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EMERGENCY REHABILITATION PROJECT FOR LEBANON

REPORT OF DEVELOPMENTS

DURING THE PERIOD JANUARY 1-MARCH 31, 1988

The World Rehabilitation Fund, Inc.
400 East 34th Street
New York, New York

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the U.S. Agency for International Development
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World Rehabilitation Fund, Inc.

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The Emergency Rehabilitation Project for Lebanon, established in July 1984, was recently extended by the Agency for International Development to continue through December 1989.

The purpose of the Project is to strengthen and expand the capacities of the Lebanese rehabilitation and rehabilitation-related institutions to provide restorative services to the thousands of disabled people in Lebanon who are not now being served or who have not at any time received rehabilitation services.

The armed conflicts over the past decade have increased by the thousands the number of disabled people in Lebanon. It is estimated that the number of individuals who are amputees or who have spinal cord injuries as a result of the armed conflicts alone since 1982 is in excess of 2,500. These are in addition to the five to ten percent of the population disabled, to some degree, by disease, congenital conditions, and by accidents in the home, on the highways and in the workplace.

ACTIVITIES UNDER THE LEBANESE REHABILITATION PROJECT

The World Rehabilitation Fund, Inc. (WRF) through the Project has been strengthening and expanding the Lebanese rehabilitation effort in the following ways:

- (a) By holding skill updating training seminars for professionals in the various rehabilitation disciplines;
- (b) By providing technical assistance in all rehabilitation fields, as requested, to the various Ministries of the Government of Lebanon, in their efforts and programs for the handicapped; and by providing technical assistance, as requested, to the universities, rehabilitation facilities, agencies and organizations in Lebanon;
- (c) By assisting Lebanon develop a Community Based Rehabilitation Services Program for case finding: to provide rehabilitation services in the home whenever feasible; to prevent institutionalization; for follow up services after discharge from a hospital or rehabilitation facility in order to maintain optimum functional capacity; and to facilitate integration or reintegration of the disabled person into his/her community;
- (d) By providing technical assistance and otherwise assisting the Lebanese schools of higher education (the Lebanon University, American University of Beirut, St. Joseph's University, and the Beirut University College) develop degree programs for the specialists needed in rehabilitation; e.g., physical therapists, hearing therapists, occupational therapists, speech therapists, vocational counselors, rehabilitation engineers, special education teachers, rehabilitation nurses, prosthetists-orthotists, etc.;

these programs to be developed cooperatively with the rehabilitation centers and hospitals servicing disabled people;

(e) By assisting the institutions of higher education incorporate rehabilitation concepts and practices in their curricula for undergraduate and graduate medical students, nurses, teachers, social workers, psychologists, engineers and others so that they will provide services of maximum benefit to disabled people in Lebanon;

(f) By assisting the rehabilitation facilities and the various Ministries establish rehabilitation libraries, and helping them secure essential books, films, visual aides, etc. for these libraries;

(g) By assessing the need for, and providing basic rehabilitation equipment to, the established and the newly emerging rehabilitation facilities and agencies in Lebanon;

(h) By assisting the public agencies, especially the Ministry of Health and Social Affairs, and the private sector agencies establish and conduct programs for the prevention of disability, including immunization, public education, treatment of emotional factors associated with disability, etc.;

(i) By assisting the professional organizations establish certification and professional standards for their members, and by assisting these organizations in developing and holding national conferences and symposia to bring about widespread dissemination of the rehabilitation philosophy, techniques and practices among their professional membership;

(j) By assisting the public and private agencies draft basic rehabilitation legislation that will enhance the public and private rehabilitation efforts on behalf of all of Lebanon's handicapped population--children, teenagers, and adults; such legislation would relate to standards of service, employment, accessibility, mainstreaming of disabled children in schools, deinstitutionalization of disabled people, public support, etc.;

(k) By assisting the government and private sector rehabilitation institutes and agencies develop public information programs to sensitize the general public to the needs and capabilities of Lebanon's disabled people so that these disabled people can, upon receipt of the restorative services they need, enter or reenter the mainstream of society on an equal footing with their non-disabled peers-- to work, to attend school in the least restrictive environment, to support and care for their families and otherwise contribute to the rebuilding of Lebanon's society;

(l) By securing financial support, goods, pharmaceuticals, and services from international organizations, and from individuals, corporations and organizations in the United States to augment

WRF's grant and other funds in support of the rehabilitation effort in Lebanon; and

(m) By carrying out other activities that will promote the rehabilitation movement in Lebanon.

