

Minimum Wages in Hiroshima Prefecture

Hiroshima Prefecture Minimum Wage

1085
yen per hour

(effective as of November 1, 2025)

(Until October 31 2025, it is 1020 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 primarily engaged in **particular light duties of the industries** mentioned below

※ "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 (Industry names are based on the Japan Standard Industrial Classification)	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 industries, without blast furnaces	1114	Dec.31, 24	

Minimum Wage by Industries (Industry names are based on the Japan Standard Industrial Classification)	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	1085	Nov.1, 25	Wire winding, soldering, deburring, caulking work using hand tools or small electric tools at a table
Manufacture of general machinery, manufacture of production machinery and manufacture of business oriented machinery in Hiroshima Prefecture ※Except the shovel truck manufacturing industry	1085	Nov.1, 25	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	1085	Nov.1, 25	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	1085	Nov.1, 25	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	1085	Nov.1, 25	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	1085	Nov.1, 25	

Minimum Wage by Industries	Per hour(¥)	Effective Date	Note
Retail trade, general merchandise in Hiroshima Prefecture ※General merchandise of food, clothing and shelter (Department store, general merchandise supermarkets etc.)	1085	Nov.1, 25	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 allowances, commuting allowances, family allowances
2. Increased wages of Overtime work, Work on a statutory day off and night work
3. Wages paid in special circumstances and paid covering a period of more 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