

Wage Measures

Overview

Minimum Wage System

1. Minimum wage system

The minimum wage system is a system that employers are obliged to pay employees the amount no less than the minimum wages formulated by the government in accordance with the Minimum Wages Act.

Even the cases where the wages below the minimum wage is stipulated in the conditions of agreement with employees are considered invalid and the amount equal to the minimum wage is considered applicable. Employers that failed to pay the regional minimum wage are punishable by a fine not exceeding ¥500,000.

2. Types of the minimum wage

Two types of the minimum wage exist, namely the “regional minimum wage” that applies to all workers in the region regardless of differences in industries and the “specific minimum wage” that is more expensive than the regional minimum wage and applies to workers in specific industries (electromechanical apparatus manufacturing, retail trade of motor vehicles, etc).

3. Wages subjected to the minimum wage

Wages subjected to the minimum wage are limited to those for regular working hours and days.

More concretely, the actual wages paid excluding the following wages are subjected to the minimum wage.

- (1) Extra wages (marriage allowance, etc)
- (2) Wages paid for a period that exceeds one month (bonuses, etc)
- (3) Wages paid for work performed outside the prescribed working hours (extra wages for overtime, etc)
- (4) Wages paid for work performed outside the prescribed working days (extra wages for holidays, etc.)
- (5) The portion of wages paid for work between 10 p.m. and 5 a.m. that exceeds the total wages for regular working hours (extra wages for late-night, etc)
- (6) Full attendance allowance, commutation allowance, and family allowance

