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This is my work. This is my joy.

— Both people with disabilities and people without disabilities play the leading parts in the community.



Hiromi Hamashima



Yusuke Nasu



Atsushi Ichiyonagi

For details, see the last page.

Toward making Yokohama a city where everyone shines



Fumiko Hayashi
Mayor of Yokohama

Around noon every Wednesday and Friday, a queue forms in the civic square on the first floor of Yokohama City Hall, and one can hear cheery voices asking “Can I help you?” The attraction is “I am a Neighborhood Bakery,” which sells breads and cookies made by people with disabilities. Imbued with the desire to offer customers delicious bakery items, the wares have a truly deep flavor. Many of the customers are regulars who are looking forward to their treats every week. Handing trays for holding their selections to customers, putting purchases into bags, and selling the items they baked themselves, the staff go about their work energetically and with bright expressions on their faces.

People with disabilities clean or replace many of the long and thin address plates you see every day indicating the district on utility poles and other places when they become old or soiled.

People in local facilities for the disabled and business establishments do all sorts of other work, such as preparing box lunches, growing vegetables, making accessories, and cleaning bus terminals and parks. Some of disabled people also work in stores and companies.

All kinds of people live and work in a city. We support each other and live together. Let’s all take a hand in building local communities where every member can join in the activities in the neighborhood he or she is accustomed to and lead a fulfilling life as a citizen, regardless of whether he or she has a disability.

State of pay for city employees

Besides bolstering the requisite setups in step with the diversification of citizen needs, Yokohama is rigorously revising its existing setups in pursuit of more efficient and effective administrative operations. We are going to continue striving to run a personnel payment system enabling maximum exercise of talent by city employees, in order to increase the degree of citizen satisfaction.

1. Building efficient organizations

Prescribed number of personnel

In fiscal 2018, the prescribed number of personnel increased by 463 due to an increase in the size of rescue teams, reinforcement of the executive system at child guidance centers, preparations for holding matches in the Rugby World Cup 2019™ and events in the Tokyo 2020 Olympic and Paralympic Games, and augmentation of measures for medical and welfare services.

Meanwhile, there was a decrease of 367 in the prescribed number of personnel due to the transfer of ownership of municipal childcare centers to private companies and expanded consignment of services in school lunch preparation to private companies.

As a result, the prescribed number of personnel in Yokohama as a whole increased by 96, from 44,704 in fiscal 2017 to 44,800.

Efficient executive system

At 9.63*, the number of city employees per 1,000 of population in Yokohama is the third-lowest among the 20 ordinance-designated Japanese cities. This figure is released by the Ministry of Internal Affairs and Communications as one of the indicators for comparison of the operation of local self-governing entities.

* This figure is based on the number of city employees in the Ordinary Account (in fiscal 2017) and the population figure in the basic resident register (as of January 1, 2017). The Ordinary Account is an accounting category established by the national government enabling comparison based on unified standards.

2. Pay for city employees

The determination of pay for city employees begins with a survey of the facts of pay among private enterprises by the city's Personnel Commission. The Commission then refers the results along with advice as necessary to the City Council, which engages in deliberations with respect for these results. The pay is finally determined by enactment of an ordinance.

For salary and compensation for special positions such as mayor and city council chairperson, the process begins with examination in an ad-hoc committee whose membership includes citizens, experts, and representatives of public bodies in Yokohama. This committee reports the results of its examination to the City Council, which deliberates on them and finally makes a determination by ordinance.

*Tables 1 - 3 and charts 1 and 2 (all figures are tax-included)

Table 1. City employee average monthly salary, average monthly pay, and average age

Category	General administrative personnel	Skilled personnel
Average monthly salary	313,469 yen	324,060 yen
Average monthly pay	381,414 yen	388,323 yen
Average age	40 years and six months	47 years and 11 months

* Figures for salary do not include various allowances.

* Figures for average monthly pay are totals of salary, dependency allowance, area allowance, housing allowance, and managerial allowance.

Table 2. City employee average monthly salary in each category of years of experience and education (general administrative personnel)

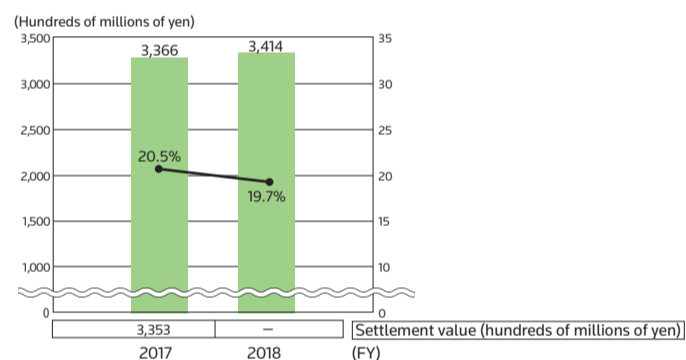
Category	Years of experience				
	10	15	20	25	30
University graduate	266,121 yen	319,570 yen	366,881 yen	393,282 yen	411,952 yen
High school graduate	230,207 yen	278,757 yen	321,429 yen	366,743 yen	386,254 yen

Table 3. Monthly salary and monthly compensation for special positions

	Salary	Compensation	
Mayor	1,599,000 yen	City Council chairperson	1,179,000 yen
Deputy mayor	1,285,000 yen	City Council deputy chairperson	1,061,000 yen
Superintendent of the Board of Education	940,000 yen	City Council member	953,000 yen

* All figures are based on the "2018 Survey of the State of Local Public Employee Pay," and are as of April 1, 2018.

