

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

Minimum Wage in Osaka Prefecture	(effective date) Hourly Minimum Wage(¥)	Those who are included
	¥964 (1/10/2019)	All employees at industries in Osaka Prefecture
Specific minimum wage by Industry	Hourly Minimum Wage(¥) (effective date)	Those who are excluded
Rolling of non-ferrous metals and alloys, manufacture of electric wire and cable	¥965 (1/12/2019)	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)	¥965 (1/12/2019)	
Manufacture of motor vehicles, parts and accessories	¥970 (1/12/2020)	
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	¥968 (1/12/2020)	
Manufacture of iron and steel	¥968 (1/12/2020)	
Manufacture of paints	¥971 (1/12/2020)	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 electronic parts and devices electronic circuit, manufacture of electronic machinery equipment and supplies, manufacture of information and communication electronic	¥966 (1/12/2020)	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
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 work		

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<https://pc.saiteichingin.info/>



How to calculate the minimum wage

★The following wages are excluded from calculation:

- 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 \rightarrow 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 \rightarrow convert to hourly wage \geq The minimum wage(hourly rate)
- 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: <http://osaka-roudoukyoku.jsite.mhlw.go.jp/>