

Do You Know the Minimum Wage?

Applies to both
businesses
and workers.

This rule covers
all workers and their
employers, including
part-time workers,
student workers,
and full-time workers!

Minimum wage in Hyogo

From
October 1
2023
hourly rate

¥1,001

From last year
¥41
UP

英語版

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

Check it
on the
website

Minimum
wage
website

(in Japanese only):



最低賃金制度

検索

For inquiries, please
contact the Hyogo
Labour Bureau or your
nearest Labour Standards
Inspection Office.



兵庫労働局

検索

Wage hike
webpage

(in Japanese only):

Information on support for raising
wages.



賃金引上げ特設ページ

検索

For Small and Medium-sized Enterprises (SMEs)

業務改善
助成金

Subsidies
of up to
6 million yen



Ministry of Health,
Labour and Welfare

The minimum wage system guarantees the minimum amount of wages for all workers.

It covers all workers, including part-time workers and student workers, regardless of their age and working hours.



How do I check if my wage is over the minimum wage?

Convert your pay to an equivalent hourly wage and compare it with the minimum wage.^(*)

Calculation methods

Fill in with your salary and the applicable minimum wage in your prefecture.^(**)

1 For hourly pay

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

2 For daily pay

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

3 For monthly pay

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

4 If your pay is calculated by a combination of 1, 2 or 3 above

For example, if your basic pay is paid daily and benefits (such as a duty allowance) are paid monthly

- ① Basic pay (daily pay) → Calculate the hourly rate using method 2
- ② Benefits (monthly pay) → Calculate the hourly rate using method 3
- ③ Total amount of ① and ② ≥ the minimum wage (hourly rate)

(*) The following pay is not considered when you compare your pay with the minimum wage.

① Wages paid in special circumstances (marriage allowance, etc.) ② Wages paid covering a period of more than one month (bonuses, etc.) ③ Wages for work that exceeds scheduled working hours (premium wage for overtime work, etc.) ④ Wages for work other than scheduled working days (premium wage for work on a statutory day off, etc.) ⑤ Of the wages paid for time worked between 10 p.m. and 5 a.m., the portion that exceeds pay for normal working hours (premium wage for night work, etc.) ⑥ Perfect attendance allowances, commuting allowances, and family allowances

(**) For more detailed calculation methods and calculation methods including commissions, consult the Labour Bureau or the Labour Standards Inspection Office nearby.

Confirm that the pay is enough.



Read me for the minimum wage in your region! (in Japanese only)

For Small and Medium-sized Enterprises (SMEs)

Get support to help you raise wages!

業務改善助成金

Subsidies of up to 6 million yen

General Grant for SMEs Call Center



0120-366-440

Check the website for details (in Japanese only)

業務改善助成金

検索



Criteria

1



Increase in the minimum wage in the workplace

2



Payment of the new wages

3



Introduction of productivity-enhancing equipment and facilities

4



No disqualifying factors, such as dismissals or wage cuts

Subsidizes part of the cost of capital investment, etc.

Watch a summary video (in Japanese only)



Grant process

1



Submit the application, project plan, etc., to the prefectural labour bureau for your place of business



2



Implement your project according to the submitted plan



3



Submit the outcome report and application to your labour bureau



4



Payment

Watch a step-by-step video (in Japanese only)



Free consultations with experts

If you have any concerns related to raising wages, please consult the Work-Style Reform Promotion Support Center.

Check the website for details (in Japanese only)

働き方改革推進支援センター

検索

Loans for Supporting Work-Style Reform Promotion

Japan Finance Corporation (JFC) provides facility loans and operating loans for businesses that make efforts to raise the pay for the lowest-paid workers in the workplace.

Check the website for details (in Japanese only)

働き方改革推進支援資金

検索

リサイクル適性(A)

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