

Wages (Pay)

Method of payment of wages (Pay)

To ensure wages are properly paid, wages must, in principle, be paid (1) in money, (2) directly to the individual employee, (3) in full, (4) once or more a month, (5) on a certain day in accordance with the Labor Standards Law (Rodo Kijun Ho).

Minimum wage

The minimum wage is decided by the Minimum Wage Law (Saitei Chingin Ho).

An employer must pay employees more than the minimum wage.

If an employer pays less than the minimum wage, not only will they have to pay the employee the difference, they may also be fined.

The minimum wage differs depending on the region and is revised every year.

The minimum wage also applies to part-time workers.

If wages are not paid

If wages are not paid, consult a Labor Standards Inspection Office (Rodo Kijun Kantoku Sho) or labor enquires office immediately.

Enquiries Hyogo Labor Bureau Inspection Division, Foreign Workers Consultation Corner
(Hyogo Rodo Kyoku Kantoku Ka, Gaikokujin Rodosha Sodan Corner) 0570-001-702
Consultation Language: Chinese

Himeji Labor Standards Inspection Office, Foreign Workers Consultation Corner
(Himeji Rodo Kijun Kantokusho, Gaikokujin Rodosha Sodan Corner) 079-224-8181
Consultation Language: Vietnamese

For details, please search from MHLW website below.(Available in multiple languages)

<https://www.check-roudou.mhlw.go.jp/soudan/foreigner.html>

Nishinomiya Labor Standards Inspection Office 0798-26-3733
(Nishinomiya Rodo Kijun Kantoku Sho)

Note For details, ask a person who understands Japanese to enquire for you.