

Minimum Wages Act

(Act No. 137 of April 15, 1959)

(Provisional translation)

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8-23, Kamishakujii 4-chome, Nerima-ku,

Tokyo, Japan 177-8502

Tel: +81-3-5903-6313 Fax: +81-3-3594-1113

Amendments

Act No. 90 of June 3, 1968
Act No. 64 of July 18, 1969
Act No. 60 of May 16, 1970
Act No. 85 of Nov. 19, 1980
Act No. 78 of Dec. 2, 1983
Act No. 25 of May 8, 1984
Act No. 56 of June 8, 1985
Act No. 67 of June 3, 1992
Act No. 112 of Sep. 30, 1998
Act No. 87 of Jul. 16, 1999
Act No. 102 of Jul. 16, 1999
Act No. 160 of Dec. 22, 1999
Act No. 35 of Apr. 25, 2001
Act No. 54 of May 31, 2002
Act No.129 of Dec.5, 2007
Act No.26 of May 2, 2008

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Chapter I. General Provisions

(Purpose)

Article 1. The purpose of this Act is to improve the working conditions of low-paid workers by guaranteeing minimum amounts of wages to them and thereby to contribute to stabilizing workers' living, raising the quality of the labor force and securing fair competition among businesses, as well as to promote the sound development of the national economy.

(Definitions)

Article 2. In this Act, the meanings of the terms listed in the following items shall be as prescribed respectively in those items:

- (1) "Worker" shall mean the workers provided for in Article 9 of the Labor Standards Act (Act No. 49 of 1947) (excluding persons employed in businesses or offices employing only family members residing together and domestic employees);
- (2) "Employer" shall mean the employers provided for in Article 10 of the Labor Standards Act;
- (3) "Wages" shall mean the wages provided for in Article 11 of the Labor Standards Act.

Chapter II. Minimum Wages

(Minimum Wage Amount)

Article 3. The minimum wage amount (the amount of wages fixed in the minimum wages; the same shall apply hereinafter) shall be fixed by the hour, day, week or month.

(Effect of Minimum Wages)

Article 4. The employer shall pay wages equal to or greater than the minimum wage amount to workers to whom the minimum wages are applicable.

2. In case a labor contract between the employer and workers to whom the minimum wages are applicable provides for wages less than the minimum wage amount, such portion of the contract shall be null and void. In this case, the void portion shall be deemed to provide to the same effect as the minimum wages.

3. The wages listed below shall not be included in the wages provided for in the preceding two paragraphs:

- (1) wages other than those paid at intervals of a period not exceeding one month, as provided for by Ordinance of the Ministry of Health, Labour and Welfare;
- (2) wages other than those paid for normal working hours or working days, as provided for by Ordinance of the Ministry of Health, Labour and Welfare;
- (3) wages specified not to be included in the minimum wages concerned.

4. In case a worker voluntarily has not worked prescribed working hours or prescribed working

days or in case an employer for a justifiable reason has had a worker not work prescribed working hours or prescribed working days, the provisions of paragraphs 1 and 2 shall not preclude the employer from not paying wages to the extent corresponding to the hours or days the worker has not worked.

(Valuation of Allowances in Kind, etc.)

Article 5. In case wages are paid in anything other than currency or in case prices of food and other things furnished by an employer to workers are deducted from wages, the value attributed to these things shall be fair and reasonable in applying the minimum wages.

(Concurrence of Minimum Wages)

Article 6. In case a worker is covered by two or more different minimum wages, the provisions of Article 4 shall apply to the highest amount of minimum wages among the amounts of minimum wages so fixed.

2. Even in the case referred to in the preceding paragraph, the provisions of Article 4, paragraph 1 and Article 40 shall apply to the minimum wage amount prescribed as regional minimum wages provided for in Article 9, paragraph 1.

(Special case of minimum wage reduction)

Article 7. When the employer has obtained approval from the Director of the Prefectural Labour Bureau pursuant to the provision of Ordinance of the Ministry of Health, Labour and Welfare, then for the following workers, the provisions of Article 4 shall apply based on the amount obtained by reducing the minimum wage amount decided for the minimum wage in question by the amount obtained by multiplying the minimum wage in question by the rate specified by Ordinance of the Ministry of Health, Labour and Welfare, in consideration of ability to work and other circumstances.

