

Comply with the Minimum Wage!

All workers are covered by the Minimum Wage Law, including part-time workers and student workers. Check the minimum wage that applies to you.

Minimum wage in Shimane

From
October 1
2020
[hourly rate]

¥ 792



英語版

The minimum wage is a fundamental rule for both workers and employers. Check it!

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 Shimane Labour Bureau or your nearest Labour Standards Inspection Office.

Shimane Labour Bureau website:
<https://jsite.mhlw.go.jp/shimane-roudoukyoku/>

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.^(*)

Calculation methods

Fill in with your salary and the applicable minimum wage in your prefecture.^(**)

1 For hourly pay	<div style="border: 1px solid black; padding: 5px; width: 100px;"> Your hourly pay ¥ <input type="text"/> </div> \geq <div style="border: 1px solid black; padding: 5px; width: 100px; background-color: #f8d7da;"> The minimum wage (hourly rate) ¥ <input type="text"/> </div>
2 For daily pay	<div style="border: 1px solid black; padding: 5px; width: 100px;"> Your daily pay ¥ <input type="text"/> </div> \div <div style="border: 1px solid black; padding: 5px; width: 100px;"> Average number of scheduled working hours per day <input type="text"/> hours </div> $=$ <div style="border: 1px solid black; padding: 5px; width: 100px;"> Your hourly rate ¥ <input type="text"/> </div> \geq <div style="border: 1px solid black; padding: 5px; width: 100px; background-color: #f8d7da;"> The minimum wage (hourly rate) ¥ <input type="text"/> </div>
3 For monthly pay	<div style="border: 1px solid black; padding: 5px; width: 100px;"> Your monthly pay ¥ <input type="text"/> </div> \div <div style="border: 1px solid black; padding: 5px; width: 100px;"> Average number of scheduled working hours per month <input type="text"/> hours </div> $=$ <div style="border: 1px solid black; padding: 5px; width: 100px;"> Your hourly rate ¥ <input type="text"/> </div> \geq <div style="border: 1px solid black; padding: 5px; width: 100px; background-color: #f8d7da;"> The minimum wage (hourly rate) ¥ <input type="text"/> </div>
4 If your pay is calculated by a combination of 1, 2 or 3 above	<p>For example, If your basic pay is paid daily and benefits (such as a duty allowance) are paid monthly</p> <p> 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 \geq the minimum wage (hourly rate) </p>

(*1) 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

(*2) For more detailed calculation methods and calculation methods including productivity and performance pay, 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) We support raising pay.

Subsidies of up to 4.5 million yen

業務改善助成金

This is a criteria-based general grant for SMEs, which subsidizes part of the costs of capital investment to improve productivity. It is granted when capital investment is made, and a stipulated amount of pay rise is given for the lowest-paid workers in the workplace. There are some other requirements for the subsidy.

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

業務改善助成金 [検索](#)

Get support to help you raise wages!



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

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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(R2.9)