

# Minimum Wages in Hiroshima Prefecture

## Hiroshima Prefecture Minimum Wage

**1085**  
yen per hour

- ※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<br>(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<br>※Except iron industries, without blast furnaces                  | <b>1179</b> | <b>Dec.31, 25</b> |                                                                                                                                                                    |
| Manufacture of electronic parts, devices and electronic circuits, manufacture of electrical machinery, equipment and supplies, and manufacture of information and communication electronics equipment | <b>1110</b> | <b>Dec.31, 25</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>1105</b> | <b>Dec.31, 25</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,(until it' s revised), so, from November 1, it is applied to Hiroshima Prefecture minimum hourly wage ,1085 yen.

| Minimum Wage by Industries<br>(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<br>※Including fabricated plate work and sheet metal work         | <b>1085</b> | <b>Nov.1, 25</b> | 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<br>※Except the shovel truck manufacturing industry | <b>1085</b> | <b>Nov.1, 25</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>1085</b> | <b>Nov.1, 25</b> | Wire winding, soldering, deburring, caulking work using hand tools or small electric tools at a table |
| Retail Trade (motor vehicles) in Hiroshima Prefecture<br>※Except motorcycle stores                                                                                                              | <b>1085</b> | <b>Nov.1, 25</b> |                                                                                                       |

| Minimum Wage by Industries                                                                                                                                                | Per hour(¥) | Effective Date   | Note                                                                                                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Retail trade, general merchandise in Hiroshima Prefecture<br>※General merchandise of food, clothing and shelter (Department store, general merchandise supermarkets etc.) | <b>1085</b> | <b>Nov.1, 25</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 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