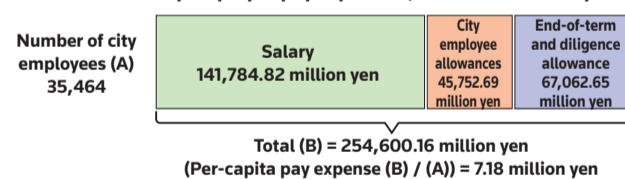
Chart 1. Trend of the share of city employee expenses in the Ordinary Account (budget)



Legend:
■ Ordinary Account city employee expense budget
—●— City employee expenses as percentage of the Ordinary Account

Under the influence of factors such as the pay revision accompanying the Personnel Commission recommendation and increase in the number of retirees, city employee expenses posted in the Ordinary Account in fiscal 2018 increased by about 1.4 percent from fiscal 2017, but their corresponding share of the Ordinary Account expenditure budget decreased by 0.8 percentage points.

Chart 2. State of city employee pay expenses (fiscal 2018 Ordinary Account budget)



Note 1: The number of city employees (A) is the number in the Ordinary Account (excluding reappointed personnel). The city employee pay expense is the amount after subtraction of items including the employer's burden of social insurance premiums and retirement allowance from the personnel expenses noted in Chart 1.

Note 2: City employee allowances consist of the dependency allowance, area allowance, housing allowance, managerial allowance, transportation allowance, overtime allowance, and other allowances.

Note 3: The share of the number of employees in all accounts (excluding reappointed personnel) occupied by the number in the Ordinary Account (A) is 83.8 percent.

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Fractions are rounded to the nearest integer in terms of the units indicated.

People who are shining Right next to you In your neighborhood

People with disabilities are in action in various forms in communities. Some undertake work for companies and other businesses while attending facilities for the disabled, others are full-time employees at companies, and yet others pursue hobbies. Here, we introduce three such people who impress all with the animated expression on their face while in action and their enthusiasm when talking about their aspirations. If you take a look around you, we are certain you will find people who are shining like these three.

Hiromi Hamashima

Wheelchair Hula Dancer, "Nanipuameria" Hula Dance Group



The soul-soothing hula dance is a perfect hobby.

Soon after moving to Yokohama, I saw a leaflet for a group in which people with disabilities enjoy hula dancing, and I decided to join. I felt joy every time I learned a dance, and the hula has since become my favorite hobby. I practice before performances and still feel nervous when the curtain goes up, but immerse myself in the aloha world once the music starts.

Even in a wheelchair, you can dance with rich expression. I would be delighted if the members of the audience are touched by our performances.

Comment by other disabled hula dancers in the group

The hula dancers in "Nanipuameria" vary in respect of experience as well as the type and degree of disability. Hula dancing is something you can do even if you have a disability. Come and dance with us!



The performances are really fun!

Yusuke Nasu

Workshop Goldfish, Shirane Gakuen (a social welfare corporation)



I always try to do my job neatly and carefully.

I repaint district address plates whose white lettering has become faint, so people in cars or on foot can clearly read them. Because I work along roads, I have to watch out for cars and sometimes must get up on a stepladder. At first, the work was hard for me.

I sometimes get tired repainting all the lettering on all those plates, but always try to do my job neatly and carefully, so the white ink does not go beyond the letter borders.

Comment by the facility staff

Workshop Goldfish is attended by people with intellectual disabilities. We undertake the task of repairing district address plates commissioned by the city, and create opportunities for activity by people with disabilities in the community. The sense of really contributing to the community obtained through the job of checking and repairing these plates gives Nasu and the others engaged in this work encouragement and is linked to self-confidence. We at the Workshop also distribute public notices by the ward authorities and aim to develop other activities that will involve disabled people with the community.

Atsushi Ichiyanagi

Product Display Team Leader at the Nakamachidai Ekimae location of the supermarket My Basket Co., Ltd.



I make a point of making eye contact when talking and greeting people with a smile.

I was appointed Team Leader just three months after joining the company. It is my job to restock shelves with products by evening, when the store gets more crowded, and arrange displays to facilitate purchase by customers. Because the job is performed by my team, I prize good communication with my teammates. I make a point of making eye contact when talking with them and greeting people with a smile. I am interested in various things, and am currently studying with a view to becoming an industrial counselor. I want to become a good consultant for youth who have mental disabilities like mine and are looking for employment.

Comment by the staffing manager

At My Basket, staff with intellectual, mental, or developmental disabilities are on teams that do the work of setting out products in each store.

Ichiyanagi goes about his job with enthusiasm. In addition, since he was placed in charge of education for new employees and trainees, he has been communicating with others with an appropriate sense of distance. I think he has really grown a lot through his job.

Why not try working on the site of welfare services for the disabled?

There are jobs in which you can interact face-to-face with people as individuals every day, and work for the happiness of people who need you.

We urge you to watch the video (with a duration of 2 minutes and 30 seconds) we have posted on YouTube titled "Welfare Work – Working at Facilities Supporting the Disabled."



[Contact for inquiries about employment of the disabled]

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