

# To all Workers in Mie


Check the **minimum wage!**

**737**  **yen**

Mie minimum wage raised by **13** from the current **724**. 

**Effective Date: October 19, 2013**

\* Depending on the industry, there are some where a specific minimum wage (by industry) is prescribed.



**Applies to all types of employment, including part-time!**

**To both employers and employees. Don't forget to check the minimum wage!**

- Did you know that the minimum wage is different for each prefecture?
- Is your wage above the minimum wage?
- Does your employer make the applied minimum wage known?

**Check the minimum wage on your smartphone and mobile phone! Compare with your own wage!**



You can also check the minimum wage on your computer!

Website for Ministry of Health, Labour and Welfare  
<http://www.mhlw.go.jp/>

Website for minimum wage website  
<http://www.saiteichingin.info/>

最低賃金制度

検索



**Ministry of Health,  
Labour and Welfare**

For inquiries on the minimum wage, please consult the Mie Labour Bureau or the nearest Labour Standards Inspection Office.

# What is the minimum wage system?



**It is a system where a minimum amount is guaranteed for the wages of everyone who works.**

Minimum wages are made up of a "minimum wage by district" for each prefecture and a "specific minimum wage (by industry)" that applies to specified industries. The national government establishes the minimum amount for wages based on the Minimum Wages Act, and employers (business owners) must pay a wage that is at least this minimum wage amount to their workers.

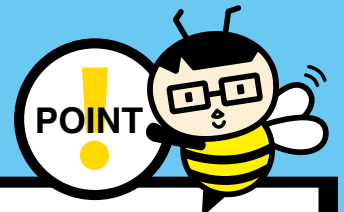


# Who does this apply to?

**Minimum wages apply to all people who work.**

The minimum wage by district applies, in principle, to all workers and their employers as a safety net that guarantees a minimum amount of wages to all workers, regardless of their type and title of employment, such as full time, temporary or part time. For dispatched workers, the minimum wage of the dispatch destination is applied, and it is necessary for the employer at the company from which such workers are dispatched and the workers that are dispatched to be aware of the minimum wage that is applied to the workplace to which the worker is dispatched.

# How do you check whether your wage is at least the minimum wage?



**The wages paid\* and the applied minimum wage can be compared using the method below.**

- (1) If paid hourly  
 $\text{Hourly wage} \geq \text{Minimum wage (hourly amount)}$
- (2) If paid daily  
 $\text{Daily wage} \div \text{Average contractual working hours per day} \geq \text{Minimum wage (hourly amount)}$   
"However, a specific minimum wage (by industry) for which a daily amount is specified is applied,  
 $\text{Daily wage} \geq \text{Minimum wage (daily amount)}$ "
- (3) If paid monthly  
 $\text{Monthly wage} \div \text{Average contractual working hours per month} \geq \text{Minimum wage (hourly amount)}$
- (4) If a combination of (1), (2) and (3) above  
For example, if the basic wage is hourly but various allowances (e.g. duty allowance) are paid monthly, convert the allowances to hourly amounts using the formulas in (1) and (3) above, and compare their total with the minimum wage (hourly amount).

\* In comparing with the minimum wage, the following types of wages are not included.

- (1) Wages paid on a temporary basis (marriage allowance, etc.)
- (2) Wages paid for every period that exceeds one month (bonuses, etc.)
- (3) Wages paid for every hour that exceeds the prescribed working hours (overtime premium, etc.)
- (4) Wages paid for work excluding the prescribed working days (holiday premium, etc.)
- (5) The part of wages paid for work which exceeds normal working time during 10 P.M. and 5 A.M. (a premium for midnight work, etc.)
- (6) Full attendance allowance, commuting allowance and family allowance

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Don't forget to check the minimum wage!**