- (1) workers having an extremely small capacity for work due to a mental or physical disability;
- (2) workers in a probationary period;
- (3) workers provided by Ordinance of the Ministry of Health, Labour and Welfare who receive vocational training having them of acquiring the basic skills and knowledge of them necessary for their jobs, subject to authorization referred to in paragraph 1 of Article 24 of the Human Resources Development Promotion Act (Act No. 64 of 1969);
- (4) workers engaged in light work, and other workers as provided for by Ordinance of the Ministry of Health, Labour and Welfare.

(Obligation to Inform)

Article 8. The employers covered by the minimum wages shall take measures to inform the workers of the gist of the minimum wages concerned by posting that information continuously at conspicuous places in workplace or by other means, in accordance with Ordinance of the Ministry of Health, Labour and Welfare Ordinance.

Section 2: Regional Minimum Wages

(Principle of Regional Minimum Wages)

Article 9. In order to guarantee a minimum amount for workers paid low wages, regional minimum wages (referring to minimum wages for each prescribed region; the same shall apply hereinafter) shall be decided across the board for each region nationwide.

2. Regional minimum wages shall be specified with consideration given to the cost of living and wages of workers in the region and the capacity of ordinary businesses to pay wages.

3. When considering the cost of living of workers set forth in the preceding paragraph, consideration shall be given to consistency with welfare benefit policies, in order to enable workers to maintain a minimum standard of wholesome and cultured living.

(Determination of regional minimum wages)

Article 10. The Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus shall request an investigation and inquiry of either the Central or Prefectural Minimum Wages Council (hereinafter referred to as “Minimum Wages Council”), for each prescribed region, and determine the regional minimum wages based on their opinion.

2. If an opinion has been submitted by the Minimum Wages Council under the provisions of the preceding paragraph, and it has been deemed difficult to comply with that opinion, the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus shall request another inquiry of the Minimum Wages Council, stating the reason.

(Filing an objection to the opinion of the Minimum Wages Council)

Article 11. When an opinion has been submitted by the Minimum Wages Council under the provisions of paragraph 1 of the preceding article, the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus shall give public notice of the summary of that opinion, pursuant to the provision of Ordinance of the Ministry of Health, Labour and Welfare.

2. Workers in the region pertaining to the opinion of the Minimum Wages Council under the provisions of paragraph 1 of the preceding article, or employers who employ them may file an objection to the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus within 15 days from the public notice prescribed under the provisions of the preceding paragraph.

3. The Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus shall, when an objection under the preceding paragraph has been raised, ask the opinion of the Minimum Wages Council concerning the objection.

4. The Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureau may not make a decision under paragraph 1 of the preceding Article until 15 days have elapsed from the day of the publication under the provisions of paragraph 1. The same shall apply until the

opinion of the Minimum Wages Council under the provisions of the preceding paragraph is submitted, in case an objection under the provisions of paragraph 2 has been raised.

(Revisions to regional minimum wages, etc.)

Article 12. The Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus shall, when he or she find it necessary in consideration of the cost of living and wages of workers in regions, and the capacity of ordinary businesses to pay wages, decide either to revise or abolish the regional minimum wages according to precedents for such a decision.

(Regional minimum wages for workers under dispatching)

Article 13. For workers under dispatching (referred to as “workers under dispatching” in Article 18) as stipulated in Article 44, paragraph 1 of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (Act No. 88 of 1985), the provisions of Article 4 shall be applied based on the minimum wage amount decided for the regional minimum wages, as determined for the region in which the premises of the client business (meaning the “client business” provided in the same paragraph; the same shall apply in Article 18) are located.

(Public notice and effectuation of regional minimum wages)

Article 14. The Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus shall, when he or she made a decision in relation to regional minimum wages, give public notice of the matters determined pursuant to the provision of Ordinance of the Ministry of Health, Labour and Welfare.

