

FAQ Living Wage Indicators

Last update: 31/08/2023

Table of Contents

- 1. What is the rationale for developing and including indicators on living wage for the ASC Farm Standard? 1
- 2. Will these criteria be part of the first version of the ASC Farm Standard? ... 2
- 3. Which workers are covered by the living wage requirements? 2
- 4. In which countries are you conducting pilots? 2
- 5. Are the social indicators going to be incorporated in the Feed Standard as well as the Farm Standard? 2
- 6. Where can I find more information? 2
- 7. How can I participate and provide feedback? 2
- 8. What are the next steps for the inclusion of these indicators in the Farm Standard? 3
- 9. When will the ASC Farm Standard be finalised? 3
- 10. Will the Risk Management Framework be ready to use as part of the first version of the ASC Farm Standard? 3

1. What is the rationale for developing and including indicators on living wage for the ASC Farm Standard?

It is a basic human right that every worker deserves to earn a reward for their efforts that is enough to afford a decent life for themselves and their families. Wages that are insufficient to support families can result in poor health, lack of education, and a need for social support. The payment of a living wage is also a key driver of sustainable development. While many countries have a national minimum wage, their level is often too low to provide a decent standard of living, leaving workers in poverty. It is therefore essential for farms to pay their employees a sufficient wage in a transparent manner to contribute to the reduction of poverty.

The ASC Standards currently do not require farms or feed mills to pay their employees a living wage, although some standards include requirements for 'a fair and decent wage'. There is increasing interest in this topic, as the recent public consultation shows that it is a stakeholder priority, with retail stakeholders actively engaging in work in this area, and there is a growing alignment on approach across NGOs, standards setters and retailers.

The objective of ASC's living wage strategy is that certified farms and feed mills ultimately pay their workers a living wage to safeguard their right to a decent standard of living. ASC will achieve this through requirements on wage measurement, wage benchmarking and supporting producers to develop a wage improvement plan. ASC will initially focus on measurement and improvement, recognising that the journey to paying a living wage is a long and involved one.

2. Will these criteria be part of the first version of the ASC Farm Standard?

Yes, these indicators will be in the first version of the ASC Farm Standard.

3. Which workers are covered by the living wage requirements?

The requirement applies to all workers. For part-time and seasonal workers, salaries would need to be converted to the full-year and full-time equivalent to enable a comparison with the living wage benchmark.

4. In which countries are you conducting pilots?

ASC is conducting pilots in Ecuador, Vietnam and India.

5. Are the social indicators going to be incorporated in the Feed Standard as well as the Farm Standard?

Any changes in social indicators will be incorporated in future versions of the Feed Standard.

6. Where can I find more information?

If you want to read more about living wage, please visit [the dedicated page](#) on ASC's website.

7. How can I participate and provide feedback?

ASC welcomes and encourages all interested stakeholders to take part in our survey or our workshops, please click [here](#) for the survey and [here](#) for all other information on ways to engage in the consultation

8. What are the next steps for the inclusion of these indicators in the Farm Standard?

A second and final round of stakeholder consultation will be held in March 2024 with the rest of the ASC Farm Standard.

9. When will the ASC Farm Standard be finalised?

The alignment of our 11 ASC species-specific Standards into one ASC Farm Standard is a big step forward for the seafood industry. We are currently refining the content based on stakeholder feedback and further research and will present the full Farm Standard for a final consultation in March 2024.

Release is now planned for Autumn 2024, becoming effective in 2025.

10. Will the Risk Management Framework be ready to use as part of the first version of the ASC Farm Standard?

Development of the site-specific Risk Management Framework (RMF) continues. In the first version of the Farm Standard, all impact areas will be covered within Farm Standard Criteria requirements until the new RMF system is operational.