

# Do You Know the Minimum Wage?

Applies to both  
businesses  
and workers.

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

## Minimum wage in Kyoto

From  
October 6  
2023  
hourly rate

¥1,008

From last year  
¥40  
UP

英語版

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):



最低賃金制度

検索

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



京都労働局

検索

Wage hike  
webpage

(in Japanese only):

Information on support for raising  
wages.



賃金引上げ特設ページ

検索

For Small and Medium-sized Enterprises (SMEs)

業務改善  
助成金

Subsidies  
of up to  
6 million yen

# 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.<sup>(\*)</sup>

## Calculation methods

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

(\*) 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

(\*\*) 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



0120-366-440

Check the website for details (in Japanese only)

業務改善助成金

検索



#### 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.

Watch a summary video (in Japanese only)



#### Grant process

1



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



2



Implement your project according to the submitted plan



3



Submit the outcome report and application to your labour bureau



4



Payment

Watch a step-by-step video (in Japanese only)



### 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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(R5.9)