



## Annexe to the proAbility teaching and training materials

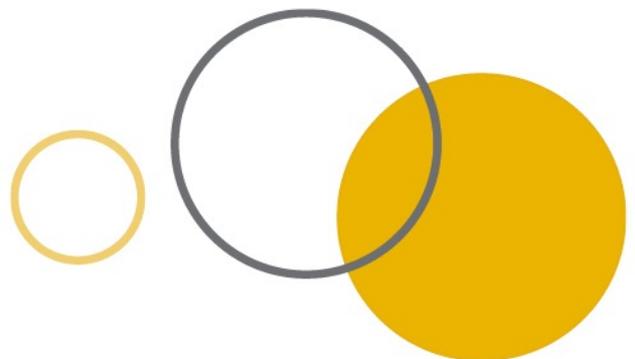
### GLOSSARY

**Disability:** a severe or permanent impairment of a person's sensory, motoric or mental functions.

- **Physical disability:** A person with physical disability is someone who partially or entirely lacks the ability of independent movement either from birth or due to an illness, an accident or other reason, which restricts his/her participation in social interaction.
- **Visual impairment:** A person with visual impairment is someone who has lost at least two-thirds of his/her vision.
- **Hearing impairment** is a reduction in a person's ability to hear, and a disorder of auditory perceptions.
- **Mental disabilities:** The term 'mental disabilities' refers to conditions in which a person's cognitive abilities are below average.
- **Autism:** a neuro-developmental disorder that manifests itself in a reduced level of social interaction, challenges in communication, as well as in behavioural patterns and unusual interests (Asperger's syndrome).
- **Speech impairment:** permanent disruption of speech and communication.
- **Psycho-social disability:** a permanent mental disorder which – together with a number of other impediments – may restrict a person's complete, effective and equal participation in society (e.g. depression or bipolar disorder).

**Damage to health:** a temporary or permanent anatomical, physiological or psychological impairment or disorder.

**Altered working capacity:** a physical or mental disability or damage to health that reduces a person's chances of working and retaining employment.



**System of complex assessment** is a kind of examination that assesses a person's health, level of self-care, the degree to which he/she can be rehabilitated and level of employability. The committee carrying out the assessment consists of at least four members: a medical expert chairing the committee, as well as medical, employment and social experts.

**Rehabilitation contribution:** Hungarian companies with more than 25 employees are obliged to employ people with altered working capacity contributing to at least 5% of their workforce. If this quota is not met, then financial contribution should be paid to the amount of 964,000 HUF per year per employee.

**Accredited employer:** an employer eligible to employ people with altered working capacity, who possesses the necessary credentials. This status entitles an employer to subventions from the state, which are granted on the basis of tenders.

**Inclusive organisational culture:** an environment in which a person is accepted, rather than treated as an outsider. Here, all members are regarded as valuable, regardless of their abilities or knowledge. This is a notion that all members contribute to organisational goals, while the company promotes the values of various groups and individuals.

**Resistance to the employment of people with altered working capacity:** practices and behaviours that prevent diversity representing an opportunity for learning within an organisation. This may involve open or hidden resistance and may be present at an individual or on an organisational level.

**Corporate Social Responsibility (CSR):** a company's social responsibility, which includes corporate practices that are beneficial to society in a wider sense.

**Medical model:** an approach that regards disability as something to be treated, as the individual tragedy of the person concerned which makes him/her an object of pity, dependent on care from society.

**Social model:** The issue of disability is a social construction which is generated by society – it is neither an individual, nor a medical problem. This approach examines and seeks to change the behavioural patterns and the environment (such as values, education and employment systems, etc.) which render individuals disabled.

**Business case:** corporate practices that generate profits (for a for-profit entity), while also benefitting certain groups.

**Moral case:** organisational practices that - regardless of whether they generate profit in a for-profit enterprise or not - seek to promote well-being, justice and stability in society.

