



# Living Wage Gap Assessment 2024 for Sustainable Shrimp Partnership (SSP)

This project was delivered in partnership between IDH Solutions and SSP in 2025 to establish a credible, data-driven baseline of wage conditions across the supply chain of SSP's selected members.

The project offers an objective assessment of how selected members are progressing toward credible living-wage benchmarks, while outlining key next steps for continuous improvement.

## Key Project Finding:

- The three participating SSP farms **met or exceeded** the applicable 2024 **living wage estimate** (Anker Methodology)
- The farms used the **IDH Salary Matrix tool** to compare their remuneration with the applicable living wage estimate, and successfully passed a **third-party audit**
- Ecuador's **strong labour framework** facilitated data collection for the gap assessment



## Project overview

Key objectives in this Living Wage Gap Assessment included:

- Capacity building for selected farms
- Measure living wage gaps for SSP farms
- Verification of the Salary Matrix data by 3<sup>rd</sup> party audit
- Support in drafting communication and claims related to the project



2024 payroll data



3 farms from Ecuador assessed

- Cachugran, Omarsa
- Marfrisco, Promarisco
- Corporación Lanec, Lanec



5 companies trained on living wage



## Suggested next steps

This project represents an important milestone in SSP members' living wage journey. The following next steps are recommended to further scale the impact across SSP's membership and beyond:

### Integrate living wage into SSP Criteria

- Embed living wage compliance at farm level for SSP members as a formal criterion.
- Design a clear transition plan towards living wage compliance by specifying verification mechanisms, audit periodicity, and alignment with current compliance processes.

### Support establishment of living wage claim

- Support participating farms to make a credible claim around living wage compliance.
- Showcase externally that measuring and meeting living wage estimates in Ecuador's aquaculture sector is feasible.

### Expand assessment to processing plants and audit

- Have a more comprehensive view of wage practices across the entire value chain by expanding the requirement to processing plants.
- Integrate living wage checks into existing audit frameworks to reduce costs and streamline compliance.