To facilitate direct communication with WRF, especially in the provision and delivery of rehabilitation equipment, in the coordination of the rehabilitation efforts of the various agencies and in program planning, WRF maintains offices in Lebanon with a designated representative in Beirut.

WRF has sponsored programs in all of the areas described above. For example, 17 Seminars have been held by WRF for the Lebanese rehabilitation and rehabilitation related institutions so that they can provide the best in rehabilitation services to the disabled children and adults of Lebanon and extend such services to greater numbers of disabled persons than are now being served.

Training seminars have been held to upgrade the rehabilitation practices and skills of close to 400 physicians, nurses, social workers, physical therapists, prosthetists/orthotists, psychologists, administrators and planners, educators and counselors, employers, labor union representatives, representatives of disabled people, and others having significant roles in the rehabilitation of Lebanon's disabled people. Close to \$1,000,000. in rehabilitation equipment has been made available to rehabilitation centers, hospitals, clinics and other organizations serving disabled people.

WRF has helped support and plan a variety of rehabilitation conferences in Lebanon involving professionals and lay people working in rehabilitation in all parts of Lebanon and from all confessional groups. And fifty rehabilitation, health and educational organizations in Lebanon have taken part in one or more of the WRF seminars or other rehabilitation activities sponsored by WRF.

THE TECHNICAL ASSISTANCE SEMINAR--PURPOSE AND OBJECTIVES

Technical Assistance as described in items (b), (d) and (i) above are activity areas that WRF considers to be of major importance. Since the onset of the Project some degree of technical assistance has been provided in connection with and secondary to each training seminar or other activity. Accordingly, this technical assistance has been limited in its scope and depth.

Because of the critical importance of technical assistance to the enhancement and advancement of the Lebanese rehabilitation effort, WRF held a seminar January 15-18, 1988 in Nicosia, Cyprus, devoted entirely to technical assistance. This seminar was, unquestionably, the highlight of the Project activities in the first quarter of 1988, the first year of the extension period.

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Ideally, technical assistance should be provided to the institution or agency requiring such assistance within its walls so that local conditions, resources and needs are observed first hand and the technical assistance targetted to meet these needs in the light of local resources and conditions. Because of the security problems in Lebanon, on site technical assistance could not be provided by the United States and other nationals.

As an alternative, WRF brought together in Cyprus in this exclusive Technical Assistance Seminar outstanding United States and other experts and those professional and lay people from Lebanon who could be most effective in developing indigenous long term and short term training programs in the various rehabilitation disciplines and rehabilitation interests--persons representing the entire spectrum of rehabilitation interests and concerns , such as: the education and training of physicians in rehabilitation principles and practices; the education of physical therapists, nurses, social workers and other allied health professionals in the latest rehabilitation practices; sensitization of architects and engineers to the needs of handicapped people so that the design of schools, apartments and other structures are readily accessible to all people in the community--the handicapped, the aged, the infirm, mothers with children, etc.; the orientation of employers to the work capacities of disabled people so that handicapped adults have equal employment opportunities; and technical assistance to organizations of handicapped people so that their self-help activities, including marriage counseling, peer counseling, etc., are scientifically sound and of optimum benefit to the handicapped community.

The Seminar Participants-- A distinguished group of forty one Lebanese professional and lay persons attended this Seminar. As in the past, they came from all parts of Lebanon--North and Tripoli, South and the Bekaa, East and West Beirut--and belong to all confessional groups. There were twelve women and twenty nine men, including the WRF Representative from Beirut and his assistant. The Lebanese participants are shown in Attachment (A) by name, profession and organization with which associated.

