Minimum Wage Table in Ehime

Both the employers and workers are make sure to check the minimum wage

※Please post this table at your workspace.

◎ Regional Minimum Wage

Subject	Effective Date	Minimum wage hourly rate	Application
Minimum Wage in Ehime	2026.11.1	Yen **1,093**	Apply for all workers in Ehime (This minimum wage applies to industries or works that are exempt from the specified minimum wage.)

◎ Specified Minimum Wage

Exemption common to specific minimum wages
(1) Those who under the age of 18 or over the age of 65
(2) Those who have been hired for less than 6 months and are acquiring skills
(3) Those who are mainly engaged in cleaning or tidying up work

Industries	Effective Date	Minimum wage hourly rate	Application （Refer to *1）
Pulp, Paper manufacturing industry	2026.12.25	Yen **1,169**	Exemption (1) Machine-made Japanese paper / Handmade Japanese paper / Interior liner / Building material base paper manufacturing industry (2) Those who are mainly engaged in Manual packing, Labeling, Stamping, Sorting or Inspection work (3) Those who are mainly engaged in Cooking, Tea serving, Guard or Miscellaneous duties
General-purpose machinery, Production machinery, Commercial machinery manufacturing industry	2026.12.25	Yen **1,174**	Exemption (1) Measuring instruments / Surveying instruments / Analytical instruments / Testing machines / Surveying machinery / Physics and chemistry machinery manufacturing industry, Medical machinery equipment / Medical supplies manufacturing industry, Optical machinery / Lens manufacturing industry, Weapons manufacturing industry (2) Those who are mainly engaged in Deburring / Welding deburring, Washing, Painting to prevent rust or scratches, Counting, Packaging or Manual assembly of mechanical parts (3) Those who are mainly engaged in Core molding, Drilling with a tabletop drilling machine or Punching with a press
Electronic components / Devices / Electronic circuits, Electrical machinery & equipment, Information & communication machinery & equipment manufacturing industry	2026.12.25	Yen **1,165**	Exemption (1) Electrical machinery & equipment manufacturing industry for Power generation / Transmission / Distribution, Industrial electrical machinery & equipment manufacturing industry (2) Those who are mainly engaged in Manual counting, Sorting, Packaging, Bagging, Boxing or Washing (3) Those who are mainly engaged in Polishing, Assembling, Mounting, Marking, Anointing, Braiding, Winding, Caulking, Bending or Deburring by hand, with hand tools or small handheld power tools (Of these, the tasks performed in the assembly line are excluded)
Ship manufacturing / Repair industry, Marine engine manufacturing industry	2026.12.25	Yen **1,138**	Exemption (1) Those who are mainly engaged in Thundering small items, Attaching or Removing heat insulating and fireproof materials (excluding wooden fittings), Assisting in inspection of pipe water pressure test, Checking for leaks in pipes and rubber hoses, or Maintenance of scaffolding materials (2) Those who are mainly engaged in Repairing simple tools and equipments or Payment of consumables
Various product retailers	2026.11.1	Yen **1,093**	The specified (by Industry) minimum wage on the left has been applied to the Ehime Prefecture minimum wage amount.

*1 Regional minimum wage applies to industries or works that are exempt from the specified minimum wage.
*2 The following pay is not considered when you compare your pay with both the Regional minimum wage and Specified minimum wage. 1) Wages paid in special circumstances, 2) Wages paid covering a period of more than 1 month (Bonuses, etc.), 3) Allowances paid for overtime work, holiday work and night work, 4) Perfect attendance allowances, Commuting allowances and Family allowances
*3 In the case of dispatched workers, the applicable minimum wage at the place of dispatch shall apply.
*4 The industrial classification for small retail sales of various goods is based on the japan Standard industrial classification.(Revised October 2013)

For inquiries, please contact to

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