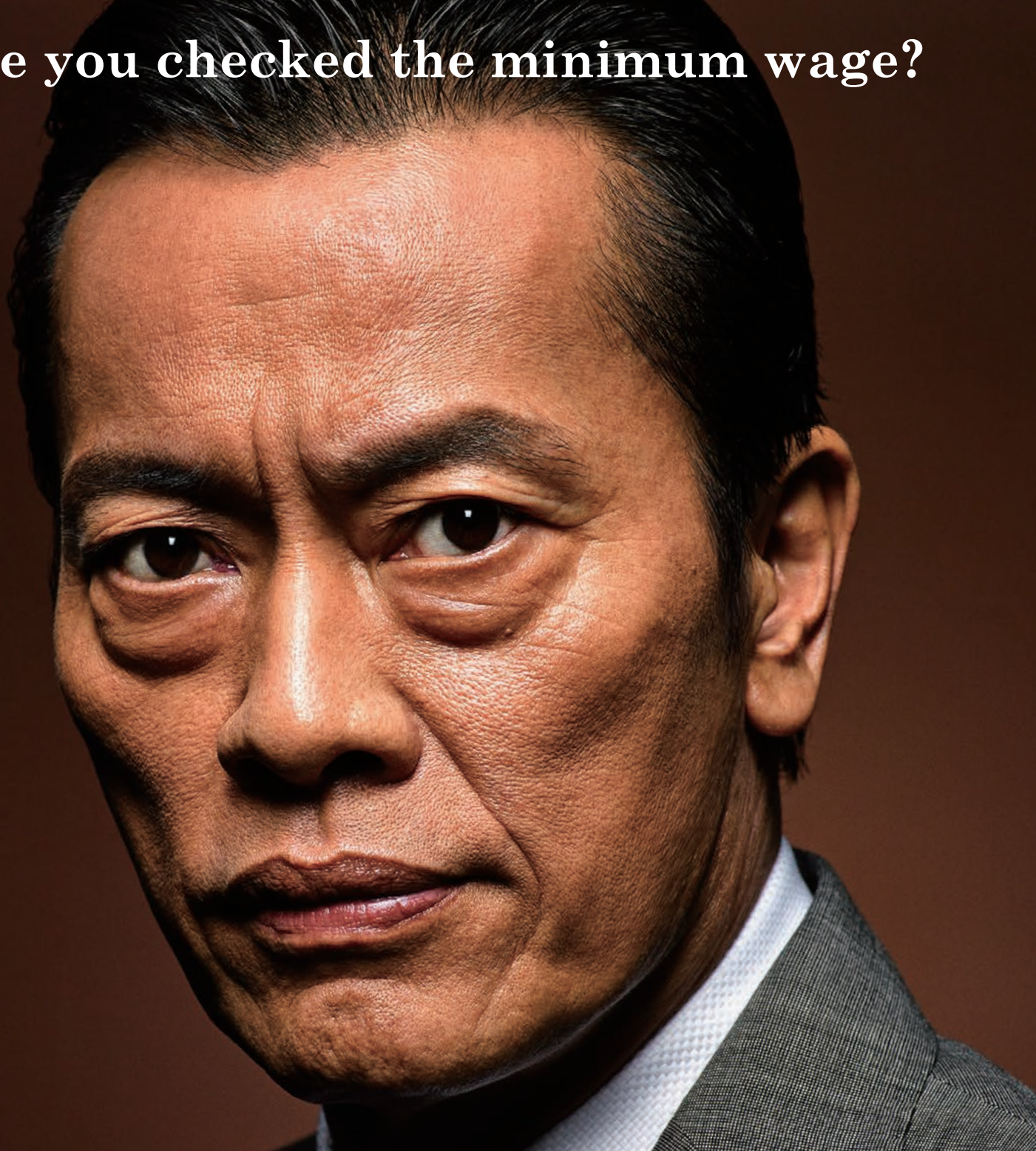


Have you checked the minimum wage?



Niigata's minimum wage has been changed.

From
October 1,
2017

hourly
rate
¥

778



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!

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

Niigata Labor Bureau website:
<http://niigata-roudoukyoku.jsite.mhlw.go.jp/>

 **Ministry of Health,
Labour and Welfare**

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.

Check whether you're getting more than the minimum wage!



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

Write down your wage and the wage which corresponds to your prefecture.

1 For an hourly wage

Your hourly wage	\geq	The minimum wage ^{(*)1} (hourly rate)
¥		¥

2 For a daily wage

Your daily wage	\div	Average number of scheduled working hours per day	=	Your hourly rate	\geq	The minimum wage ^{(*)2} (hourly rate)
¥		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 ^{(*)2} (hourly rate)
¥		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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