Their goal was, not only to share rehabilitation concepts with their colleagues, but also to organize and conduct in-country long term and short term rehabilitation training programs. Twenty three of these participants are staff members of six Lebanese colleges and universities: the Lebanese University, St. Joseph's University, American University of Beirut, Beirut University College, Makassed National College of Nursing, and Academie Libanaise De Beaux Arts.

All hold most responsible positions as Deans of the Faculties of Medicine, of Engineering, of Nursing and of Public Health; Chiefs of the Divisions of Cardiology, of Pediatrics, and of Training; and Director of the School of Social Work. Four are Directors or

Supervisors at a nurses training Hospital or Training Center. The Ministry of Social Affairs was represented by the Director of the Department of Disability, by the Administrator of Nursing Affairs, and by the Director-General of Social Affairs. The Presidents of the Lebanese Association of Social Workers, of the Lebanese Federation of Nurses, of the Syndicate of Physiotherapists of Lebanon-Beirut, and of the Friends of the Handicapped Association were present, as well as two prominent industrialists and the Director-General of the Chamber of Commerce and Industry of Beirut.

In addition to the Lebanese Participants, there were twelve professional persons in attendance from Cyprus. (Attachment B) Their inclusion added further dimensions to the scope of the deliberations.

Seminar Format and Areas of Technical Assistance--Following the opening plenary session, devoted to orientation, presentation and discussion (Attachment C), the forty one Lebanese Participants and their twelve Cypriot Colleagues organized into the following small technical assistance work groups relative to the development of long term and short term training programs:

- Social Work in a Rehabilitation Setting
- Physical Therapy
- Pediatric/Child Rehabilitation
- Rehabilitation of the Patient with Coronary Disorders
- Vocational Training and Employment
- Rehabilitation Nursing
- Design of Barrier Free Buildings, Facilities and Communities
- Self-Help Organizations of Disabled People
- Interpersonal Relationships of the Disabled (special sessions)
- Speech and Hearing (special sessions)
- Continuing Education in Rehabilitation (special sessions)

The technical assistance experts (Faculty) who met with these work groups are shown in Attachment (D) by name, area of expertise and university or other organization with which associated. Each member of the faculty has had extensive experience in providing technical assistance in his/her area of expertise, in organizing and conducting long and short term training programs.

The various work groups met for three days, and in the final work group sessions, prepared written reports on their deliberations, which included their plans for instituting and developing long term and short term rehabilitation training programs in Lebanon. In the final plenary sessions, each report was read by the Group Chairperson who asked for comments and suggestions for implementing the Work Group's plans. The Work Group reports are set forth in Attachment (E)

Evaluation and Results of the Technical Assistance Seminar-- At the conclusion of the Technical Assistance Seminar, the participants were asked to fill out evaluation forms and return them unsigned. Thirty nine evaluations were received.

The overall evaluation rating showed that nineteen found the Seminar "Excellent"; eighteen, "Good"; two, "Average" and none "Poor". There was general agreement, also, that the Seminar had met their expectations, that it would help in the organization and initiation of both long term and short term training programs. Some would have preferred more time and some a shorter Seminar, but all felt that the Seminar was well-organized. One person lamented: "The problem is how to get things done in a country where most basic things are missing, such as, government, electricity, water, security, economical stability, etc., etc." Another stated: "The documents handed out by the faculty are of great importance for the work to be done after our return to Lebanon, in collaboration with our partners." One doctor suggested a seminar on cancer rehabilitation. Another participant suggested: "I think most important now is that WRF will enhance and insure facilities for follow-up in the implementation of the resolutions recommended." And in a lighter note, another stated: "Tired at the end of the day. Chairs are not so comfortable. Noisy groups, speaking French, but I really enjoyed it and I found it very beneficial. Thank you."

Often, faculty members submit their personal observations and evaluations of the seminars held by WRF. Among such evaluations of the Technical Assistance Seminar are the following:

"The World Rehabilitation Fund, Inc. has provided many worthwhile training experiences for the professionals of Lebanon in the past few years. The emphasis in this program, however, was on 'Training the Trainer', and helping the Lebanese people develop programs which will result in the development of training programs in their own country. This goal can become a reality as the dedication of this group and their ability is such that they should be able to go forward with the development of their own training programs on in-service training levels, curriculum development, and continuing education programs in rehabilitation.

