

Niigata Prefecture Minimum Wage

Regional Minimum Wage	Minimum Wage Rate	Applicable to	Effective date
 <p>Work by Kaeda Higuchi from the Computer Graphic Design Department, Nagaoka Public Service & Information Business College</p>	<p>Hourly Wage</p> <p>1,050 ¥</p>	<p>For all workers employed at workplaces within Niigata Prefecture</p> <p>Including workers of any employment type, such as part-time, temporary, casual, or contract employees, etc. Also including those to whom the specified minimum wage exceptions listed below apply.</p>	<p>October 2nd 2025</p>

Specified Minimum Wage	Minimum Wage Rate	Exempted work and age	Effective date
<p>Retail trade of automobiles (new) and automobile parts and accessories</p> <p><small>Excluding the manufacturing of electric lamps and electrical measuring instruments</small></p>	<p>Hourly Wage</p> <p>1,053 ¥</p>	<p>1. Persons under 18 years of age or 65 years of age and over</p> <p>2. Persons employed for less than six months who are in the process of intern training</p> <p>3. Persons primarily engaged in cleaning, tidying, or meal service duties</p>	<p>December 14th 2025</p>
<p>Manufacturing of electronic components, devices, and circuits; electrical machinery equipment; information and communication machinery equipment</p> <p><small>Excluding the manufacturing of electric lamps and electrical measuring instruments</small></p>		<p>Since the Niigata Prefecture minimum wage has exceeded the minimum wage for the manufacturing of electronic components, devices, and circuits; electrical machinery and equipment; and information and communication machinery and equipment (¥1,005), the Niigata Prefecture minimum wage of ¥1,050 will apply from October 2, 2025.</p>	
<p>Retail trade of various goods</p> <p><small>Department stores, general merchandise stores, and other retailers selling products related to clothing, food, and housing</small></p>		<p>Since the Niigata Prefecture minimum wage has exceeded the minimum wage for Retail trade of various goods(¥932), the Niigata Prefecture minimum wage of ¥1,050 will apply from October 2, 2025.</p>	

※ The industry classification is based on the Japan Standard Industrial Classification (JSIC).

※ Minimum wages are revised and determined following deliberation and reports by a council composed of representatives of the public interest, workers, and employers.

※ Only basic wages paid on a monthly basis are subject to the minimum wage.

If wages are set on a basis other than an hourly rate (such as a daily, monthly, or other basis), the daily, monthly, or other amount shall be converted into an hourly rate for comparison.

Also, the following wages are not eligible.

- ① Wages paid on a temporary basis (e.g. marriage allowance)
- ② Wages paid on a basis exceeding one month (e.g., bonuses)
- ③ Wages paid for overtime work, holiday work, and late-night work (e.g., premium wages)
- ④ Perfect attendance allowance, commuting allowance, and family allowance

※ Temporary workers are entitled to the minimum wage applicable in the region (or industry) of their assignment.

※ Support programs are provided for small and medium-sized enterprises and small-scale business establishments.

For inquiries about the "Business Improvement Subsidy" that supports wage increases, please feel free to contact the Employment Environment and Equal Employment Opportunity Office, Niigata Labor Bureau at 025-288-3528.

For concerns regarding wage increases, please feel free to contact the "Niigata Work Style Reform Support Center" at 0120-009-229. Consultations are free of charge.

For inquiries regarding the minimum wage contact **Niigata Labor Bureau, Wage Division** or the nearest **Labor Standards Inspection Office** to you

(**025-288-3504**)

(Niigata, Nagaoka, Joetsu, Sanjo, Shibata, Niitsu, Koide, Tokamachi, Sado)