

Government Notice No. 90 of 2026

THE EMPLOYMENT RELATIONS ACT

**Regulations made by the Minister under section 94
of the Employment Relations Act**

1. These regulations may be cited as the Sugar Industry (Agricultural Workers) (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Sugar Industry (Agricultural Workers) (Remuneration) Regulations 2019.
3. Regulation 3 of the principal regulations is amended by revoking paragraph (6) and replacing it by the following paragraph –
 - (6) Every field employee (female) employed on an 8-hour day and whose former basic wage or salary was 16,627 rupees per month or 639.54 rupees per day during crop (6-day week) or 755.81 rupees per day during intercrop (5-day week) shall be paid, in lieu of her integrated wage or salary, a wage or salary of 17,872.92 rupees per month or 687.42 rupees per day during crop (6-day week) and 806.59 rupees per day during intercrop (5-day week).
4. Regulation 10 of the principal regulations is amended –
 - (a) by revoking paragraph (1) and replacing it by the following paragraph –
 - (1) The rates specified in the First and Second Schedules include the additional remuneration payable under the Workers’ Rights (Additional Remuneration)

(2025) Regulations 2025 and the Workers' Rights (Additional Remuneration) (2026) Regulations 2026.

(b) in paragraph (2), in subparagraph (a), by deleting the words "Second Schedule" and replacing them by the words "Second Schedule prevailing as at December 2023";

(c) by adding the following new paragraph –

(8) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –

(a) a Diploma holder specified in paragraph (6)(a), be not less than 24,245 rupees;

(b) a Degree holder specified in paragraph (6)(a), be not less than 26,245 rupees.

5. The First Schedule to the principal regulations is amended, in Part I, by revoking paragraphs 6 and 7 and replacing them by the following paragraphs –

6. Rates of pay for cutting and/or loading

(1) Subject to subparagraphs (2) and (3), the payment for cutting and/or loading of properly trashed canes shall be made in accordance with the weight at a rate not below the following rate per tonne –

	(Rs cs)
(a) cutting and carrying canes over a distance not exceeding 15 <i>gaulettes</i> and loading –	
(i) in trailers drawn by scammell type wheel tractors	733.65
(ii) in lorries	687.82
(iii) in tramway wagons and baskets	642.06

(iv) in low trailers drawn by ferguson type wheel tractors	642.06
(b) cutting and carrying canes over a distance not exceeding 15 <i>gaulettes</i> and stacking at not more than 3 <i>gaulettes</i> from the point of loading	563.73
(c) cutting canes	366.94
(d) loading canes in scammell type trailers if carried over a distance –	
(i) not exceeding 3 <i>gaulettes</i>	339.22
(ii) exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	413.10
(e) loading canes in trailers other than of the scammell type if carried over a distance –	
(i) not exceeding 3 <i>gaulettes</i>	302.86
(ii) exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	366.95
(f) loading canes in lorries if carried over a distance –	
(i) not exceeding 3 <i>gaulettes</i>	329.46
(ii) exceeding 3 <i>gaulettes</i> but not exceeding 15 <i>gaulettes</i>	397.06
(g) cutting canes collectively up to, and not exceeding, 5 lines and windrowing the cut canes on one line for mechanical loading	385.21
(h) cutting canes up to, and not exceeding, 3 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading	385.21

- (i) cutting canes collectively on more than 3 lines but not exceeding 6 lines and stacking the cut canes in stacks of 400 kgs or thereabout for mechanical loading 403.23

(2) Where an employee is required to dig ruts and remove straw for stacking cut canes for mechanical side loading, he shall be paid an allowance of not less than 18.58 rupees per tonne.

(3) (a) Where canes have not been properly trashed within 3 weeks of cutting, an additional allowance of 76.81 rupees per tonne shall be paid to the employee who may be required, by the employer, to carry out light trimming with a billhook.

(b) Where canes have not been properly trashed within 3 weeks of cutting and the employee is not required to carry out light trimming, he shall be paid an allowance to be agreed upon between the employee and the employer, but which shall not be less than 33 per cent of the allowance payable under subparagraph (a).

