

Be Sure to Check the  
**Minimum Wage!**

It is a rule for all **employers**  
and **workers!**

## Minimum wage in Hyogo

From  
**October 1, 2024**  
hourly rate

¥ **1,052**

From last year  
¥ **51**  
**UP**

英語版

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

Check it  
on the  
website

Minimum wage  
website  
(in Japanese only)



最低賃金 特設サイト

検索

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



兵庫労働局

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 pay for all workers!

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

## How do I check whether my pay meets the minimum wage?

Convert your pay<sup>(\*)</sup> to an equivalent hourly wage and compare it with the minimum wage.

### Calculation methods

Fill in 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 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 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>(\*)</sup> The following forms of pay are 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 pay for overtime work, etc.)
- ④ Wages for work other than scheduled working days (premium pay 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 pay 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 commission, consult your local Labour Bureau or Labour Standards Inspections Office.

## Confirm that the pay is enough.



Scan here to see 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.

#### Grant process

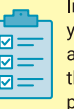
1



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

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 to support promotion of work-style reforms

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

リサイクル適性(A)  
この印刷物は、印刷用の紙へリサイクルできます。  
(R6.9)