"A strong point of the conference was the exchange and interaction of representatives of the disabled groups themselves in the three day training program. The disabled representatives showed great maturity and tremendous knowledge which all of the professionals profited from. Their final report was the high point of the conference and should be studied in depth by all participants, especially those from the Ministry of Health.

"Another very unique aspect of the training program was the attendance of architects. As in all the groups, the architects were very receptive of the needs of Lebanon and also very aware of similar problems we have in the United States. That is, the continued existence of myths regarding the disabled, poor attitudes of acceptance of the disabled, and in general, the lack of readiness of communities for major programs which would integrate the disabled into the communities. However, the technical knowledge is already in Lebanon to make it possible for them to proceed with designs and development of new buildings and programs which could be accessible. In this group as well as in other groups, leadership of the Ministry of Health and legislation nationally, must take place to assure the

needed comprehensive rehabilitation program for the country.

" The vocational section also showed great innovation, courage and dedication of employers and existing workshops for the disabled. In these small but significant programs, outstanding things are happening and benefitting the disabled. Expansion of these programs and the development of jobs which are not only financially more pliable for the disabled, but also activities which will provide more variety and job opportunities are indicated.

" All of the professional groups, that is, nursing, physical therapy, social work, and medicine showed great knowledge and ability to develop programs which would result in the training of additional personnel in Lebanon. All groups saw the need for appropriate education programs and the development of their own staff to organize these programs. In addition, the need for appropriate legislation, programs of prevention in their communities, and adherence to a comprehensive rehabilitation approach and increase opportunities for the disabled within society was promulgated.

" The seminar also greatly facilitated direct communication amongst the leading rehabilitation professionals of Lebanon and Cyprus. Long-range plans such as professional development of therapy organizations, international congress of professionals in rehabilitation, and the development of curriculum for medical and allied health professionals in rehabilitation all suggest rehabilitation has every chance to succeed in Lebanon."

" The remaining time in our group (physical therapy) was spent discussing issues of interest to the Lebanese Syndicate and the Cypriot Association. Both groups are beginning to sponsor continuing education activities for their members, and I believe they are approaching this task in an informed manner. They are both doing needs assessments of their members and planning continuing education programs to meet identified needs. We spent some time discussing innovative ways to plan continuing education activities for physical therapists. I believe the syndicate is the best group to plan the continuing education activities in Lebanon, while the physical therapy faculty concentrate on developing their educational program. It may be too early for the faculty to take on major continuing education projects. They should be involved in the planning of continuing education activities for physical therapists in Lebanon, and should be considered as content experts for presenting these programs."

" I also want you to know that I have made some individual commitments to visit with some of the Lebanese when they come to the United States. I have offered to open up our academic programs to them when they visit Ann Arbor. I hope that this will help to further the gains which we may have made in Nicosia."

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Even more impressive than the above comments and evaluations by the Seminar participants and some faculty members is the following report on activities in Lebanon emanating from the Seminar within a few weeks after the Seminar. Dr. Nadim Karam, WRF Representative in Lebanon, reported:

- Everybody is excited about the Technical Assistance Seminar and its results in Lebanon

- A section on rehabilitation is planned as part of the annual scientific assembly of the Syndicate of Hospitals in Lebanon in April 1988.

- The Schools of Nursing of American University of Beirut and the Makassed National College of Nursing are planning a joint exhibit on Rehabilitation Nursing at the Scientific Assembly.

- The Syndicate of Physiotherapists held a national conference on March 12 and 13, 1988. Eight sessions, including all aspects of rehabilitation related to physical therapists were included in the program.

The conference was very good. It was appreciated and praised by everybody. Media coverage was very good and participation was from all over Lebanon. Even people from Tyre from the Iman Al Sadr Institution came and participated. Attendance was excellent over two days. Atmosphere was serious and debate was interesting and fruitful.

- Friends of the Handicapped Association of North Lebanon are offering nine weekly continuing education sessions in Tripoli February 20 through April 16 on: "Developmental Disabilities", "Cerebral Palsy", "Paraplegia", "Communication Disabilities", "Community Based Rehabilitation Services", "Institutions and Institutional Care", and "Prevention of Disability".