(c) Where, at the time of cutting, a full trashing is required due to the condition of the canes, the employee shall be paid for at a rate to be agreed upon between the employer and the employee or, in the absence of such agreement, at such rate as the Minister may determine.

(d) Where canes have to be carried over a distance of more than 15 *gaulettes* in a field, the rates for cutting and loading, or for cutting or loading done separately, shall be increased by 6.08 rupees per tonne for each additional *gaulette* or fraction of a *gaulette*, and such increased rates shall be paid for on the total amount of canes cut/or loaded by the employee in the field.

(e) Where an employee has, during cutting, to move straw from one interline to another, he shall be paid an additional allowance of 53.41 rupees per tonne of canes cut.

(f) (i) Where the yield of canes is less than 20 tonnes per arpent, the relevant rates for cutting and loading shall be increased by not less than 63.23 rupees per tonne and the relevant rates for cutting or loading done separately shall be increased by not less than 31.54 rupees per tonne.

(ii) Where the yield of canes is less than 10 tonnes per arpent, the rates for –

(A) cutting and loading shall be increased by not less than 85.52 rupees per tonne; and

(B) cutting or loading done separately shall be increased by not less than 40.93 rupees per tonne.

(g) (i) Where, at the point of loading, there is a difference in level, other than a slope, of more than 2 feet, an additional allowance of 29.56 rupees per foot per tonne shall be paid for each additional foot or part of a foot exceeding 2 feet.

(ii) The difference in level shall be measured by the perpendicular distance between the level of the field and that of the road at the point of loading and, where there is no road, by the perpendicular distance between the level of the field and that of the ground on which the vehicle rests at the time of loading.

(h) Where the gradient of the slope in a field is steeper than 1 in 3, an additional allowance of 56.21 rupees per tonne shall be paid.

- (i) Where, in any week, an employee –
- (i) attends work on not less than 5 days; and
 - (ii) earns not less than the minimum basic wage each day, he shall be paid a bonus equivalent to 5 per cent of his weekly earnings.

(j) Where an employee is required to carry canes for loading across the lines *saute muraille* also known as *barfè*, he shall be paid an allowance of 22.54 rupees per tonne in addition to the relevant rates specified in subparagraph (1).

7. Productivity bonus

Productivity bonus	Fortnightly earnings
5% on earnings	Between 10,684 rupees and 13,097 rupees
6% on earnings	not more than 14,544 rupees
7% on earnings	not more than 16,029 rupees
8% on earnings	not more than 17,252 rupees
9% on earnings	not more than 18,062 rupees
10% on earnings	not more than 19,602 rupees
11% on earnings	not more than 20,589 rupees
12% on earnings	not more than 22,306 rupees
13% on earnings	not more than 23,422 rupees
14% on earnings	not more than 24,966 rupees
15% on earnings	more than 24,966 rupees

6. The Second Schedule to the principal regulations is revoked and replaced by the Second Schedule set out in the Schedule to these regulations.

7. These regulations shall be deemed to have come into operation on 1 January 2026.

Made by the Minister on 4 May 2026.

SCHEDULE
[Regulations 6]

SECOND SCHEDULE
[Regulations 3, 8 and 10]

Category of employee	Wages		
	Monthly basic wage (Rs cs)	Daily	
		Intercrop (5-day week) (Rs cs)	Crop (6-day week) (Rs cs)
Field Employee (other than special category)			
(1) Male	19,699.81	895.45	757.69
(2) Female	17,872.92	812.41	687.42
Field Employee (special category)			
(1) Male	17,745.00	806.59	682.50
(2) Female	17,745.00	806.59	682.50
Night Soil Employee	19,688.15	894.92	757.24
Watchperson			
(1) Chief Watchperson	20,339.97	924.54	782.31
(2) Watchperson (Grade I)	19,938.88	906.31	766.88
(3) Watchperson (Grade II)	19,699.81	895.45	757.69
Hospital Servant	20,010.39	909.56	769.63
Gardener	20,010.39	909.56	769.63
Overseer (Grade I)	21,813.13	991.51	838.97
Overseer (Grade II)	20,339.97	924.54	782.31
Platelayar	20,339.97	924.54	782.31
<i>Marqueur</i>	20,833.91	947.00	801.30
Loco-stoker	20,010.39	909.56	769.63