2. Determination to regional minimum wages under the provisions of Article 10, paragraph 1 and of revision to regional minimum wages under the provisions of Article 12 shall become effective from the date upon which 30 days have elapsed from the date of the public notice under the provisions of the preceding paragraph (when a day has been specified separately in said decision, on a date after the 30 days have elapsed from the date of the public notice, then it shall be from that day). Decision of abolition of regional minimum wages under the provisions of the same article shall become effective from the date of the public notice under the provisions of the same paragraph (when a day has been specified separately in said decision, on a date after the date of the public notice, then it shall be from that day).

Section 3: Special Minimum Wages

(Determination of special minimum wages, etc.)

Article 15. Any person who represents either all or some of workers or employers may, pursuant to the provision of Ordinance of the Ministry of Health, Labour and Welfare, submit a request to the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus, to

determine a minimum wage pertaining to a certain business or occupation, applicable to the worker or employer concerned (hereinafter referred to as “special minimum wages”), or to revise or abolish special minimum wages, as actually applied to the said worker or employer .

2. The Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus may, when he or she finds it necessary in a case where such a request under the provisions of the preceding paragraph has been made, request an investigation and inquiry of the Minimum Wages Council, obtain the opinion, and determine the special minimum wages pertaining to the request concerned, or determine to revise or abolish the special minimum wages pertaining to the request concerned.

3. The provisions of Article 10, paragraph 2 and Article 11 shall apply mutatis mutandis in the case where the opinion of the Minimum Wages Council has been submitted under the provisions of the preceding paragraph. In this case, the term “region” in paragraph 2 of the same article shall be deemed to be replaced with “business or occupation.”

4. In the case that the determination of paragraph 2 is made, and there has been a request under the provisions of Article 11, paragraph 2 as applied mutatis mutandis in the preceding paragraph, the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus may, for the special minimum wages in question and for businesses within a certain range, to defer the application for a limited fixed period, or to decide otherwise regarding the amount of the minimum wage, based on the opinion of the Minimum Wages Council under the provisions of paragraph 3 of the said article as applied mutatis mutandis in the preceding paragraph.

5. The provisions of Article 10, paragraph 2 shall apply mutatis mutandis in the case where the opinion of the Minimum Wages Council has been submitted under the provisions of the preceding paragraph.

Article 16. The amount of the minimum wage specified for the special minimum wages either determined or revised under the provisions of paragraph 2 of the preceding article shall exceed the minimum wage amount specified for the regional minimum wages determined for the region in which the premises of the employer, to which the special minimum wages in question are to be applied, are located.

Article 17. Notwithstanding the provisions of Article 15, paragraphs 1 and 2, when the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus finds that the special minimum wages that have been determined or revised under the said provisions have become extremely inappropriate, he or she may determine to abolish the special minimum wage according to precedents for such a decision.

(Special minimum wages for workers under dispatching)

Article 18. In cases where special minimum wages are being applied at businesses similar in type to that of the client business for workers under dispatching, or for the occupations of workers of a

similar type who are employed at the premises of the client business, the provisions of Article 4 shall be applied for the workers under dispatching based on the minimum wage amount specified for the special minimum wages in question.

(Public notice and effectuation of special minimum wages)

Article 19. When a determination is made in relation to the special minimum wages, the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus shall give public notice of the matters determined pursuant to the provision of Ordinance of the Ministry of Health, Labour and Welfare.

2. Determination of special minimum wages under the provisions of Article 15 paragraph 2 and of revision to special minimum wages shall become effective from the date upon which 30 days have elapsed from the date of the public notice under the provisions of the preceding paragraph (when a day has been set separately in the decision in question, on a date after the 30 days have elapsed from the date of the public notice, then it shall be from that day). Determination of abolition of special minimum wages under the provisions of the paragraph 2 of the same article and Article 17 shall become effective from the date of the public notice under the provisions of the same paragraph (when a day has been set separately in the decision in question, on a date after the date of the public notice, then it shall be from that day).

Chapter III. Minimum Wages Deliberative Councils

(Establishment)

Article 20. The Central Minimum Wages Council shall be established in the Ministry of Health, Labour and Welfare and Prefectural Minimum Wages Councils in the Prefectural Labour Bureaus.

