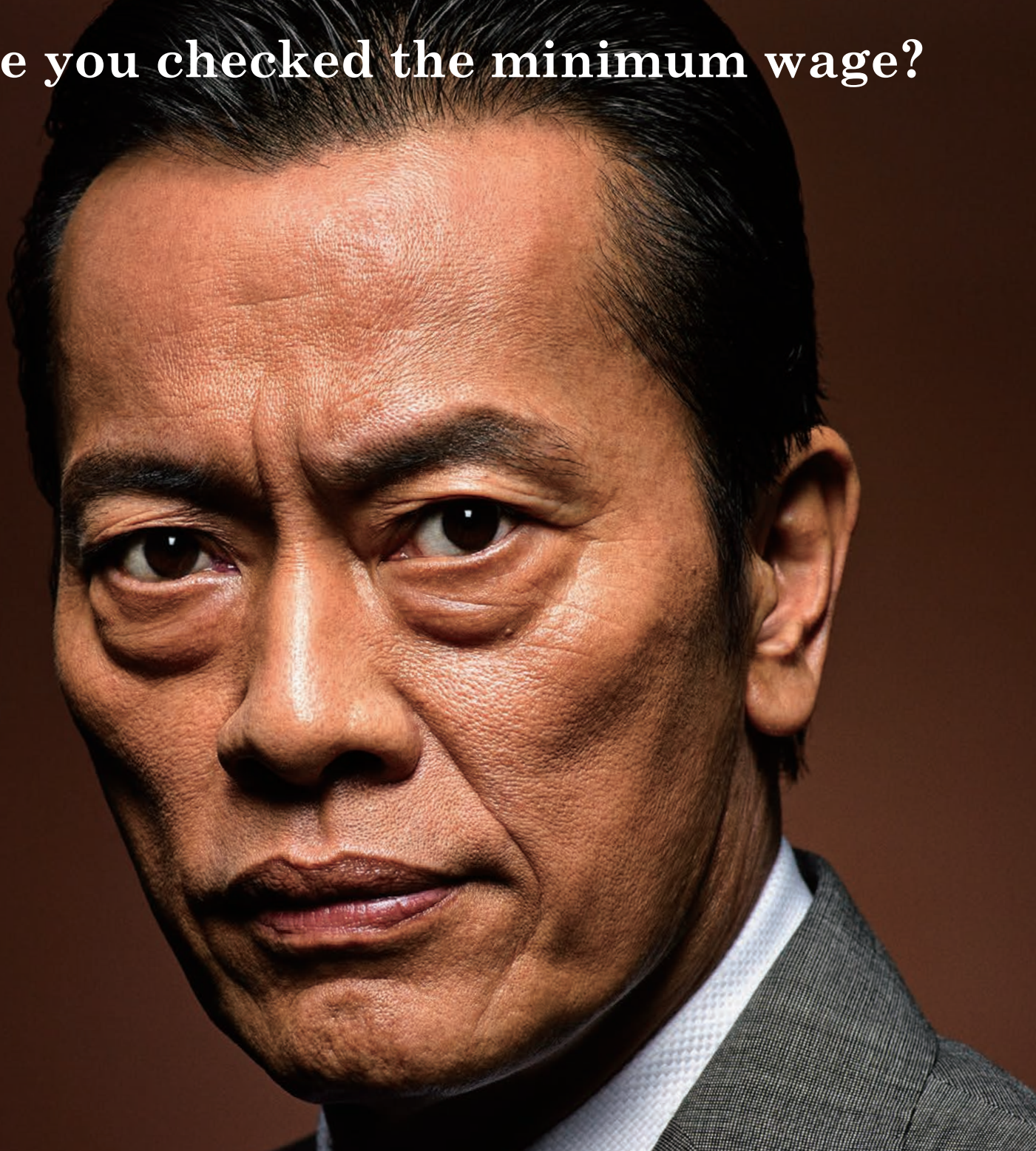


# Have you checked the minimum wage?



## Osaka's minimum wage has been changed.

From  
September 30,  
2017

hourly  
rate

¥

# 909



Minimum wage rules apply for both employers and employees.  
Employers and employees; be sure to check the minimum wage.

