



Don't forget to check the minimum wage.

Minimum wage rules apply whether you are hiring or being hired.
Employers and employees;
be sure to check the minimum wage.

It's being revised this year too!



Tokyo's minimum wage

From
October 1, 2018
hourly rate

¥985

¥27 UP



Minimum wage website: http://www.saiteichingin.info/





For inquires concerning the minimum wage, please contact the Tokyo Labour Bureau or your nearest Labour Standards Inspection Office.

Tokyo Labour Bureau website: https://jsite.mhlw.go.jp/tokyo-roudoukyoku/



What is the minimum wage system?



It's a system which guarantees the minimum amount of wages (minimum wage) for all workers.

It applies to all workers, regardless of their age, or whether they work part-time or as a student.



How do I check the minimum wage?



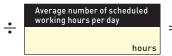
Convert the wage you wish to check into an hourly rate and compare with the minimum wage (hourly rate).

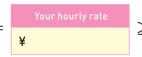
How to compare against the minimum wage Fill in your wage, and the minimum wage for your prefecture.

For an hourly wage



Fora daily wage Your daily wage

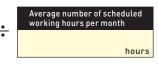




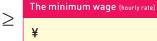


For a monthly wage









In cases where your wage is a combination of 1,2,3

For example, your base pay is a daily wage and other forms of pay (such as duty allowance) are paid monthly

- Base pay (daily wage) → Calculate your hourly rate using method 2
- ② Other forms of pay (monthly wage) $\rightarrow \frac{\text{Calculate your hourly rate}}{\text{using method } 3}$
- 3 Total amount ① + ② ≥ The minimum wage (hourly rate)

(*1) The following forms of pay should not be factored into a comparison for the minimum wage.

① Wages paid on a temporary basis (marriage allowance, etc.) ② Wages paid at intervals exceeding one month (bonuses, etc.) ③ Wages paid for time worked which exceeds scheduled working hours (increased wage for overtime work, etc.] (4) Wages paid for time worked other than scheduled working days (increased wage 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 of pay which exceeds the calculated wage paid for normal working hours (increased wage for night work, etc.) (6) Perfect attendance allowance, commutation allowance, and family allowance

(*2) In cases where a specific minimum wage is set as a daily amount: Amount converted to daily amount ≥ Specific minimum wage amount (*3) Consult the Labour Bureau or your nearest Labour Standards Inspection Office for details about the calculation method, or to find out about the percentage pay calculations

Employers and employees;

be sure to check the minimum wage.



on your smartphone

There is support available to help you to raise wages.

Grant-in-aid to improve business performance

For Small and **Medium-sized Enterprises**

This is a system to assist with part of the cost of capital investment, if you have raised the minimum wage with your certain conditions in place regarding eligibility, payment requirements, and subsidies.





Check out our website for details! 【業務改善助成金】 | 検索 | Grant-in-aid to improve business performance | https://www.mhlw.go.jp/gyomukaizen/

Free consultations with experts



