

*The English text as presented is an unofficial translation.
The translation is to be used solely as reference material
to aid in the understanding of the Japanese original.

(英語版)

the **Minimum Wages**

(applicable to employees in Osaka Prefecture)

Minimum Wage in OSAKA Prefecture	(effective date) Hourly Minimum Wage(¥)	Those who are included
	¥ 883 (1/10/2016)	All employees at industries in Osaka Prefecture

Minimum wage by Industry	Hourly Minimum Wage(¥) (effective date)	Those who are excluded
Manufacture of paints	¥ 912 (4/11/2016)	Employees engaged in following works: 1) Labeling 2) Preparing empty cans and lids then supplying them to the filling lines, wrapping, bagging, packing works by hand, or carrying under 18 liter-canned products
Manufacture of iron and steel	¥ 908 (30/11/2016)	
Manufacture of general machinery, production equipment and supplies, industrial equipment and supplies, manufacture of heating apparatus and plumbing supplies, metal wire goods, manufacture of shipbuilding and repairing, marine engines	¥894 (24/11/2016)	
Manufacture of motor vehicles, parts and accessories	¥ 892 (30/11/2016)	
Manufacture of electronic parts and devices, electronic circuit, manufacture of electric machinery equipment and supplies, manufacture of information and communication electronic equipment.	¥ 885 (30/11/2016)	Employees engaged in following works: 1) Wrapping, bagging works by hand 2) Of parts assembling or finishing works, wire-knitting, riveting, wire-enrolling or stamping with hand tools or small electric tools
Rolling of non-ferrous metals and alloys. Manufacture of electric wire and cable	¥ 885 (30/11/2016)	Employees engaged in following works: 1) Of producing wire-harness, wire-fitting, stamping, wire-enrolling or riveting, with hand tools or small electric tools
Retail Trade (Motor Vehicles)	¥ 884 (30/11/2016)	
not applicable to:	1) Workers under 18 years of age/over 65 years of age 2) Workers who are still acquiring skills and have only worked under 3 months 3) Workers engaged mainly in cleaning/light work	

- On and after the effective date, paying wages equal to or greater than the minimum wage amount to employees is required.
- Please Turn Over.

★**To an employer of small and middle sized company;**

Please see for more information about **"Free One-Stop Service"** on the reverse.

Wages Division, Labour Standards Department, Osaka Labour Bureau 06-6949-6502

Labour Standards Inspection	OSAKA-CHUO	06-7669-8726	HIGASHI-OSAKA	06-7713-2025
Offices in OSAKA:	OSAKA-MINAMI	06-7688-5580	KISHIWADA	072-498-1012
	TENMA	06-7713-2003	SAKAI	072-340-3829
	OSAKA-NISHI	06-7713-2021	HABIKINO	072-942-1308
	NISHINODA	06-7669-8787	KITA-OSAKA	072-391-5825
	YODOGAWA	06-7668-0268	IZUMIOTSU	0725-27-1211
			IBARAKI	072-604-5308

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Employers shall pay wages equal to or greater than the minimum wage to employees to whom the minimum wages are applied. The wages listed below are not included the minimum wages.

- (1) Full attendance allowances, commutation allowances and family allowances
- (2) Special wages which are paid periodically for a period exceeding one month (bonuses)
- (3) Extraordinary wages (marriage allowance, etc.)
- (4) Wages which are paid for overtime/night work, work on days off

2

The minimum wage shall be fixed by the hour. If the wage is paid to employees daily or monthly, it is necessary to recalculate it and compare it with the minimum wage using the following method.

The wages paid and the applied minimum wage can be compared using the following method:

- (1) For an hourly wage ▶ Hourly wage \geq Minimum wage (per hour)
- (2) For a daily wage ▶ Daily wage \div average prescribed working hours for one day (convert to hourly wage) \geq Minimum wage (per hour)
- (3) Monthly wage ▶ Monthly wage \div average prescribed working hours for one month (convert to hourly wage) \geq Minimum wage (per hour)

3

Labour contracts paying less than the minimum wage are invalid.

4

The penalty for failure to pay the regional minimum wage is fined.

(Note)

If employees are covered by both a minimum wage in a specific area of the country and a minimum wage for a specific industry, the higher minimum wage is applied to them.

If you have any questions:

For more information, please contact the Labour Standards Department Wages Division , the Osaka Labour Bureau, or the nearest Labour Standards Inspection Office.

Please refer to our website for more information. URL: <http://osaka-roudoukyoku.jsite.mhlw.go.jp/>

“Government subsidy for small & medium-sized businesses to improve their management”

This program will support small & medium-sized businesses to improve their management and their workers’ wage conditions ,such as minimum wage increase.

For more information, please contact the Employment Conditions & Equal Employment Division, the Osaka Labour Bureau.

Tel: 06-6941-4630 or the telephone number written below;

“Free One-Stop Service”

The service provides supports to the employers who have such problems as business or labour management.

For more information, please contact below;

General consultation and support service center on the minimum wage in Osaka

2-1-30 Tenma Kita-ku Osaka #530-0043

: Toll free phone: 0120-939-248 Fax : 06-4800-8177