

# Do You Know the New Minimum Wage?

This rule covers all workers and their employers, including part-time workers, students workers, and full-time workers!

## Minimum wage in Hyogo

From  
October 1  
2021  
[hourly rate]

¥ 928

Increased by  
¥ 28



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

Check it on the website

Minimum wage website  
(in Japanese only):

<http://www.saiteichingin.info/>

最低賃金制度 検索



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

Hyogo Labour Bureau website: <https://site.mhlw.go.jp/hyogo-roudoukyoku/>

英語版

# What is the minimum wage system?

It's a rule that guarantees the minimum amount of wages (minimum wage) 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.<sup>(\*)1</sup>

## Calculation methods

Fill in with your salary and the applicable minimum wage in your prefecture.<sup>(\*)2</sup>

1 For hourly pay

Your hourly pay	≥	The minimum wage (hourly rate)
¥ <input type="text"/>		¥ <input type="text"/>

2 For daily pay

Your daily pay	÷	Average number of scheduled working hours per day	=	Your hourly rate	≥	The minimum wage (hourly rate)
¥ <input type="text"/>		<input type="text"/> hours		¥ <input type="text"/>		¥ <input type="text"/>

3 For monthly pay

Your monthly pay	÷	Average number of scheduled working hours per month	=	Your hourly rate	≥	The minimum wage (hourly rate)
¥ <input type="text"/>		<input type="text"/> hours		¥ <input type="text"/>		¥ <input type="text"/>

4 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

- ① Basic pay (daily pay) → Calculate the hourly rate using method 2
- ② Benefits (monthly pay) → Calculate the hourly rate using method 3
- ③ Total amount of ① and ② ≥ the minimum wage (hourly rate)

<sup>(\*)1</sup> 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.) ⑥ Perfect attendance allowances, commuting allowances, and family allowances

<sup>(\*)2</sup> For more detailed calculation methods and calculation methods including commissions, consult the Labour Bureau or the Labor 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!

Subsidies of up to 6 million yen

業務改善助成金

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

検索

Check out the video about business subsidies!



### Criteria

1



Increase in the minimum wage in the workplace

2



Payment of the new wages

3



Introduction of productivity-enhancing equipment and facilities

4



No disqualifying factors, such as dismissals or wage cuts

Subsidizes part of the cost of capital investment, etc.

### Grant process

1



Submit the application, project plan, etc., to your prefectural labor bureau



Review

2



Implement your project according to the submitted plan

3



Report on the outcome to your labour bureau



Review

4



Payment

## Free consultations with experts

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

[Check the website for details \(in Japanese only\)](#)

働き方改革推進支援センター

検索

## 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.

[Check the website for details \(in Japanese only\)](#)

働き方改革推進支援資金

検索

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