

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

| Minimum Wage in Osaka Prefecture | (effective date) Hourly Minimum Wage(¥) | Those who are included |
|---|---|---|
| | ¥ 936 (1/10/2018) | All employees at industries in Osaka Prefecture |
| Specific minimum wage by Industry | Hourly Minimum Wage(¥) (effective date) | Those who are excluded |
| Manufacture of electronic parts and devices electronic circuit, manufacture of electronic machinery equipment and supplies, manufacture of information and communication electronic equipment. | ¥ 937 (1/12/2018) | 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 |
| Rolling of non-ferrous metals and alloys. Manufacture of electric wire and cable | ¥ 937 (1/12/2018) | Employees engaged in following works: Of producing wire-harness, wire-fitting, stamping, wire- enrolling or riveting, with hand tools or small electric tools |
| Retail Trade(Motor Vehicles) | ¥ 937 (1/12/2018) | / |
| Manufacture of general machinery, production equipment and supplies, industrial equipment and supplies, manufacture of heating apparatus and plumbing supplies, metal wire goods, manufacture of shipbuilding and repairing, marine engines | ¥ 939 (1/12/2018) | |
| Manufacture of motor vehicles, parts and accessories | ¥ 941 (1/12/2018) | |
| Manufacture of iron and steel | ¥ 946 (1/12/2018) | |
| Manufacture of paints | ¥ 948 (1/12/2018) | |
| not applicable to: 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 worker | | |

★Employers shall pay wages equal to or greater than the minimum wage except the following wages:

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

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

- For an hourly wage Hourly wage \geq The minimum wage(hourly rate)
- For a daily wage Daily wage \div Average number of scheduled working hours per day (convert to hourly wage)
 \geq The minimum wage(hourly rate)
- For a monthly wage Monthly wage \div Average number of scheduled working hours per month (convert to 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, the Labour Standards Department,
the Osaka Labour Bureau(TEL:06-6949-6502), or the nearest Labour Standards Inspection Office.

Osaka Labour Bureau Website: <http://osaka-roudoukyoku.jsite.mhlw.go.jp/>