Detailed Data 1

List of Regional Minimum Wages

	FY2006		FY2007		FY2008		FY2009		FY2010	
	Min. wage	Effective date	Min. wage	Effective date	Min. wage	Effective date	Min. wage	Effective date	Min. wage	Effective date
Weighted national average (per hour)	673		687		703		713		730	
Hokkaido	644	Oct. 1, 2006	654	Oct. 19, 2007	667	Oct. 19, 2008	678	Oct. 10, 2009	691	Oct. 15, 2010
Aomori	610	Oct. 1, 2006	619	Oct. 31, 2007	630	Oct. 29, 2008	633	Oct. 1, 2009	645	Oct. 29, 2010
Iwate	610	Oct. 1, 2006	619	Oct. 28, 2007	628	Oct. 30, 2008	631	Oct. 4, 2009	644	Oct. 30, 2010
Miyagi	628	Oct. 1, 2006	639	Oct. 20, 2007	653	Oct. 24, 2008	662	Oct. 24, 2009	674	Oct. 24, 2010
Akita	610	Oct. 1, 2006	618	Oct. 28, 2007	629	Nov. 2, 2008	632	Oct. 1, 2009	645	Nov. 3, 2010
Yamagata	613	Oct. 1, 2006	620	Oct. 25, 2007	629	Oct. 30, 2008	631	Oct. 18, 2009	645	Oct. 29, 2010
Fukushima	618	Oct. 1, 2006	629	Oct. 19, 2007	641	Oct. 22, 2008	644	Oct. 18, 2009	657	Oct. 24, 2010
Ibaraki	655	Oct. 1, 2006	665	Oct. 20, 2007	676	Oct. 19, 2008	678	Oct. 8, 2009	690	Oct. 16, 2010
Tochigi	657	Oct. 1, 2006	671	Oct. 20, 2007	683	Oct. 20, 2008	685	Oct. 1, 2009	697	Oct. 7, 2010
Gunma	654	Oct. 1, 2006	664	Oct. 19, 2007	675	Oct. 16, 2008	676	Oct. 4, 2009	688	Oct. 9, 2010
Saitama	687	Oct. 1, 2006	702	Oct. 20, 2007	722	Oct. 17, 2008	735	Oct. 17, 2009	750	Oct. 16, 2010
Chiba	687	Oct. 1, 2006	706	Oct. 19, 2007	723	Oct. 31, 2008	728	Oct. 3, 2009	744	Oct. 24, 2010
Tokyo	719	Oct. 1, 2006	739	Oct. 19, 2007	766	Oct. 19, 2008	791	Oct. 1, 2009	821	Oct. 24, 2010
Kanagawa	717	Oct. 1, 2006	736	Oct. 19, 2007	766	Oct. 25, 2008	789	Oct. 25, 2009	818	Oct. 21, 2010
Niigata	648	Sep. 30, 2006	657	Oct. 19, 2007	669	Oct. 26, 2008	669	Oct. 26, 2008	681	Oct. 21, 2010
Toyama	652	Oct. 1, 2006	666	Oct. 20, 2007	677	Oct. 25, 2008	679	Oct. 18, 2009	691	Oct. 27, 2010
Ishikawa	652	Oct. 1, 2006	662	Oct. 21, 2007	673	Oct. 19, 2008	674	Oct. 10, 2009	686	Oct. 30, 2010
Fukui	649	Oct. 1, 2006	659	Oct. 19, 2007	670	Oct. 22, 2008	671	Oct. 1, 2009	683	Oct. 21, 2010
Yamanashi	655	Oct. 1, 2006	665	Oct. 28, 2007	676	Oct. 25, 2008	677	Oct. 1, 2009	689	Oct. 17, 2010
Nagano	655	Oct. 1, 2006	669	Oct. 21, 2007	680	Oct. 16, 2008	681	Oct. 1, 2009	693	Oct. 29, 2010
Gifu	675	Oct. 1, 2006	685	Oct. 19, 2007	696	Oct. 19, 2008	696	Oct. 19, 2008	706	Oct. 17, 2010
Shizuoka	682	Oct. 1, 2006	697	Oct. 26, 2007	711	Oct. 26, 2008	713	Oct. 26, 2009	725	Oct. 14, 2010
Aichi	694	Oct. 1, 2006	714	Oct. 25, 2007	731	Oct. 24, 2008	732	Oct. 11, 2009	745	Oct. 24, 2010
Mie	675	Oct. 1, 2006	689	Oct. 27, 2007	701	Oct. 26, 2008	702	Oct. 1, 2009	714	Oct. 22, 2010
Shiga	662	Oct. 1, 2006	677	Oct. 25, 2007	691	Oct. 18, 2008	693	Oct. 1, 2009	706	Oct. 21, 2010
Kyoto	686	Oct. 1, 2006	700	Oct. 25, 2007	717	Oct. 25, 2008	729	Oct. 17, 2009	749	Oct. 17, 2010
Osaka	712	Sep. 30, 2006	731	Oct. 20, 2007	748	Oct. 18, 2008	762	Sep. 30, 2009	779	Oct. 15, 2010
Hyogo	683	Sep. 30, 2006	697	Oct. 31, 2007	712	Oct. 22, 2008	721	Oct. 8, 2009	734	Oct. 17, 2010
Nara	656	Oct. 1, 2006	667	Oct. 25, 2007	678	Oct. 25, 2008	679	Oct. 17, 2009	691	Oct. 24, 2010
Wakayama	652	Oct. 1, 2006	662	Oct. 20, 2007	673	Oct. 31, 2008	674	Oct. 31, 2009	684	Oct. 29, 2010
Tottori	614	Oct. 1, 2006	621	Oct. 21, 2007	629	Oct. 26, 2008	630	Oct. 8, 2009	642	Oct. 31, 2010
Shimane	614	Oct. 1, 2006	621	Oct. 19, 2007	629	Oct. 19, 2008	630	Oct. 4, 2009	642	Oct. 24, 2010
Okayama	648	Oct. 1, 2006	658	Oct. 26, 2007	669	Oct. 18, 2008	670	Oct. 8, 2009	683	Nov. 5, 2010
Hiroshima	654	Oct. 1, 2006	669	Oct. 28, 2007	683	Oct. 26, 2008	692	Oct. 8, 2009	704	Oct. 30, 2010
Yamaguchi	646	Oct. 1, 2006	657	Oct. 28, 2007	668	Oct. 29, 2008	669	Oct. 4, 2009	681	Oct. 29, 2010
Tokushima	617	Oct. 1, 2006	625	Oct. 21, 2007	632	Nov. 7, 2008	633	Oct. 1, 2009	645	Oct. 16, 2010
Kagawa	629	Oct. 1, 2006	640	Oct. 21, 2007	651	Oct. 19, 2008	652	Oct. 1, 2009	664	Oct. 16, 2010
Ehime	616	Oct. 1, 2006	623	Oct. 25, 2007	631	Oct. 24, 2008	632	Oct. 1, 2009	644	Oct. 27, 2010
Kochi	615	Oct. 1, 2006	622	Oct. 26, 2007	630	Oct. 26, 2008	631	Oct. 1, 2009	642	Oct. 27, 2010
Fukuoka	652	Oct. 1, 2006	663	Oct. 28, 2007	675	Oct. 5, 2008	680	Oct. 16, 2009	692	Oct. 22, 2010
Saga	611	Oct. 1, 2006	619	Oct. 28, 2007	628	Oct. 25, 2008	629	Oct. 1, 2009	642	Oct. 29, 2010
Nagasaki	611	Oct. 1, 2006	619	Oct. 21, 2007	628	Oct. 30, 2008	629	Oct. 10, 2009	642	Nov. 4, 2010
Kumamoto	612	Oct. 1, 2006	620	Oct. 25, 2007	628	Oct. 17, 2008	630	Oct. 18, 2009	643	Nov. 5, 2010
Oita	613	Oct. 1, 2006	620	Oct. 20, 2007	630	Oct. 29, 2008	631	Oct. 1, 2009	643	Oct. 24, 2010
Miyazaki	611	Oct. 1, 2006	619	Oct. 27, 2007	627	Oct. 26, 2008	629	Oct. 14, 2009	642	Nov. 4, 2010
Kagoshima	611	Oct. 1, 2006	619	Oct. 26, 2007	627	Oct. 18, 2008	630	Oct. 14, 2009	642	Oct. 28, 2010
Okinawa	610	Oct. 1, 2006	618	Oct. 28, 2007	627	Oct. 31, 2008	629	Oct. 18, 2009	642	Nov. 5, 2010

