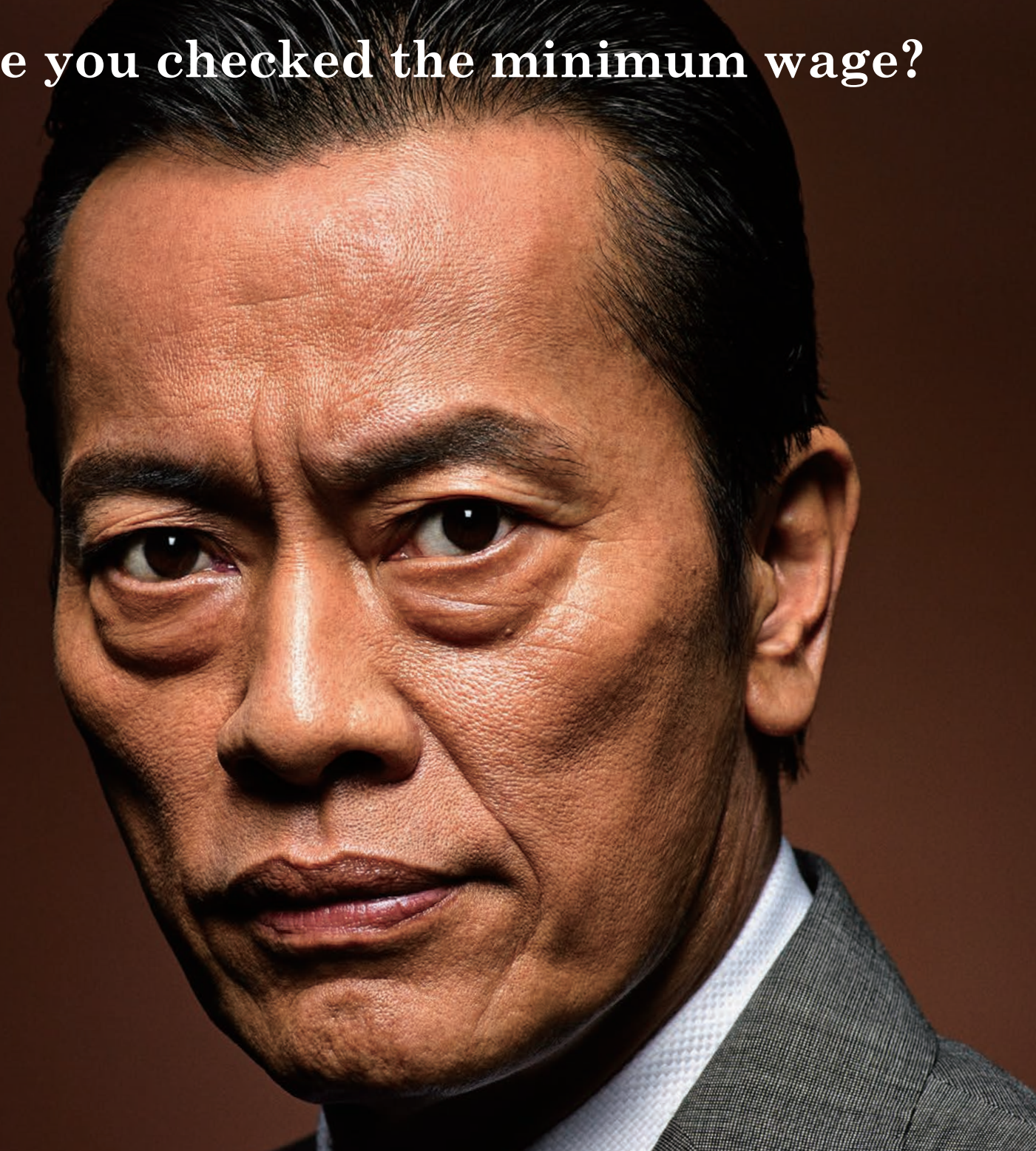


Have you checked the minimum wage?



**Kyoto's minimum wage has been changed.**

From  
October 1,  
2017

hourly  
rate

¥

**856**



**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/>



Check it  
online!

最低賃金制度

検索

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

Kyoto Labor Bureau website:  
<http://kyoto-roudoukyoku.jsite.mhlw.go.jp/>





# 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

Your hourly wage	$\geq$	The minimum wage <sup>(hourly rate)</sup>
¥		¥

2 For a daily wage

Your daily wage	$\div$	Average number of scheduled working hours per day	=	Your hourly rate	$\geq$	The minimum wage <sup>(hourly rate)</sup>
¥		hours		¥		¥

3 For a monthly wage

Your monthly wage	$\div$	Average number of scheduled working hours per month	=	Your hourly rate	$\geq$	The minimum wage <sup>(hourly rate)</sup>
¥		hours		¥		¥

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  $\geq$  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  $\geq$  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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