

Development of know-how on employing people with disabilities

The Kuraray Foundation has commissioned the Ohara Memorial Institute for Science of Labour to conduct research on developing know-how on employing people with disabilities. This institute, established in 1919 by Kuraray's first president, Magosaburo Ohara, has been conducting research for many years aimed at improving working conditions and the working environment. In addition to providing funding for research, the Kuraray Foundation also provides fields for research.

Creating a manual for know-how on employing people with disabilities

We visited the Kashima Plant and the Niigata Plant, where we conducted workplace inspections and interviewed employees with intellectual disabilities. Based on the results of this analysis and examples of best practice, we created a manual that can be used as a reference for creating a workplace environment that is considerate of the health of employees and that is rewarding to work in. This manual was first used at other Kuraray plants. We later revised it, and its use has expanded beyond Kuraray.



Workplace inspections

We observed and analyzed the results to see if workers were under any physical or mental strain, such as the amount of time they spent doing detailed work, or whether they were standing or sitting for long periods of time.



Interviews with other companies

We conducted interviews with other companies to find examples of best practice regarding the employment of people with disabilities. We then summarized the key points on how to improve the workplace environment.



We created a manual to help people think about what they can do to create a better workplace environment!

Using this research as a starting point to consider issues in the workplace

Aozora Blue Sky Works, a workplace for people with intellectual disabilities at the Kashima Plant, used this research as an opportunity for employees and supervisors to talk about the work environment. This provided them with an outlet to actively share their thoughts and feelings on a variety of matters concerning both their professional and private lives, something they had not been able to do before. Comments included such things as, "Watching my colleagues at work has given me a goal and increased my motivation," and "We had a fun conversation about how to spend our paychecks."

