

## Factory Tour

# OMRON Kyoto Taiyo Co., Ltd.

~ Manufacturing plant at the forefront of diversity ~



OMRON Kyoto Taiyo Co., Ltd. makes nearly 1,500 items, including sockets, timers, photoelectric sensors, and other control devices and related components. A joint venture between OMRON and the social welfare service corporation Japan Sun Industries\*, this factory has a 30-year history of welcoming individuals with disabilities to work alongside the able-bodied.

\* Founded in 1965 by orthopedic surgeon Yutaka Nakamura, Japan Sun Industries is a social welfare service corporation that uses science and technology to help individuals with disabilities to manage their lives independently. OMRON currently has eight joint venture manufacturing companies that employ more than 700 individuals with disabilities.

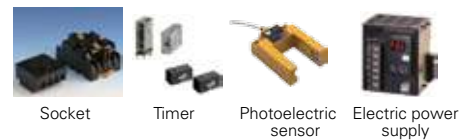
## OMRON Kyoto Taiyo Co., Ltd.

### Overview

Established	April 1986
Shareholders	OMRON 61 %; Japan Sun Industries 39%
Workforce composition* (As of May 2017)	184 employees, including 147 individuals with disabilities

\* Includes vocational trainees living at Japan Sun Industries

### Main Products



### Virtual Factory Tour

<http://www.kyoto-taiyo.omron.co.jp/360vr/>  
(Japanese only)

## Automation Tailored to Individual Needs

Differences in the physical abilities and skills of each worker, as well as the particular demands of each job, call for a variety of innovations. For example, workers who have the use of only one hand work on the socket production line. Normally, workers produce one product at a time. On this line, however, the production process is broken down into several steps. For example, a worker who has the use of only their right hand does that part of the job requiring a right hand and vice-versa. This way, individuals with disabilities can work on a production line without any loss of productivity. The factory also

uses jigs, tools, assistive devices, and semi-automated machines according to the characteristics of each worker's disability. All workshops within the factory have been tailor-made by technicians who themselves have disabilities. Over the past 30 years, nearly 380 jigs and tools have been developed. The expertise gained from developing these devices has been systemized at the Keihanna Technology Innovation Center. Such knowledge is used to develop new technologies and designs that create harmony between humans and machines.



Socket production line; employees with right-hand mobility team up with employees with left-hand mobility



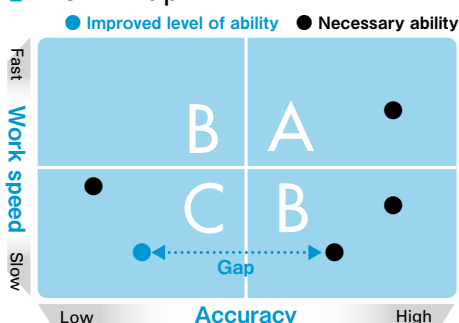
Developer modifying a standard automatic sealer for use by an employee with disabled hands

## Unique Approaches to Skills Development and Production Capacity Enhancement

In addition to developing assistive tools using jigs and fixtures, OMRON Kyoto Taiyo improves production capacity by developing individuals' skills in a unique way to work more efficiently. Their skills development initiatives start by measuring each worker's knowledge and abilities based on skills, accuracy, and work speed. This data is used to produce a human resources map. Next, managers sort out the abilities necessary for each production step,

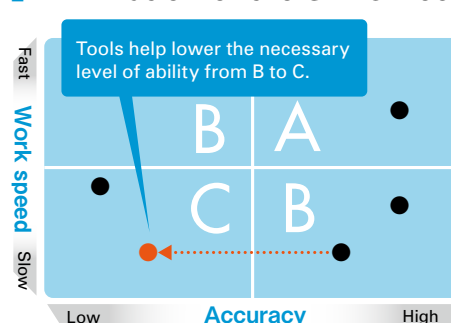
resulting in a work map. Managers factor in the degree of each worker's disability and skill to match personnel to suitable tasks. Where it is simply impossible to compensate for the disability of a worker, the factory brings in tools to eliminate the need for skills in the production step. These initiatives expand to the employment potential of individuals with severe disabilities, while still making gains in productivity.

### Work Map



Identifying the level of individual's ability on the human resources map can disclose the gap between the ability with the skills needed for production line shown on the work map.

### Elimination of the Skills Needed



Using jigs and fixtures can overcome a lack of ability that a worker cannot compensate for through skills development.

## A Barrier-Free Workplace for All Workers

OMRON Kyoto Taiyo has introduced innovations that allow any worker to perform the 3S essential basics in the factory: Sort, Set in Order, and Shine. For instance, sloped shelves make it impossible for workers to leave unnecessary objects on the shelf carelessly. A simple twist to the spines of files make it possible for anyone to organize them easily. The factory also has a firm rule that the name of the worker and the time of return for any borrowed piece of equipment be written on a whiteboard. In this way, the borrower and availability of the equipment are

identified. Every year, workers are divided into teams to compete for the best improvement initiatives (kaizen). Best practices are shared through a factory newsletter and an annual presentation. Factory managers realize that each disability has its own unique nature. Managers strive to make the best use of an individual's abilities, while providing support and developing original, creative solutions. The OMRON Kyoto Taiyo factory is truly a model of making the best use of diversity.



Sloped shelf ensures files stored inside



Spines of titles make one picture if set in order