

Mie's minimum wage

Per hour

¥

795

+  
¥24

From October 1, 2016

Is your company following the Minimum Wage Act?

The Minimum Wage Act requires payment of at least the minimum wage to workers.

Check  
the  
minimum  
wage  
at your  
workplace!!



Employers or employees, be sure to check the minimum wage!

Website on the minimum wage  
<http://www.saiteichingin.info/>

Check it on the web!

最低賃金制度 検索



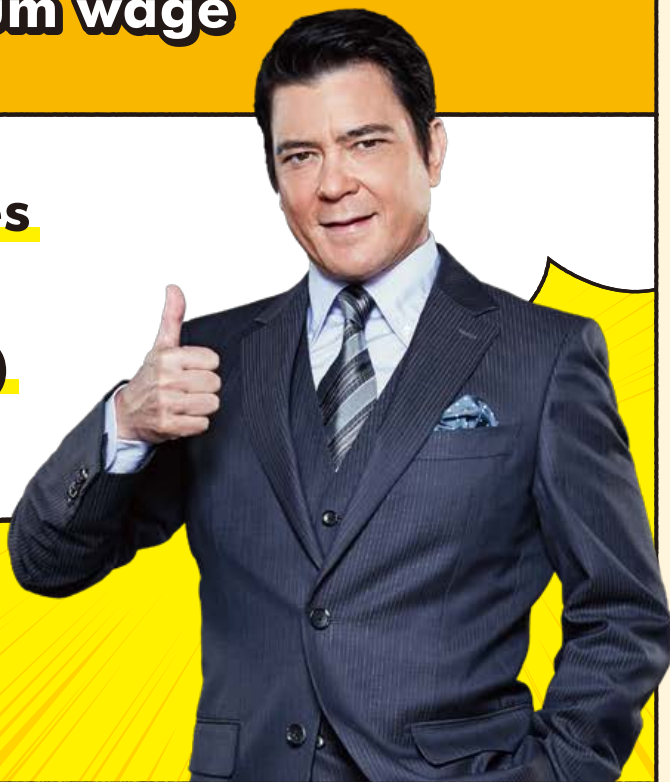
# Employers or employees, be sure to check the minimum wage!



## What is the minimum wage system?

**A system which guarantees the minimum amount of wages (minimum wages) for all workers!**

The minimum wage system applies to all workers, regardless of age, part-timer, or student.



Is your wage more than

## the minimum wage?

**Convert the wage you wish to check into an hourly wage and compare it with the minimum wage (per hour)!**



**1** For an hourly wage  $\text{Your hourly wage} \geq \text{the minimum wage (per hour)}$

**2** For a daily wage  $\text{Your daily wage} \div \text{average prescribed working hours for one day (convert to hourly wage)} \geq \text{the minimum wage (per hour)}$

**3** Monthly wage  $\text{Your monthly wage} \div \text{average prescribed working hours for one month (convert to hourly wage)} \geq \text{the minimum wage (per hour)}$

**4** Your wage is a combination of **1** – **3** above

For example, if your base pay is a daily wage and various other forms of compensation (such as a duty allowance) are paid monthly

- ① Base pay (per day) → Calculate hourly wage using method **2**
- ② Various other compensation (monthly wage) → Calculate hourly wage using method **3**
- ③ Total of ① + ②  $\geq$  the minimum wage(per hour)

(※1) The following wages shall not be included in the wages.

① Extraordinary Wages (marriage allowance, etc.) ② Special Wages which are paid periodically for a period exceeding 1 months (bonuses) ③ Wages other than those normally paid for working hours or working days (premium wages for overtime work, etc.) ④ Wages other than those normally paid for working days (premium wages for work on days off, etc.) ⑤ Any portion of wages paid which exceed the standard calculated rate of wages for hours worked between 10:00 a.m. and 5:00 p.m. (premium wages for night work, etc.) ⑥ Long-service allowance, good attendance allowances, commutation allowances, and family allowances

(※2) For the minimum wages for specific industries established as a daily wage, the formula is as follows: Wage converted to daily wage  $\geq$  specific the minimum wage

Check now with a smartphone or cell phone!



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