



Cardiff Council Living Wage Case Study

Learn about how Cardiff Council has worked with partners to make Cardiff a Real Living Wage City and the economic benefits that this is delivering for the Capital

Cardiff Council made the commitment to pay the Real Living Wage to all staff in 2012 and was accredited as a Living Wage Employer by the Living Wage Foundation in 2015.

In July 2017, the Council set out its ambition for Cardiff to become a Living Wage City in response to rising housing, food and fuel prices and the increased cost of living, particularly with in-work poverty becoming a growing issue within the city and across the UK.

A Cardiff Living Wage City Partnership was established in 2018 to secure more jobs in the city that pay the Real Living Wage, to encourage employers to become accredited Living Wage employers and to gain Living Wage City status for Cardiff. The Partnership, comprising private, public and third sector organisations, developed an ambitious 3-year Action Plan which resulted in Cardiff becoming only the second UK city to be recognised as a **Living Wage City** in 2019.

Leader of Cardiff Council and Chair of the Partnerships, Cllr Huw Thomas, said: “The Council believes that payment of the Real Living Wage is a key indicator of an employer’s commitment to fair work practices. We know the huge difference it makes to the lives of those who receive an uplift to earn the Real Living Wage, and their families.”

“But there are still far too many working people in Cardiff struggling to make ends meet so we will continue to work with businesses and organisations, small and large, to promote the benefits of becoming a Living Wage employer.”

The graphics below highlight the Partnership’s success in promoting payment of the Real Living Wage so far and the impact this is having on the local economy. The numbers don’t tell the whole story, the real story is the positive impact the Real Living Wage has on both employees and employers.

To find out more about the Real Living Wage please visit www.livingwage.wales and to find out what accredited employers think of the Real Living Wage read the [Cardiff Business School report](#).