- The Medical Center of the American University of Beirut is now holding grand rounds on cardiac rehabilitation. They are working on a proposal for a Cardiac Rehabilitation Center.

- St. Joseph's Nursing School is starting a three credit course on Rehabilitation Nursing and Prevention and Treatment of Bed Sores.

- Received a formal letter from Dr. Akatcharian requesting that WRF call for the formation of an expert committee of the three medical schools under the framework of Prevention of Disability in order to propose a unified health booklet to be used by mothers and physicians in follow up of growth and development of children and to set a unified immunization schedule for Lebanon.

- Sidon Orphanage is planning a two to two and one half day National Conference on Communication Disabilities to be held in Sidon in late May. They will cooperate with other institutions like I.R.A.P. and Father Robert, and in association with the Order of Physicians

and the Public Health Faculty of the Lebanese University. They think they can persuade Middle East Airlines to provide transportation for Lebanese-French experts to take part in the Conference.

- The National Association of Social Workers, in cooperation with the Schools of Social Work, is planning a national conference to be held in September 1988. Significant parts of the program will be devoted to the role of the social worker in rehabilitation settings.
- A conference on the rehabilitation of the Lebanese people disabled as a result of the armed conflicts will take place on the twenty fourth and twenty fifth of April 1988. This will be an interdisciplinary seminar involving physicians, nurses, therapists, social workers, etc., who will come from all areas of the country and from all groups.
- Planning is underway for a National Workshop on Occupational Therapy to be held under the joint sponsorship of the Faculty of Public Health of the Lebanese University, the Syndicate of Physical Therapists and the Beit Shebab Rehabilitation Center.

These educational and organizational developments in Lebanon are of great significance in a number of ways. First, training takes place in Lebanon thereby opening professional training opportunities in rehabilitation to persons of all economic status and not solely to the privileged few who can afford to pay for training outside the country. Second, long term and refresher training within the country is less costly than training outside Lebanon and can be extended to far greater numbers of persons than has been possible heretofore. Finally, internal training and conferences bring together professional and lay people in large numbers from all walks of life, from all professional groups and from all geographic areas--thus having a greater unifying effect than training outside the country.

OTHER DEVELOPMENTS

Provision of Rehabilitation Equipment, Training Materials and Supplies--Twenty five institutions, distributed all over Lebanon and serving all professional groups, have now been provided various kinds of rehabilitation equipment including physical and occupational therapy equipment, vocational training equipment, equipment for the rehabilitation of people with hearing and sight loss and impairments, walkers, crutches, component parts for prosthesis and orthoses, etc.

The choice of equipment items took into consideration the current socioeconomic conditions in the country, the clientele served by the institution and its capacity to use the equipment effectively.

Other institutions are now being assessed with regard to equipment needs. In the future, special consideration will be given to the emerging institutions, especially those located in rural and remote areas of Lebanon.

Institutions receiving equipment attach to each equipment item the special logos shown below which indicate the gift source of the equipment.



Scope and Depth of Local Educational Programs-- Each week from November 30, 1987 through January 4, 1988, the Lebanese Sitting Handicapped Association held a series of lectures on matters of critical importance to handicapped people. While these lectures were designed for handicapped adults, the lectures were open to the public.

An indication of the scope, depth and credibility of these presentations is shown in the eminence of the presenters and in the topics; i.e. : "Islam and Marriage of the Physically Disabled", "The Christian Laws and Marriage of the Physically Disabled", "Civil Laws and Marriage of the Physically Disabled", "Psychological Issues Related to Marriage of the Physically Disabled", "Sociological Issues Related to the Marriage of the Physically Disabled", and "Medical and Health Issues Related to the Marriage of the Physically Disabled".

The program was under the patronage of His Excellency' Mr. Selim El Hoss, Prime Minister. Doctors, Judge Sheikhs, and Priests were the presenters.

