



**Don't forget  
to check  
the minimum wage.**

Minimum wage rules apply whether you are hiring or being hired. Employers and employees; be sure to check the minimum wage.

It's being revised this year too!



**Tokyo's minimum wage**

From  
October 1, 2018  
hourly rate

¥ **985**



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

Check it online!  
最低賃金制度 検索 

✓ For inquiries concerning the minimum wage, please contact the Tokyo Labour Bureau or your nearest Labour Standards Inspection Office.  
Tokyo Labour Bureau website: <https://jsite.mhlw.go.jp/tokyo-roudoukyoku/>

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.



## 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 Fill in your wage, and the minimum wage for your prefecture.<sup>[\*3]</sup>

1	For an hourly wage	<table border="1"> <tr><td>Your hourly wage</td></tr> <tr><td>¥</td></tr> </table>	Your hourly wage	¥	≥	<table border="1"> <tr><td>The minimum wage (hourly rate)</td></tr> <tr><td>¥</td></tr> </table>	The minimum wage (hourly rate)	¥								
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2	For a daily wage	<table border="1"> <tr><td>Your daily wage</td></tr> <tr><td>¥</td></tr> </table>	Your daily wage	¥	÷	<table border="1"> <tr><td>Average number of scheduled working hours per day</td></tr> <tr><td>hours</td></tr> </table>	Average number of scheduled working hours per day	hours	=	<table border="1"> <tr><td>Your hourly rate</td></tr> <tr><td>¥</td></tr> </table>	Your hourly rate	¥	≥	<table border="1"> <tr><td>The minimum wage (hourly rate)</td></tr> <tr><td>¥</td></tr> </table>	The minimum wage (hourly rate)	¥
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3	For a monthly wage	<table border="1"> <tr><td>Your monthly wage</td></tr> <tr><td>¥</td></tr> </table>	Your monthly wage	¥	÷	<table border="1"> <tr><td>Average number of scheduled working hours per month</td></tr> <tr><td>hours</td></tr> </table>	Average number of scheduled working hours per month	hours	=	<table border="1"> <tr><td>Your hourly rate</td></tr> <tr><td>¥</td></tr> </table>	Your hourly rate	¥	≥	<table border="1"> <tr><td>The minimum wage (hourly rate)</td></tr> <tr><td>¥</td></tr> </table>	The minimum wage (hourly rate)	¥
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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		<ul style="list-style-type: none"> <li>① Base pay (daily wage) → Calculate your hourly rate using method 2</li> <li>② Other forms of pay (monthly wage) → Calculate your hourly rate using method 3</li> <li>③ Total amount ① + ② ≥ The minimum wage (hourly rate)</li> </ul>												

[\*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 exceeds scheduled working hours (increased wage for overtime work, etc.) ④ Wages paid for time worked other than scheduled working days (increased 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 of pay which exceeds the calculated wage paid for normal working hours (increased wage for night work, etc.) ⑥ Perfect attendance allowance, commutation 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  
 [\*3] Consult the Labour Bureau or your nearest Labour Standards Inspection Office for details about the calculation method, or to find out about the percentage pay calculations.

Employers and employees; **be sure to check the minimum wage.**



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

## There is support available to help you to raise wages.

For Small and Medium-sized Enterprises

### Grant-in-aid to improve business performance

- ☑ This is a system to assist with part of the cost of capital investment, if you have raised the minimum wage with your business above a specified amount by taking steps such as capital investment to boost productivity. There are certain conditions in place regarding eligibility, payment requirements, and subsidies.

Check out our website for details! [業務改善助成金 検索](https://www.mhlw.go.jp/gyomukaizen/) Grant-in-aid to improve business performance <https://www.mhlw.go.jp/gyomukaizen/>

### Free consultations with experts

- ☑ If you have any concerns related to raising wages, please consult a center supporting the promotion of working-style reform. Centers supporting the promotion of working-style reform <https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/0000198331.html>



リサイクル適性 (A)  
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