

The Minimum Wages in Saitama

The legal minimum wages in Saitama	Hourly rate (yen)	This applies to all workers who work in Saitama Prefecture	Effective date
	898		October 1, 2018

A higher minimum wage for certain industries (by industry)	Hourly rate (yen)	The exemption. (The legal minimum wage in Saitama applies to the following people.)	Effective date
<p>MANUFACTURE OF NON-FERROUS METAL AND PRODUCTS in Saitama Applies to MANUFACTURE OF “NON-FERROUS METALS AND PRODUCTS” (excluding “PRIMARY SMELTING AND REFINING OF NON-FERROUS METALS”, “NON-FERROUS METAL MACHINE PARTS AND TOOLING PRODUCTS”, MISCELLANEOUS NON-FERROUS METAL PRODUCTS” and establishments engaged in administrative or ancillary economic activities in this industry. The same applies hereinafter.) or pure holding company. (Limited to cases where main economic activity of all subsidiary are classified into “MANUFACTURE OF NON-FERROUS METALS AND PRODUCTS”.)</p>	924	1 Under 18 years or 65 years and older 2 Within three months after acquires employment and under training.	December 1, 2018
<p>MANUFACTURE OF “ELECTRONIC PARTS, DEVICES AND ELECTRONIC CIRCUITS”, “ELECTRICAL MACHINERY, EQUIPMENT AND SUPPLIES” and “INFORMATION AND COMMUNICATION ELECTRONICS EQUIPMENT” in Saitama Applies to “MANUFACTURE OF “ELECTRONIC PARTS, DEVICES AND ELECTRONIC CIRCUITS”, “ELECTRICAL MACHINERY, EQUIPMENT AND SUPPLIES” (excluding “MEDICAL MEASURING INSTRUMENTS” (excluding ELECTROCARDIOGRAPH), and establishments engaged in administrative or ancillary economic activities in this industry. The same applies hereinafter.) , “MANUFACTURE OF INFORMATION AND COMMUNICATION ELECTRONICS EQUIPMENT” or pure holding company. (Limited to cases where main economic activity of all subsidiary are classified into “ELECTRIC PARTS, DEVICES AND ELECTRONIC CIRCUITS”, ELECTRICAL MECHINERY, EQUIPMENT AND SUPPLIES” and “INFORMATION AND COMMUNICATION ELECTRONICS EQUIPMENT”.)</p>	930	3 Mainly engages in duties of packing, bagging and boxing manually or transportation services. 4 Mainly engages in duties of cleaning or the putting things in order.	

<p>“MANUFACTURE OF TRANSPORTATION EQUIPMENT” in Saitama Applies to “MANUFACTURE OF TRANSPORTATION EQUIPMENT” (excluding “INDUSTRIAL TRUCKS AND PARTS AND ACCESSORIES”, “MISCELLANEOUS TRANSPORTATION EQUIPMENT” (excluding “BICYCLES AND PARTS”), and establishments engaged in administrative or ancillary economic activities in this industry. The same applies hereinafter.) or pure holding company. (Limited to cases where main economic activity of all subsidiary are classified into “MANUFACTURE OF TRANSPORTATION EQUIPMENT”.)</p>	<p>939</p>		
<p>“MANUFACTURE OF OPTICAL INSTRUMENTS AND APPARATUS, AND LENSES” and “WATCHES, CLOCKS, CLOCKWORK-OPERATED DEVICES AND PARTS” in Saitama Manufacture of “OPTICAL INSTRUMENTS AND APPARATUS, AND LENSES”, “WATCHES, CLOCKS, CLOCKWORK-OPERATED DEVICES AND PARTS”, and establishments engaged in administrative or ancillary economic activities in this industry, or pure holding company. (Limited to cases where main economic activity of all subsidiary are classified into manufacture of “OPTICAL INSTRUMENTS AND APPARATUS, AND LENSES” and “WATCHES, CLOCKS, CLOCKWORK-OPERATED DEVICES AND PARTS”.)</p>	<p>938</p>		
<p>RETAIL TRADE OF MOTOR VEHICLES in Saitama “RETAIL TRADE OF MOTOR VEHICLES” (excluding “MOTORCYCLE STORES” The same applies hereinafter.), establishments engaged in administrative or ancillary economic activities in this industry, or pure holding company. (Limited to cases where main economic activity of all subsidiary are classified into “RETAIL TRADE OF MOTOR VEHICLES.”)</p>	<p>936</p>	<p>1 Under 18 years or 65 years and older</p> <p>2 Within three months after acquires employment and under training.</p> <p>3 Mainly engages in duties of cleaning or the putting things in order.</p>	

※1 Employers shall pay wages of not less than the minimum wage rate to employees.

2 If plural minimum wages are applicable to a worker, the highest minimum wages will apply.

(※ Minimum hourly wages “898 yen” applies to employees in retail trade, general merchandise.)

3 The prefectural minimum wage is applied when a dispatched worker is called upon to work at employer’s location.

4 How to compare your actual wages and the minimum wages.

- For an hourly wages : Compare your actual hourly wages to the minimum wages.

- For a monthly wages : Convert your scheduled wages (exclude full attendance allowance, commuting allowance and family allowance) into hourly wages and compare to the minimum wages.

5 In cases where an employer has obtained permission from the Director of the Prefectural Labor Bureau, special provisions for the reduction of minimum wages shall apply to workers who have significantly low capability for work due to disability.