

Applying Universal Design Elements to the Workplace



Yoshihide Yano

Personnel Sec.

Fuji Heavy Industries Ltd.

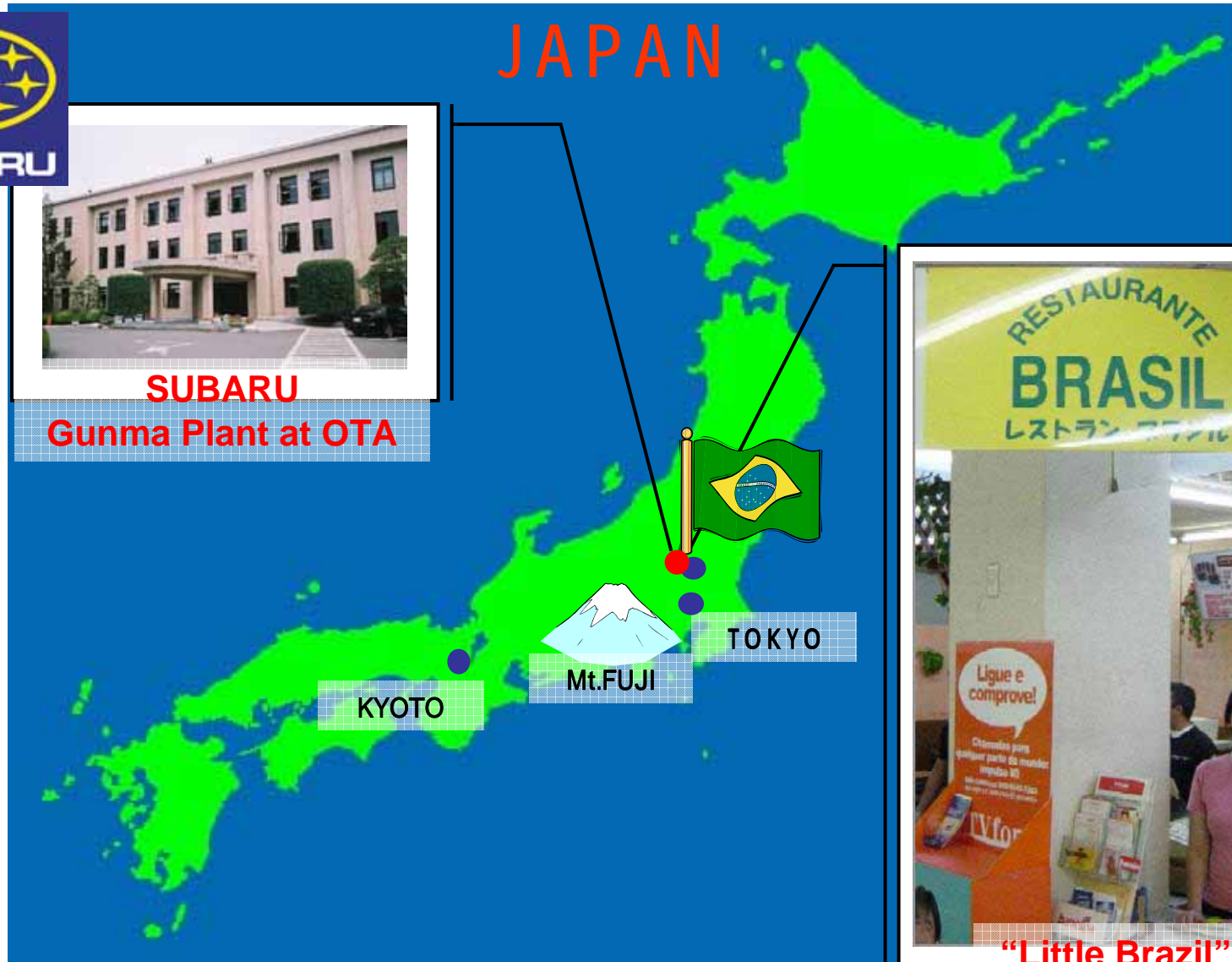
Gunma Plant, JAPAN



1. Location



SUBARU
Gunma Plant at OTA



"Little Brazil" OIZUMI

2. Heavy Industry

Subaru Automotive Business

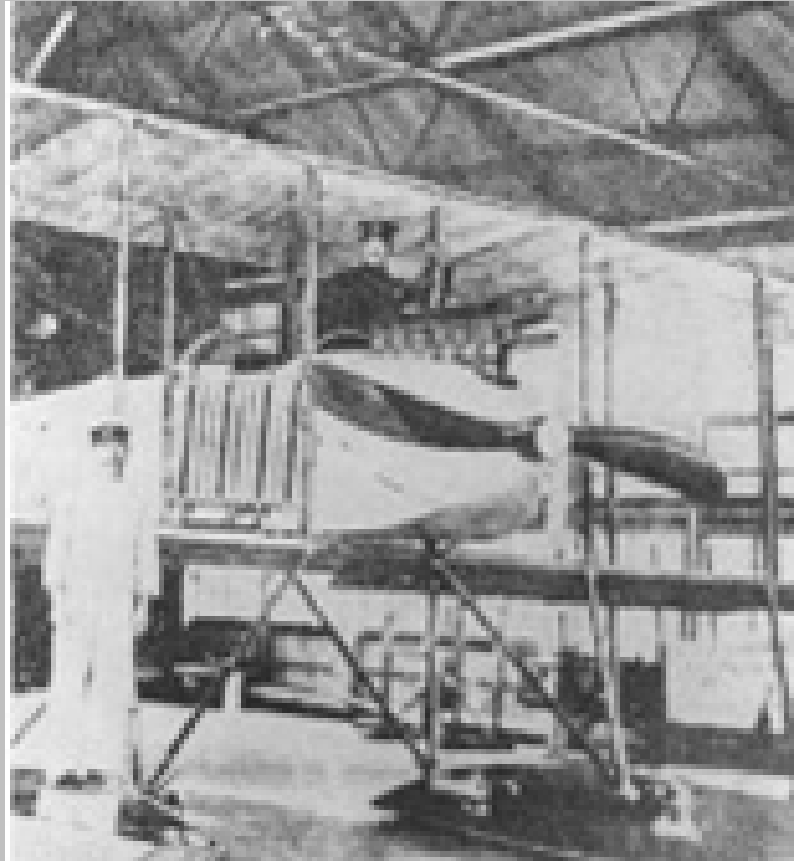
Aerospace Company



Eco Technologies Company

Industrial Products Company

2. Heavy Industry



1917. Established.

Nakajima Aircraft Research Laboratory



2. Heavy Industry



1958. "Subaru360"


First Japanese economy car.