For complete program, please see Attachment (F)

Preparation for Seminar on Employment of Handicapped Adults--
Preparations are underway for the holding of a Seminar in Nicosia, Cyprus, May 13-15, 1988 on Employment of Handicapped Adults. Attendees for the Seminar will be 20-22 prominent employers in Lebanon who have twenty or more employees. The purpose of this Seminar is to sensitize those employers to the capabilities of handicapped people becoming valuable employees and to encourage those employers to hire handicapped adults.

In addition to setting an example for other employers in Lebanon, the employers in attendance will be urged to sponsor a national conference in Lebanon, using the Seminar materials, on Employment of the Handicapped which can carry the Seminar message and findings to all employers in Lebanon.

(Attachment A)

THE WORLD REHABILITATION FUND, INC.TECHNICAL ASSISTANCE SENINARNicosia, Cyprus 14-18 January 1988LEBANESE PARTICIPANTS

| <u>NAME</u> | <u>Professional Status</u> <u>Institution/Organisation</u> |
|---------------------------|--|
| Mr Abdallah, Zoulfikar | Director, Lebanese Sitting Handicapped Association, Lebanon |
| Mr Abdulwahab, Munis | Disabled, Blind, President, Friends of Handicapped/Association - Tripoli, North Lebanon |
| Dr Abou-Assali, Mounir | Dean Faculty of Medicine, Lebanese University |
| Sister Abou Diwan, Yvonne | Physiotherapist - Director of Practical Training Physiotherapy Program - Lebanese University at CORTBAWI Insitution |
| Dr Akatcharian, Carlo | Chief Division of Pediatrics, St. Joseph's University of Beirut |
| Mrs Akatcharian, Ruth | Dean Faculty of Nursing, St. Joseph's University - Beirut |
| Dr Alam, Samir | Chief, Division of Cardiology, Dept. of Internal Medicine: American University of Beirut |
| Dr Aouad, Ramez | Director Faculty of Medicine: East Beirut Branch, Lebanese University, Beirut, Lebanon |
| Dr Atweh, Samir | Associate Dean, Neurologist: Faculty of Medicine American University of Beirut |
| Dr Baroudi, Hicham | Physician, Rehabilitation Medicine Medical Director, Supervisor of p.T. Training: Ouzail Centre |
| Mr Boueri, Georges | President Syndicate of Physiotherapists of Lebanon-Beirut |
| Sister Chalfoun, Squad | Director of Nursing Program in Tripoli North Lebanon, School of Nursing-Faculty of Public Health - Lebanese University |

(Attachment A--cont'd.)

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|-----------------------|--|
| Dr Chucrallah, Elie | Chief Division of Cardiology, Faculty of Medicine, St. Joseph's University Beirut |
| Dr El-Hage, Antoine | Physiatrist, Rehabilitation Insitutions Beirut, Lebanon |
| Mrs El-Kaey, Hiam | Director, School of Social Work, St. Joseph's University, Beirut |
| Dr Geahchan, Nejb | Vice-Dean, Faculty of Medicine, St. Joseph's University, Beirut |
| Mrs Georgiades, Leila | Director, Dept. of Disability, Directorate of Social Affairs, Minisrty of Health and Social Affairs |
| Mrs Halabi, Sawsan | Acting Director, Makassed National College of Nursing - Beirut, Lebanon |
| Mr Hamdan, Bassem | Disabled on Wheel Chair, Director of Social and Vocational Training Program for the disabled, Beirut - Lebanon |
| Mr Harmandayan, Diran | Lecturer, Dept. of Architecture, Faculty of Enginnering, American Univesrity of Beirut |
| Mr Kabbani, Rafik | Director General, Chamber of Commerce and Industry of Beirut, Lebanon |
| Dr Karam, Nadim | Consultant, W.R.F., Lebanon |
| Miss Khalaf, Wadad | Professor & Director, School of Nursing, Faculty of Medicine American Univesrity of Beirut |
| Dr Khoury, Albert | Cardiologist, Faculty of Medicine, Lebanese University |
| Dr Khoury, Mounir | Professor of Sociology, Chairman of Social Sciences Division, Beirut University College - Beirut |
| Mr Khawam, Georges | Lecturer in Architecture, Faculty of Engineering, Lebanese University |
| Dr Makhlouf, Camile | Pediatrician, Faculty of Medicine, Lebanese University |
| Mrs Mansour, Amal | Administrator, Nursing Affairs, Directorate of Health, Ministry of Health and Social Affairs |