(Authority)

Article 21. The Minimum Wages Council may, in addition to taking charge of matters falling within its competence in accordance with the provisions of this Act, acting through Prefectural Minimum Wages Councils, inquire into and deliberate on important matters concerning minimum wages at the request of the Directors of the Prefectural Labour Bureaus and make recommendations to the Directors of the Prefectural Labour Bureaus on necessary matters related thereto.

(Organization)

Article 22. The Minimum Wages Councils shall, pursuant to the provisions of Cabinet Order, be composed of an equal number of members representing respectively workers, employers and the public interest.

(Members)

Article 23. The members shall be appointed by the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus, pursuant to the provisions of Cabinet Order.

2. The term of office of a member shall be 2 years; provided, however, that the term of office of a member filling a vacancy shall be the remaining portion of the term of office of his or her predecessor.

3. A member shall, at the expiration of the term of office, continue to perform his or her duties until a successor has been appointed.

4. The members shall serve on a part-time basis.

(Chairperson)

Article 24. The Minimum Wages Councils shall have chairpersons.

2. The chairperson shall be elected by the members from among the members representing public interest.

3. The chairperson shall preside over the business of the Minimum Wages Council.

4. In case circumstances arise with respect to the chairperson, a person elected in advance in the same manner as under paragraph 2 shall act in place of the chairperson in performing the chairperson's duties.

(Expert Committee, etc.)

Article 25. A Minimum Wages Council may, if necessary, establish an expert committee, in order to have it investigate into and deliberate on matters relating to a specified business or occupation.

2. A Minimum Wages Council shall, when it has been requested to make investigation into and deliberation on the decision on minimum wages, or the decision to revise them, establish an expert committee.

3. The expert committee shall, pursuant to the provisions of Cabinet Order, be composed of an equal number of members representing the workers concerned, the employers concerned and the public interest respectively.

4. The provisions of Article 23, paragraphs 1 and 4 and the preceding Article shall apply mutatis mutandis to the expert committee.

5. A Minimum Wages Council shall, when it conducts investigation into and deliberation on the decision on minimum wages, or on the decision to revise or abolish them, hear the opinions of the workers concerned and the employers concerned, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

6. A Minimum Wages Council shall, in addition to complying with the provisions of the preceding paragraph, hear the opinions of the workers concerned, the employers concerned and other persons concerned, in case it finds it necessary to do so in connection with its deliberations.

(Delegation to Cabinet Order)

Article 26. In addition to what is provided for in this Act, necessary matters concerning the Minimum Wages Councils shall be specified by Cabinet Order.

Chapter IV. Miscellaneous Provisions

(Assistance)

Article 27. The Government shall endeavor to furnish relevant data and to give other assistance necessary to secure the smooth administration of the minimum wages system to employers and workers.

(Investigation)

Article 28. The Minister of Health, Labour and Welfare shall make necessary investigations into wages and other actual conditions of workers and endeavor to secure the smooth administration of the minimum wages system.

(Reports)

Article 29. The Minister of Health, Labour and Welfare and the Directors of the Prefectural Labour Bureaus may, to the extent necessary for achieving the purposes of this Act, require the employers or workers to report on matters concerning wages, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare.

(Authority, etc.)

Article 30. With regard to the authority of the Minister of Health, Labour and Welfare or the Directors of the Prefectural Labour Bureaus provided for in Article 10 paragraph 1, Article 12, Article 15, paragraph 2, and Article 17, the Minister of Health, Labour and Welfare shall exercise such authority over cases covering areas where two or more Prefectural Labour Bureaus have jurisdiction and cases covering an area where only one Prefectural Labour Bureau has jurisdiction which the Minister of Health, Labour and Welfare, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare, designates, recognizing it as of national importance; and the Director of the Prefectural Labour Bureau concerned shall exercise such authority over cases covering an area where only one Prefectural Labour Bureau has jurisdiction (excluding cases falling under the authority of the Minister of Health, Labour and Welfare).

2. The Minister of Health, Labour and Welfare may, when he or she finds that the minimum wages specified by a Director of a Prefectural Labour Bureau have become extremely inappropriate, issue an order to the Director of the Prefectural Labour Bureau to revise or abolish them.