3. Universal Design Project

Future Issues



Change in
demographics



Disabled
quota changed
1.6% to 1.8%



Law allows
women to work
after midnight

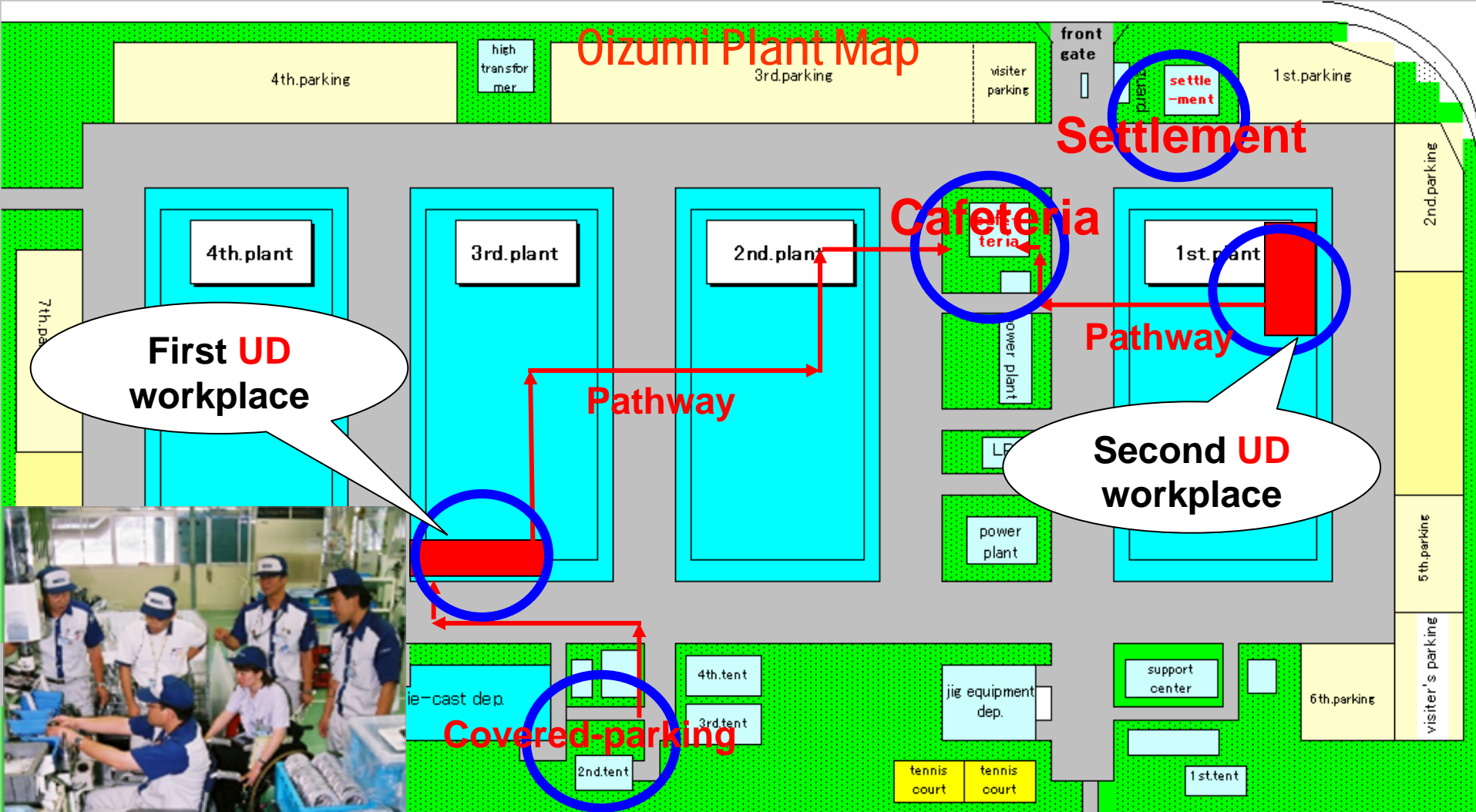
Option #1
Build subsidiary
for disabled

Option #2
Assign disabled
staff to all sections

Universal Plant Project

- Remove barriers
- Diverse workplace

4. Phase 1 : Concrete Barriers



product facility green belt parking environment facility

4. Phase 1 : Concrete Barriers



Covered-parking

4. Phase 1 : Concrete Barriers

**Different height
lockers**