Minimum wage dedicated website:  
<http://www.saiteichingin.info/>



For inquires concerning the minimum wage, please contact the Osaka Labor Bureau  
or your nearest Labour Standards Inspection Office.

Check it  
online!

最低賃金制度

検索

Osaka Labor Bureau website:

<http://osaka-roudoukyoku.jsite.mhlw.go.jp/>

 **Ministry of Health,  
Labour and Welfare**

英語版





# What is the minimum wage system?

It's a system which guarantees the minimum amount of wages (minimum wage) for all workers.

It applies to all workers, regardless of their age, or whether they work part-time or as a student.

Check whether you're getting more than the minimum wage!



## How do I check the minimum wage?

Convert the wage<sup>(\*)1</sup> you wish to check into an hourly rate and compare with the minimum wage<sup>(\*\*2)</sup> (hourly rate).

### How to compare against the minimum wage

Write down your wage and the wage which corresponds to your prefecture.

1 For an hourly wage

$$\begin{array}{|c|} \hline \text{Your hourly wage} \\ \hline \text{¥} \\ \hline \end{array} \geq \begin{array}{|c|} \hline \text{The minimum wage (hourly rate)} \\ \hline \text{¥} \\ \hline \end{array}$$

2 For a daily wage

$$\begin{array}{|c|} \hline \text{Your daily wage} \\ \hline \text{¥} \\ \hline \end{array} \div \begin{array}{|c|} \hline \text{Average number of scheduled} \\ \text{working hours per day} \\ \hline \text{hours} \\ \hline \end{array} = \begin{array}{|c|} \hline \text{Your hourly rate} \\ \hline \text{¥} \\ \hline \end{array} \geq \begin{array}{|c|} \hline \text{The minimum wage (hourly rate)} \\ \hline \text{¥} \\ \hline \end{array}$$

3 For a monthly wage

$$\begin{array}{|c|} \hline \text{Your monthly wage} \\ \hline \text{¥} \\ \hline \end{array} \div \begin{array}{|c|} \hline \text{Average number of scheduled} \\ \text{working hours per month} \\ \hline \text{hours} \\ \hline \end{array} = \begin{array}{|c|} \hline \text{Your hourly rate} \\ \hline \text{¥} \\ \hline \end{array} \geq \begin{array}{|c|} \hline \text{The minimum wage (hourly rate)} \\ \hline \text{¥} \\ \hline \end{array}$$

4 In cases where your wage is a combination of 1, 2, 3

For example, your base pay is a daily wage and other forms of pay (such as duty allowance) are paid monthly

- ① Base pay (daily wage) → Calculate your hourly rate using method 2
- ② Other forms of pay (monthly wage) → Calculate your hourly rate using method 3
- ③ Total amount ① + ② ≥ The minimum wage (hourly rate)

(\*1) The following forms of pay should not be factored into a comparison for the minimum wage.

① Wages paid on a temporary basis (marriage allowance, etc.) ② Wages paid at intervals exceeding one month (bonuses, etc.) ③ Wages paid for time worked which exceed scheduled working hours (premium wages for overtime work, etc.) ④ Wages paid for time worked other than scheduled working days (premium wages for working on holidays, etc.) ⑤ Of the wages paid for time worked between 10 p.m. and 5 a.m., the portion of pay which exceeds the calculated wage paid for normal working hours (premium wages for night work, etc.) ⑥ Allowance for perfect attendance, travel allowance, and family allowance

(\*2) In cases where a specific minimum wage is set as a daily amount: Amount converted to daily amount ≥ Specific minimum wage amount

Employers and employees;

be sure to check the minimum wage.

Check your region's minimum wage on your smartphone or mobile!



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