is left over 'from the basket of plenty.' The financial prosperity of the majority should not be at the expense of the most vulnerable or the lowest paid.

3.2 Government economic policy should recognise the needs of all citizens, adults and children, and be adjusted accordingly. It should be based on the United Nations Charter of Universal Rights especially Articles 22,23,24,25.

*(See Appendix 2)*

4. **Conclusion**

We ask that the Commissioners, in spite of the government's anti-inflation policies, do their best to alleviate some of the difficulties of struggling minimum wage families.

Patricia Hegerty  
President YCW Past Members Association

Anne Norman  
Treasurer YCW Past Members Association
2.2 Employment and competitiveness across the economy

2.2.1 In some instances it would seem that when positions are advertised there is often a number of applicants. This certainly gives the employer a range of choice and the knowledge that if the person appointed is unsatisfactory there will not be any difficulty in replacing him/her.

2.2.2 From the applicant's point of view this is very discouraging. It may frequently happen, in times of low vacancy rate that a person may be well presented and capable but they never reach the "top of the list".

2.3 The provision of a safety net for the low paid (See appendix 1)

2.3.1 Wage earners on the minimum wages have to pay the same amount for necessities as those on higher salaries.

2.3.2 The ownership of a home would be out of the question for them.

2.3.3 The price of essential groceries, electricity and transport is steadily rising.

2.3.4 The price of essential groceries, electricity and transport is steadily rising.

2.3.5 The ownership of a home would be out of the question for them.

2.3.6 The price of essential groceries, electricity and transport is steadily rising.

2.3.7 Chronic illness for low wage earners means loss of working time while waiting at hospitals and clinics. The cost of supporting a family is making many couples question the advisability of having children. This has negative implications for the long-term prosperity and development of the country.

2.3.8 The waiting time for dental, optical and surgical treatment can make the difference between life and death, good health and chronic illness or discomfort. This means less effective working time to the detriment of the person, his/her family and the national economy.

2.4 The provision of minimum wages for junior employees, employees to whom training arrangements apply and employees with disabilities that ensure those employees are competitive in the labour market

2.4.1 There may be an assumption that these employees are living at their parents' home. This may not be so, or the parents cannot reasonably be expected to support their children any longer.

2.4.2 Their basic needs will be the same as those of any other person