4. Phase 1 : Concrete Barriers



**Universally
designed
workplace**

4. Phase 1 : Concrete Barriers



**Universally
designed
parts carrier**

4. Phase 1 : Concrete Barriers

**Universally
designed
pressing machine**



4. Phase 1 : Concrete Barriers



**Quality check
lamp**

4. Phase 1 : Concrete Barriers

Opening
cargo bay
door



4. Phase 1 : Concrete Barriers



5. Kaizen (improvement)

Phase 1: Remove Concrete Barriers ✓

Many Benefits

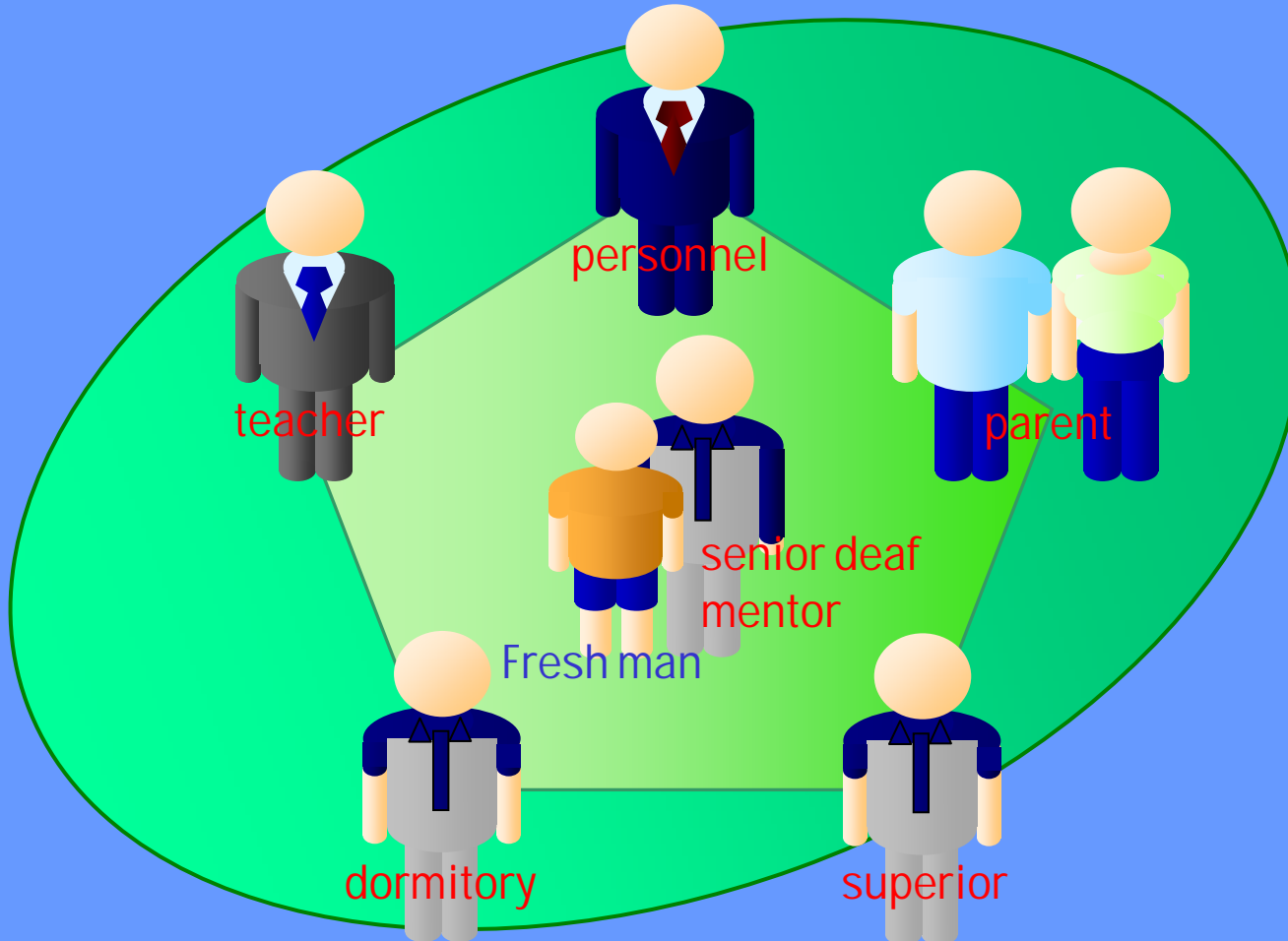
- Safer workplace
- Quality

Phase 2: Remove Mindset Barriers

