Have you checked yet?

Osaka

Minimum wage

838

Hourly wage

yen

Effective date: October 5, 2014

※There are specific minimum wages which have been established for specific industries.

It applies to all workers, irrespective of age,
and it includes part-time workers and student workers as arubaito.
Check whether your wage is at least the minimum wage.

Both employers and workers, be sure to check the minimum wage!

Check by phone!	Check on the web!	Check using your smartphone!
Osaka Labour Bureau, Labour Standards Department, Wages Section 06-6949-6502	最低賃金制度 検索	

Labour contracts paying less than the minimum wage are invalid.

For inquiries on the minimum wage, please consult the Osaka Labour Bureau or the nearest Labour Standards Inspection Office.

Ministry of Health, Labour and Welfare

英語版

What is minimum wage?

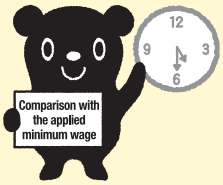
- ☑ **It applies to all workers!**

- ☑ **It is decided for each prefecture and is revised every year!**

- ☑ **Labour contracts paying less than the minimum wage are invalid!**

- ☑ **The penalty for failure to pay the regional minimum wage is fined up to ¥500,000!**

- ☑ **Check whether your wage is at least the minimum wage!**



[How to compare with the minimum wage]

1 If paid hourly ▶ **Hourly wage ≧ Minimum wage (hourly amount)**

2 If paid daily ▶ **Daily wage ÷ Contractual working hours per day ≧ Minimum wage (hourly amount)**

However, if a specific minimum wage for which a daily amount is specified is applied,

Daily wage ≧ Minimum wage (daily amount)

Note) If, when the daily wage is divided by the contractual working hours, the amount is lower than the minimum wage by district, then the relevant minimum wage by district is applied.

3 If paid monthly ▶ **Monthly wage ÷ Contractual working hours per month ≧ Minimum wage (hourly amount)**

4 A combination of 1 to 3 above ▶ For example, if the basic wage is hourly but various allowances (e.g. duty allowance) are paid monthly, convert the allowances to hourly amounts using the formulas in 1 and 3 above, and compare their total with the minimum wage (hourly amount).

※In comparing with the minimum wage, the following types of wages are not included.

①Wages paid on a temporary basis (marriage allowance, etc.)
②Wages paid for every period that exceeds one month (bonuses, etc.)
③Wages paid for every hour that exceeds the contractual working hours (overtime premium, etc.)
④Wages paid for work excluding the contractual working days (increased wages for working on holidays, etc.)
⑤The part of wages paid for work which exceeds normal working time during 10 p.m. and 5 a.m. (increased wages for working after midnight, etc.)
⑥Full attendance allowance, commutation allowance and family allowance.