Detailed Data 2
Results of Inspection/Guidance Aimed at Securing the Observance of the Minimum Wages
Changes in results of inspection/guidance (FY2000-FY2010, nationwide total)

Matters Year	Violations of the law			Awareness in offices violating the law			Workers receiving less than the minimum wages		
	Number of offices supervised (A)	Number of enterprises violating the obligation to pay the minimum wages (B)	Violation rate (B) / (A)	Aware of the amount of the minimum wages	Aware of the minimum wages being applied but not the amount	Not aware of the minimum wages being applied	Number of workers in offices supervised (C)	Number of workers receiving less than the minimum wages (D)	Percentage of workers receiving less than the minimum wages (D) / (C)
2000	15,295 ^{case}	1,447 ^{case}	9.5 [%]	25.5 [%]	64.4 [%]	10.1 [%]	229,893 ^{person}	5,248 ^{person}	2.3 [%]
2001	14,688	1,363	9.3	26.7	61.0	12.3	230,519	5,213	2.3
2002	14,016	1,283	9.2	24.6	60.8	14.6	204,208	4,363	2.1
2003	13,080	860	6.6	29.1	52.7	18.3	197,402	2,723	1.4
2004	12,337	678	5.5	30.2	53.1	16.7	178,757	2,321	1.3
2005	11,820	753	6.4	30.9	50.5	18.6	177,086	2,087	1.2
2006	10,700	731	6.8	32.6	51.8	15.6	149,523	2,376	1.6
2007	20,362	1,399	6.9	33.4	56.0	10.7	299,402	4,241	1.4
2008	19,550	1,318	6.7	34.7	56.5	8.8	310,782	4,081	1.3
2009	9,743	833	8.5	32.5	59.7	7.8	150,126	3,393	2.3
2010	13,559	1,055	7.8	34.2	57.6	8.2	192,080	3,482	1.8

(Note) The figures for the respective years indicate the results for the period between January and December.