

The Minimum Wages (applicable to employees in Osaka Prefecture) 2023

		Hourly Minimum Wage(¥) (effective date)	Those who are included
Minimum Wage in Osaka Prefecture		¥1,064 (1/10/2023)	All employees at industries in Osaka Prefecture
Specific minimum wage by Industry		Hourly Minimum Wage(¥) (effective date)	Those who are excluded
Manufacture of paints	¥1,070 (1/12/2023)	1)Workers under 18 years of age/over 65 years of age 2)Workers who are still acquiring skills and have only worked under 3 months 3)Workers engaged mainly in cleaning/ light work	Employees engaged in following works: 1)Labeling 2) Preparing empty cans and lids then supplying them to the filling lines, wrapping, bagging, packing works by hand, or carrying under 18 liter-canned products
Manufacture of iron and steel	¥1,066 (1/12/2023)		
Manufacture of general machinery, production equipment and supplies, industrial equipment and supplies, manufacture of heating/cooking apparatus and plumbing supplies, metal wire goods, manufacture of shipbuilding and repairing, marine engines	¥1,070 (1/12/2023)		
Manufacture of electronic parts and devices electronic circuit, manufacture of electronic machinery equipment and supplies, manufacture of information and communication electronic equipment	¥1,068 (1/12/2023)		Employees engaged in following works: 1)Wrapping, bagging works by hand 2)Of parts assembling or finishing works, wire-knitting, riveting, wire-enrolling or stamping with hand tools or small electric tools.
Manufacture of motor vehicles, parts and accessories	¥1,068 (1/12/2023)		
Rolling of non-ferrous metals and alloys, manufacture of electric wire and cable	¥1,064 Minimum Wage in Osaka Prefecture (1/10/2023)	Note If both regional minimum wage and specific minimum wage are applicable, the higher one shall be applied.	
Retail Trade(Motor Vehicles)	¥1,064 Minimum Wage in Osaka Prefecture (1/10/2023)		

How to calculate the minimum wage

★The following wages are excluded from calculation:

- ① Full attendance allowance, commutation allowance and family allowance
- ② Special wages which are paid periodically for a period exceeding one month(bonuses)
- ③ Extraordinary wages(marriage allowance, etc.)
- ④ Wages which are paid for overtime/night work, work on days off

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★The wages paid and the applied minimum wage can be compared using the following method:

- ① For an hourly wage Hourly wage \geq The minimum wage(hourly rate)
- ② For a daily wage Daily wage \div Average number of scheduled working hours per day \rightarrow convert to hourly wage \geq The minimum wage (hourly rate)
- ③ For a monthly wage Monthly wage \div Average number of scheduled working hours per month \rightarrow convert to hourly wage \geq The minimum wage(hourly rate)
- ④ In case of calculation ways written above being mixed Total amount of each hourly wage \geq The minimum wage(hourly rate)

★The penalty for failure to pay the regional minimum wage is fined.

For inquiries concerning the minimum wage, please contact Wages Division, Labour Standards Department, Osaka Labour Bureau(TEL:06-6949-6502), or the nearest Labour Standards Inspection Office.
Osaka Labour Bureau Website: <https://jsite.mhlw.go.jp/osaka-roudoukyoku/>