Minimum Wages in Hiroshima Prefecture

Hiroshima Prefecture Minimum Wage

1,141 yen per hour

(effective as of October10, 2026)



○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.
⑴ Workers under 18 years of age and Workers 65 years of age and over
⑵ Workers within 6 months from the hired date and also during vocational training
⑶ Workers engaged in mainly cleaning or tidying up work
The Hiroshima Prefecture Minimum Wage applies to (1)~(3)

○The minimum wages applicable to the Client's place of business are applied to dispatched workers

○Wages not included in the minimum wages
⑴ Perfect attendance allowances, commuting allowances, family allowances
⑵ Increased wages of Overtime work, Work on a statutory day off and night work
⑶ Wages paid in special circumstances and paid covering a period of more month

Minimum Wage by Industries (Industry names are based on the Japan Standard Industrial Classification (revised July,2023)	Per hour(¥)	Effective Date
Iron industries, steel materials, iron castings, malleable iron castings and miscellaneous iron and steel in Hiroshima Prefecture ※Except iron industries, without blast furnaces	**1,179 円**	**Dec.31.25**

The below specific industry minimum wage is lower than Hiroshima Prefecture minimum wage (until it's revised),so, from October11,it is applied to Hiroshima Prefecture minimum hourly wage,1,141yen.

Minimum Wage by Industries (Industry names are based on the Japan Standard Industrial Classification(revised July,2023)	
Fabricated constructional and architectural metal products and miscellaneous fabricated metal products in Hiroshima Prefecture ※Including fabricated plate work and sheet metal work	Manufacture of shipbuilding and repairing, and marine engines in Hiroshima Prefecture
Manufacture of general machinery, manufacture of production machinery and manufacture of business oriented machinery in Hiroshima Prefecture ※Except the shovel truck manufacturing industry	Retail Trade (motor vehicles) in Hiroshima Prefecture ※Except motorcycle stores
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	Retail trade, general merchandise in Hiroshima Prefecture ※General merchandise of food, clothing and shelter (Department store, general merchandise supermarkets etc.
Manufacture of motor vehicles, parts and accessories in Hiroshima Prefecture	

★ **Various Support Measures for Wage Increases**

Visit "Hiroshima Labor Bureau Wage Increase Special Page."
https://jsite.mhlw.go.jp/hiroshima-roudoukyoku/tinnagesienn.htmlevised

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

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Hiroshima Labor Bureau (R8.10)