1. Support system and sign language classes
2. Stand out of the way

6. Phase 2: Mindset Barriers

Arranged Support System for Deaf Employees



6. Phase 2: Mindset Barriers

Sign language class for supervisors



6. Phase 2: Stand out of the way



Mr. Naganeyama

**Deaf worker. In-house
training to be engineer.**

6. Phase 2: Stand out of the way

Mr. Yano

**Mechanic's
license
training**



7. Inspiration



**Optional Sign
language class**

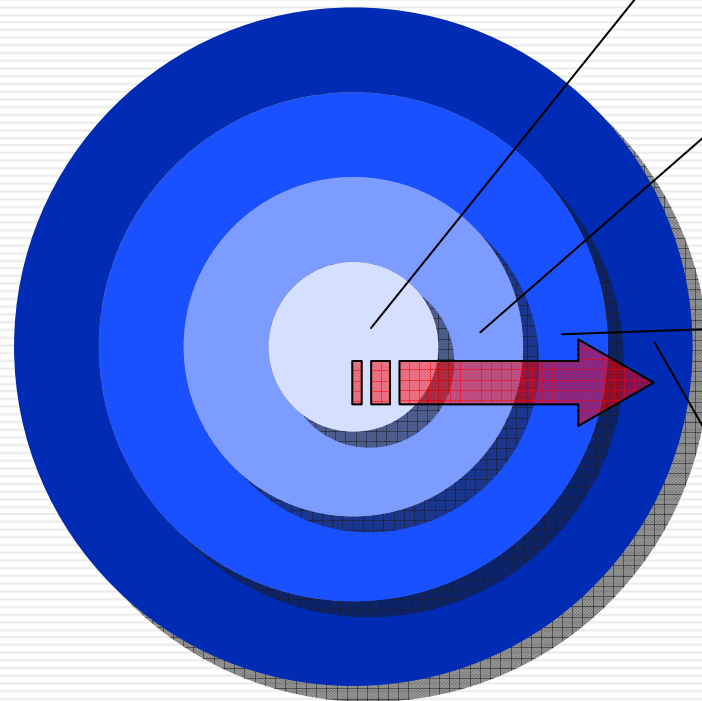
7. Inspiration



Sign language robot
(idea contest)