3. The Minister of Health, Labour and Welfare shall hear the opinions of the Central Minimum Wages Council in advance when intending to give an order under the provisions of the preceding paragraph.

4. The provisions of paragraph 2 of Article 10 shall apply *mutatis mutandis* in cases where the opinions of the Central Minimum Wages Council have been submitted under the provisions of the preceding paragraph.

(Chiefs of the Labor Standards Inspection Offices and Labor Standards Inspectors)

Article 31. The Chiefs of the Labor Standards Inspection Offices and the labor standards inspectors shall, pursuant to the provisions of Ordinance of the Ministry of Health, Labour and Welfare, take charge of the business concerning the enforcement of this Act.

(Authority of the Labor Standards Inspectors)

Article 32. The labor standards inspectors may, in so far as it is necessary to achieve the purposes of this Act, enter establishments or business offices of employers, inspect books, documents and other things and put questions to persons concerned.

2. A labor standards inspector who enters and inspects under the provisions of the preceding paragraph shall carry an identification card showing his or her status and present it to the persons concerned.

3. The authority to enter and inspect under the provision of paragraph 1 shall not be construed as granted for criminal investigation.

Article 33. The labor standards inspector performs the duties of a judicial police officer under the provisions of the Criminal Procedure Act (Act No. 131 of 1948), with regard to crimes in contravention of the provisions of this Act.

(Report to the supervising body)

Article 34. When there exists in the workplace any fact in violation of the provisions of this Act or ordinances thereunder, the worker may report this to the Directors of the Prefectural Labour Bureaus, Chief of Labor Standards Inspection Office or Labor Standards Inspector and request that the appropriate action be taken for its correction.

2. The employer shall not dismiss or give disadvantageous treatment to the worker by reason of such employee's having reported set forth in the preceding paragraph.

(Special cases for mariners)

Article 35. The provisions of paragraph 2 of Article 6, Section 2 of Chapter 2, and Articles 16 and 17 shall not apply in relation to mariners to whom the Mariners Act (Act No. 100 of 1947) is applied (hereinafter referred to as "mariners").

2. In regard to mariners, the various matters under the authority of the Minister of Health, Labour and Welfare, Directors of the Prefectural Labour Bureaus, or the Chief of Labor Standards Office or Labor Standards Inspector as stipulated in this Act shall be performed by the Minister of Land, Infrastructure, Transportation and Tourism, the Director of the District Transport Bureau (including the Director of Transport Administration Department) or the Mariners' Labor Inspector. The term "Ordinance of the Ministry of Health, Labour and Welfare" in this Act shall be deemed to be replaced with "ordinance of the Ministry of Land, Infrastructure, Transportation and Tourism", the term "hour" in Article 3 with "hour, day, week or month", the term "light" in Article 7, Item 4 with

“individuals whose prescribed working hours are especially short, and light”, the term “Article 15, paragraph 2” in Article 19, paragraph 2 with “Article 15, paragraph 2, and Article 35, paragraphs 3 and 7”, “paragraph 2 of the same article and Article 17” with “Article 15, paragraph 2 and Article 35, paragraph 7”, “Article 10, paragraph 1, Article 12, Article 15, paragraph 2 and Article 17” in Article 30, paragraph 1 with “Article 15, paragraph 2 and Article 35, paragraphs 3 and 7”, and “jurisdiction of Prefectural Labour Bureau” with “jurisdiction of the District Transportation Bureau or Transport Administration Department” (for District Transportation Bureaus stipulated by Cabinet Order, this shall exclude the jurisdiction of Transport Administration Department).

3. The Minister of Land, Infrastructure, Transportation and Tourism or the Director of the District Transport Bureau (including the Director of Transport Administration Department) may, when he or she finds it necessary in consideration of the cost of living and wages of mariners and the capacity of ordinary businesses to pay wages, in order to try and improve the working conditions of the low-paid mariners, determine special minimum wages to be applied to mariners, based on the opinions obtained by requesting an investigation and inquiry of the Council for Transport Policy or a council established by Cabinet Order in the District Transportation Bureaus (hereinafter referred to as “Council for Transport Policy, etc.”).

