

Minimum wage in Tokyo

From October 1 2023

hourly rate

¥1,113



英語版

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



Minimum wage website
(in Japanese only):

最低賃金制度



For inquiries, please contact the Tokyo Labour Bureau or your nearest Labour Standards Inspection Office.

検索

東京労働局



Wage hike webpage (in Japanese only): Information on support for raising wages. [賃金引上げ特設ページ] 検索





The minimum wage system

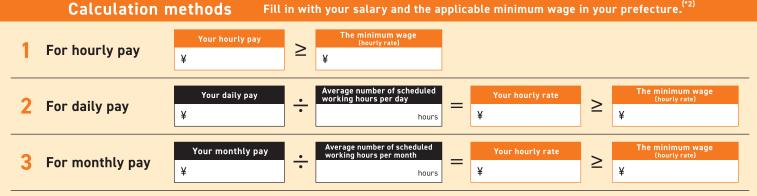
guarantees the minimum amount of wages for all workers.

It covers all workers, including part-time workers and student workers, regardless of their age and working hours.



How do I check if my wage is over the minimum wage?

Convert your pay to an equivalent hourly wage and compare it with the minimum wage. (*1)



If your pay is calculated by a combination of 1, 2 or 3 above

For example, if your basic pay is paid daily and benefits (such as a duty allowance) are paid monthly

- Basic pay (daily pay) → Calculate the hourly rate using method 2
- $oldsymbol{2}$ Benefits (monthly pay) ightarrow Calculate the hourly rate using method $oldsymbol{3}$
- **3** Total amount of $\mathbf{0}$ and $\mathbf{2} \ge$ the minimum wage (hourly rate)

(*1) The following pay is not considered when you compare your pay with the minimum wage.

1) Wages paid in special circumstances (marriage allowance, etc.) 2) Wages paid covering a period of more than one month (bonuses, etc.) 3) Wages for work that exceeds scheduled working hours (premium wage for overtime work, etc.) (4) Wages for work other than scheduled working days (premium 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 that exceeds pay for normal working hours (premium wage for night work, etc.) ® Perfect attendance allowances, commuting allowances, and family allowances

(*2) For more detailed calculation methods and calculation methods including commissions, consult the Labour Bureau or the Labour Standards Inspection Office nearby,

Confirm that the pay is enough.



Read me for the minimum wage in your region! (in Japanese only)

For Small and Medium-sized Enterprises (SMEs)

Get support to help you raise wages!

業務改善助成金

Subsidies of up to 6 million yen

General Grant for SMEs Call Center

500 0120-366-440

General Grant for SMEs

This general grant for SMEs subsidizes part of the cost of capital investments depending on certain criteria in order to help increase the lowest wages in the workplace (minimum wage of the workplace) and productivity.

Check the website for details (in Japanese only)

業務改善助成金

Criteria



Payment of the new

Introduction of productivityenhancing equipment and facilities

No disqualifying factors, such as dismissals or wage

Subsidizes part of the cost of capital investment, etc.

Watch a summary video







Submit the application, project plan, etc., to the prefectural labour bureau for your place of business



Implement your project according to the submitted plan



Submit the outcome report and application to your labour bureau







If you have any concerns related to raising wages. please consult the Work-Style Reform Promotion Support Center.

e website for details (in Japanese only) 働き方改革推進支援センター

Loans for Supporting Work-Style Reform Promotion

Japan Finance Corporation (JFC) provides facility loans and operating loans for businesses that make efforts to raise the pay for the lowest-paid workers in the workplace.

etails (in Japanese only) 働き方改革推進支援資金

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