# Don't Forget to Check!

# Minimum Wage



Employers and workers alike should check



**Hourly rate** from October 3. 2025



英語版

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

検 索

Check it on the Minimum wage website (in Japanese only)

最低賃金 特設サイト

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

長野労働局



Wage hike webpage (in Japanese only) Information on support



賃金引上げ特設ページ

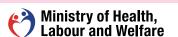


**Enterprises (SMEs)** 

For Small and

Medium-sized







# Employers and workers alike, be sure to check the minimum wage!

The minimum wage system applies to all workers, including part-time workers and student workers, regardless of their age and working hours. Fill in your salary (\*1) and the applicable minimum wage in your prefecture (\*2) into the form to check!



Fill in your salary and the applicable minimum wage in your prefecture. (\*2)

Your hourly rate

For hourly pay

Your hourly pay

For daily pay

Your daily pay Your hourly rate hours

For monthly pay

hours For example, if your basic pay If your pay is calculated by a

is paid daily and benefits

- (1) Basic pay (daily pay) → Calculate the hourly rate using method B
- ② Benefits (monthly pay)  $\rightarrow$  Calculate the hourly rate using method  $\square$
- ③ Total amount of ① and ②  $\ge$  the minimum wage (hourly rate)

(\*1) The following forms of pay are not considered when you compare your pay with the minimum wage,

combination of A, B, or C above

Your monthly pay

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 pay for overtime work, etc.) (4) Wages for work other than scheduled working days (premium pay 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 pay for night work, etc.) (§) Perfect attendance allowances, commuting allowances, and family allowances (\*2) For more detailed calculation methods and calculation methods including commission, consult your local Labour Bureau or the Labor Standards Inspection Office.

(such as a duty allowance) are paid monthly



## For Small and Medium-sized **Enterprises** (SMEs)

**Utilize General Grant for SMEs** to get support to help you raise wages.



### General Grant for SMEs

This general grant for SMEs subsidizes part of the cost of capital investments depending on certain criteria in order to help increase the lowest wages in the workplace (minimum wage of the workplace) and productivity.

**General Grant for SMEs Call Center** 

ത്ത് 0120-366-440

Check the website for details

業務改善助成金



Criteria



wage in the workplace



Payment of the new wages



Introduction of productivity-enhancing equipment and facilities



No disqualifying factors, such as dismissals or wage cuts

Subsidizes part of the cost of capital investment, etc.





Grant **Process** 

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



Implement your project according to the submitted plan



Submit the outcome report and application to your labour bureau



Payment



Check the procedure video!

#### Free consultation with experts

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

ite for details (in Japanese only) 働き方改革推進支援センター

#### Loans to support promotion of work-style reforms

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.

ck the website for details (in Japanese only)

働き方改革推進支援資金



(R7.9)