8. Summary

Universally Designed Plant



1 Recruit Disabled Staff



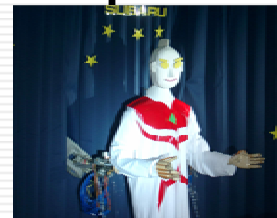
2 Remove Concrete Barriers



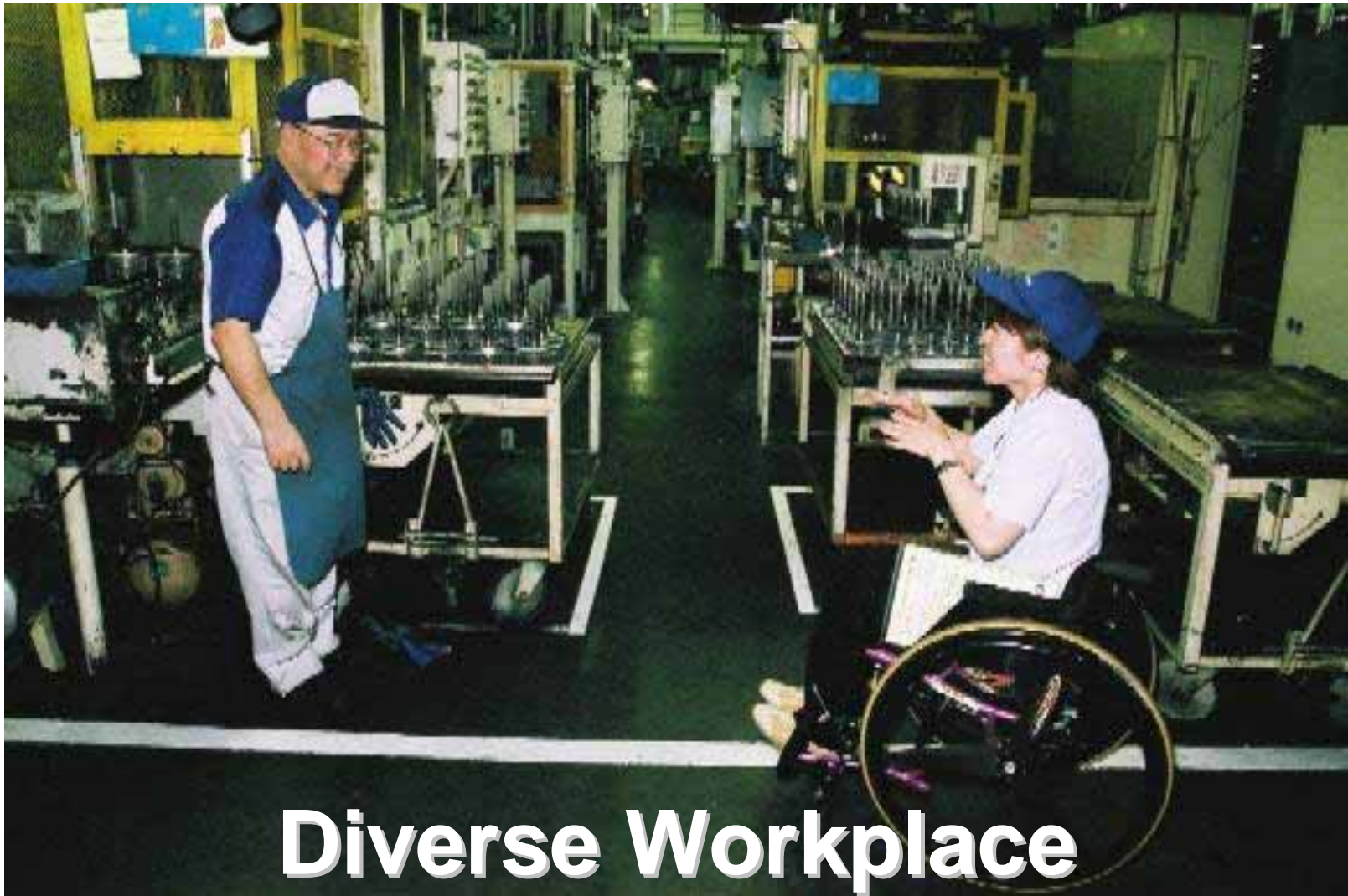
3 Remove Mindset Barriers



4 Inspiration



8. Conclusion



8. Thank you



Thank you for listening.