Have You Checked?

Minimum Wage

Employers and workers should check

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

Minimum wage in Osaka

Hourly rate from October 1, 2026

¥1,231

YoY UP ¥54

Whether you're paid monthly or daily, try calculating your hourly rate.

英語版

Ministry of Health, Labour and Welfare

Check the calculation methods on the reverse!

Calculate your hourly rate and compare it to 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!

Calculation methods

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

A For hourly pay

Your hourly pay		The minimum wage (hourly rate)
¥	≧	¥

B For daily pay

Your daily pay		Average scheduled working hours per day		Your hourly rate		The minimum wage (hourly rate)
¥	÷	hours	=	¥	≧	¥

C For monthly pay

Your monthly pay		Average scheduled working hours per month		Your hourly rate		The minimum wage (hourly rate)
¥	÷	hours	=	¥	≧	¥

D If your pay is calculated by a combination of A, B, or C above

For example, if your basic pay is paid daily and benefits (such as a duty allowance) are paid monthly

① Basic pay (daily pay) → Calculate the hourly rate using method B
② Benefits (monthly pay) → Calculate the hourly rate using method C
③ Total amount of ① and ② ≧ the minimum wage (hourly rate)

(*1) The following forms of pay are not considered when you compare your pay with the minimum wage.
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.) ⑥ 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.

業務改善助成金

Subsidies of up to 6 million yen

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 in the workplace) and while making capital investments that contribute to productivity.

General Grant for SMEs Call Center
0120-366-440

Check the website for details (in Japanese only)
業務改善助成金 検索

Main Criteria

- The minimum wage in the workplace is less than the regional minimum wage for FY2026 (R8)
- Increase in the minimum 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

1. Submit the application, project plan, etc., to the prefectural labour bureau for your place of business
2. Review
3. Implement your project according to the submitted plan
4. Submit the outcome report and application to your labour bureau
5. Review
6. Payment

Check it on the website!

Minimum wage website
(in Japanese only)
最低賃金　特設サイト　検索

For inquiries, please contact the Osaka Labour Bureau or your nearest Labour Standards Inspection Office.
大阪労働局　検索

Wage hike webpage
(in Japanese only)
Information on support for raising wages.
賃金引上げ特設ページ　検索

Free consultation with experts

If you have any concerns related to raising wages, please consult the Work-Style Reform Promotion Support Center.
Check the website for details (in Japanese only)　働き方改革推進支援センター　検索

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.
Check the website for details (in Japanese only)　働き方改革推進支援資金　検索

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(R8.9)