



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!



Ibaraki's minimum wage

From
October 1, 2018
hourly rate

¥822



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

Check it online!

最低賃金制度 検索



✓ For inquires concerning the minimum wage, please contact the Ibaraki Labour Bureau or your nearest Labour Standards Inspection Office.
Ibaraki Labour Bureau website: <https://jsite.mhlw.go.jp/ibaraki-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^[*1] you wish to check into an hourly rate and compare with the minimum wage^[*2] (hourly rate).

How to compare against the minimum wage ^[*3] Fill in your wage, and the minimum wage for your prefecture.

1	For an hourly wage	<table border="1"> <tr><th>Your hourly wage</th></tr> <tr><td>¥</td></tr> </table>	Your hourly wage	¥	≥	<table border="1"> <tr><th>The minimum wage (hourly rate)</th></tr> <tr><td>¥</td></tr> </table>	The minimum wage (hourly rate)	¥								
Your hourly wage																
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2	For a daily wage	<table border="1"> <tr><th>Your daily wage</th></tr> <tr><td>¥</td></tr> </table>	Your daily wage	¥	÷	<table border="1"> <tr><th>Average number of scheduled working hours per day</th></tr> <tr><td>hours</td></tr> </table>	Average number of scheduled working hours per day	hours	=	<table border="1"> <tr><th>Your hourly rate</th></tr> <tr><td>¥</td></tr> </table>	Your hourly rate	¥	≥	<table border="1"> <tr><th>The minimum wage (hourly rate)</th></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
- 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 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.



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>