4. The provisions of Article 10, paragraph 2 and Article 11 shall apply *mutatis mutandis* in cases when the opinion of the Council for Transport Policy, etc. has been submitted. In such cases, the term “region” in paragraph 2 of the same article shall be deemed to be replaced with “business or occupation.”

5. In the case where the Minister of Land, Infrastructure, Transportation and Tourism or the Director of the District Transport Bureau (including the Director of Transport Administration Department) render the decision set forth in paragraph 3, when there has been a request under the provisions of Article 11, paragraph 2 as applied *mutatis mutandis* in the preceding paragraph, he or she may suspend the application of the special minimum wages for a certain period of time for businesses within a certain range, or decide otherwise regarding the amount of the minimum wage, based on the opinions of the Council for Transport Policy, etc. under the provisions of paragraph 3 of the same article as applied *mutatis mutandis* in the preceding paragraph.

6. The provisions of Article 10, paragraph 2 shall apply *mutatis mutandis* to the case when the opinions of the Council for Transport Policy, etc. have been submitted under the provisions of the preceding paragraph.

7. The Minister of Land, Infrastructure, Transportation and Tourism or the Director of the District Transport Bureau (including the Director of Transport Administration Department) may, when he or she finds it necessary in consideration of the cost of living of mariners, wages of similar mariners and the capacity of ordinary businesses to pay wages, determine to revise or abolish special

minimum wages to be applied to mariners as determined based on the provisions of Article 15, paragraph 2 or paragraph 3 of this article, according to precedents for such a decision.

8. Regarding dispatched crew mariners as stipulated in Article 89, paragraph 1 of the Mariners' Employment Security Act (Act No. 130 of 1948), in cases where special minimum wages are being applied at businesses of parties receiving the services provided by the mariner dispatch, or for the occupations of mariners of a similar type who are employed by the party receiving the services provided by the mariner dispatch, the provisions of Article 4 shall be applied based on the minimum wage amount prescribed for the special minimum wages in question.

Article 36. With regard to mariners, the matters within the authority of the Minimum Wages Councils as provided for in this Act shall be handled by the Council for Transport Policy, etc.

Article 37. The Council for Transport Policy, etc. may, if necessary, establish an expert committee on minimum wages, in order to have it investigate into and deliberate on matters related to a specified business or occupation.

2. The Council for Transport Policy, etc. shall, when it has been requested to make investigation into and deliberation on the decision on minimum wages, or the decision to revise them, establish an expert committee on minimum wages.

3. The provisions of Article 25, paragraphs 5 and 6, shall apply mutatis mutandis to the Council for Transport Policy, etc.

(Delegation to Ministerial Ordinance)

Article 38. In addition to what is provided for in this Act, necessary matters concerning the enforcement of this Act shall be prescribed by Ordinance of the Ministry of Health, Labour and Welfare.

Chapter V. Penal Provisions

Article 39. Any individual who has violated the provisions of Article 34, paragraph 2 shall be punished by imprisonment not exceeding 6 months or a fine not exceeding 300,000 yen.

Article 40. Any individual who has violated the provisions of Article 4, paragraph 1 (limited to those relating to regional minimum wages and special minimum wages as applied to mariners) shall be punished by a fine not exceeding 500,000 yen.

Article 41. Any person who falls under any one of the following items shall be punished by a fine not exceeding 300,000 yen:

- (1) any person who has violated the provisions of Article 8 (limited to those relating to regional minimum wages and special minimum wages as applied to mariners);
- (2) any person who has failed to make a report under the provisions of Article 29 or has made a false

report;

(3) any person who has refused, impeded or evaded the inspection, has not made a statement or has made a false statement to the questions under the provisions of Article 32, paragraph 1.

Article 42. If a representative of a judicial person, or an agent of the judicial person or an individual, or an employee or other worker has committed an act in violation of the preceding three articles with regard to the business of said judicial person or individual, then not only the offender shall be punished but also said judicial person or individual shall be punished by the fine prescribed in the respective articles.

Supplementary Provisions

(Date of Enforcement)

Article 1. The date of enforcement of this Act shall be specified by Cabinet Order for each provision within a period not exceeding 90 days from the day of its promulgation.

(The rest is omitted.)