

# Minimum Wages in Hiroshima Prefecture

## Hiroshima Prefecture Minimum Wage

**1020**  
yen per hour  
(effective as of October 1, 2024)

(Until September 30 2024, it is 970 yen)

- ※This minimum wage applies to **all workers** in Hiroshima Prefecture, regardless of age, sex, type of employment (temporary, part-time, etc.).
- ※The **'Minimum Wage by Industries'** applies to each worker in the following industries except the workers below.  
The **'Hiroshima Prefecture Minimum wage'** applies to these workers.
  - ① Workers under 18 years of age and Workers 65 years of age and over
  - ② Workers within 6 months from the hired date and also during vocational training
  - ③ Workers engaged in mainly cleaning or tidying up work
  - ④ Workers engaged in mainly **particular light duties of the industries** mentioned above
- ※"Technical Intern Trainees" under the Immigration Control and Refugee Recognition Act do not fall under the category ② above, as they have certain experience in the relevant work.
- ※The minimum wages applicable to the Client's place of business are applied to dispatched workers.

Minimum Wage by Industries	Per hour(¥)	Effective Date	Particular light duties
Iron industries, steel materials, iron castings, malleable iron castings and miscellaneous iron and steel in Hiroshima Prefecture ※Except iron smelting, without blast furnaces	<b>1064</b>	<b>Dec.31, 23</b>	
Manufacture of general machinery, manufacture of production machinery and manufacture of business oriented machinery in Hiroshima Prefecture ※Except the shovel truck manufacturing industry	<b>1020</b>	<b>Dec.31, 23</b>	Wire winding, soldering, deburring, caulking work using hand tools or small electric tools at a table
Manufacture of shipbuilding and repairing, and marine engines in Hiroshima Prefecture	<b>1030</b>	<b>Dec.31, 23</b>	Wire winding, soldering, deburring, caulking work using hand tools or small electric tools at a table

The below specific industry minimum wage is lower than Hiroshima Prefecture minimum wage which is revised this time,(until it's revised), so, from October 1, it is applied to Hiroshima Prefecture minimum hourly wage, 1020 yen.

Minimum Wage by Industries	Per hour(¥)	Effective Date	Particular light duties
Fabricated constructional and architectural metal products and miscellaneous fabricated metal products in Hiroshima Prefecture ※Including fabricated plate work and sheet metal work	<b>1020</b>	<b>Oct.1, 24</b>	Wire winding, soldering, deburring, caulking work using hand tools or small electric tools at a table
Manufacture of electronic parts, devices and electronic circuits, manufacture of electrical machinery, equipment and supplies, and manufacture of information and communication electronics equipment in Hiroshima Prefecture ※Except household electric appliances	<b>1020</b>	<b>Oct.1, 24</b>	Parts assembling or processing with hands using small tools or electrical tools such as wire winding, deburring, caulking, assembling, wrapping, packing or boxing
Manufacture of motor vehicles, parts and accessories in Hiroshima Prefecture	<b>1020</b>	<b>Oct.1, 24</b>	Wire winding, soldering, deburring, caulking work using hand tools or small electric tools at a table
Retail Trade (motor vehicles) in Hiroshima Prefecture ※Except motorcycle stores	<b>1020</b>	<b>Oct.1, 24</b>	
Retail trade, general merchandise in Hiroshima Prefecture ※General merchandise of food, clothing and shelter (Department store, supermarket etc.)	<b>1020</b> [Hiroshima Prefecture minimum Wage]	<b>Oct.1, 24</b>	The specific (by industry) minimum wage on the left applies to the Hiroshima Prefecture minimum wage since October 1, 2022.

### Wages not included in the minimum wages

1. Perfect attendance allowance, commutation allowance, family allowance
2. Increased wages of Overtime work, Work on rest days and Midnight work
3. Special wages and wages for every period more than one month

For further information on the minimum wages, please ask the staff of **Hiroshima Labor Bureau**

- Hiroshima Chuo Labor Standards Inspection Office TEL 082-221-2460 ●Kure Labor Standards Inspection Office TEL 0823-22-0005
- Fukuyama Labor Standards Inspection Office TEL 084-923-0005 ●Mihara Labor Standards Inspection Office TEL 0848-63-3939
- Onomichi Labor Standards Inspection Office TEL 0848-22-4158 ●Miyoshi Labor Standards Inspection Office TEL 0824-62-2104
- Hiroshima Kita Labor Standards Inspection Office TEL 082-812-2115 ●Hatsukaichi Labor Standards Inspection Office TEL 0829-32-1155