(Attachment A- cont'd.)

| | |
|----------------------------|--|
| Mr Markarian, Garbis | Industrialist, Association of Industrialists, Beirut, Lebanon |
| Dr Matar, Elias | Chairman, Medico Social Dept., Faculty of Public Health, Lebanese University |
| Dr Nasreddine, Mahmoud | Dean Faculty of Public Health, Lebanese University |
| Mr Rizkallah, Toufik | Administrative and field Assistant W.R.F. Beirut - Lebanon |
| Sheikh Sadek Mahdi | Director General, Directorate of Social Affairs, Ministry of Health and Social Affairs |
| Miss Sakr El Hage, Solange | President, Association of Social Workers - Beirut - Lebanon |
| Miss Sarkis, Najwa | Physiotherapist, Training Supervisor Physiotherapy Program of the Lebanese University at Ouzail Centre |
| Mr Sfeir, Nehmat | Professor of Architecture, Architect, Town Planner, Academie Libanaise De Beaux - ARTS (ALBA) Beirut |
| Mr Shwayri, Nadim | Administrator, Al Kafaat - Rehabilitation Centre - Beirut, Lebanon |

OTHER PARTICIPANTS

| | |
|-------------------------------|---|
| Dr Alameh, Fakhri | Director, Faculty of Medicine, West Beirut Branch - Lebanese University Beirut, Lebanon |
| Dr Shama, Amal | Pediatrician, Director, Residency Training in Pediatrics, Berbir Hospital Beirut, Lebanon |
| Mr Tabbal, Samir | Industrialist - Beirut, Lebanon |
| Sister Mazraani Marie Leonard | President, Lebanese Federation of Nurses, Beirut |

(Attachment B)

THE WORLD REHABILITATION FUND, INCTECHNICAL ASSISTANCE SEMINARNicosia, Cyprus 14-18 January 1988CYPRIOI PARTICIPANTS

| <u>NAME</u> | <u>PROFESSIONAL STATUS INSTITUTION/ORGANISATION</u> |
|------------------------------|---|
| Dr. Voniatis Michael | Senior Medical Officer, Ministry of Health |
| Mr Karageorghiades Cleanthis | Ministry of Labour & Social Insurance |
| Mrs Protopapa Vasiliki | Welfare Services |
| Mrs Stephanidou Panayiota | Physiotherapy Dept-Nicosia General Hospital |
| Miss Spyrou Sophia | School of Nursing-Ministry of Health |
| Mrs Malecou Monica | Physiotherapy Dept-Nicosia General Hospital |
| Mrs Komiti Teresa | Physiotherapy Dept-Nicosia General Hospital |
| Mrs Metta Nedi | Physiotherapy Dept-Nicosia General Hospital |
| Mrs Papantoniou Stella | Architect-Public Works Department |
| Mrs Socratous Irene | Ministry of Labour and Social Insurance |
| Miss Anastasiou Fani | Physiotherapy-Red Cross Home, Limassol |
| Miss Loi Myrianthi | Matron, Red Cross Children's Home |

LOCAL SUPPORT STAFF

Mr Kyriakides Dostakis
Miss Constantinou Sylvia
Mr Constantinou Andreas

(Attachment C)

THE WORLD REHABILITATION FUND, INC.SEMINAR ON TECHNICAL ASSISTANCE

Nicosia, Cyprus January 15-18, 1988

FRIDAY, January 15

- 8:30 to 10:30 A.M. : Registration
Individual reading and review of Seminar material.
- 10:45 to 12:45 P.M.: Opening of the Seminar--Garrett
Introductions--Garrett
Orientation to the Seminar--LaRocca
Principles and Practices in Continuing Education
in Rehabilitation--Olson
Open Forum--Questions and Statements by Seminar
Participants--Garrett presiding
Organization of T.A. Work Groups--Garrett
- 12:45 to 2:30 P.M. : Lunch
- 2:30 to 4:00 P.M. : T.A. Work Groups
- 4:00 to 4:15 P.M. : Coffee Break
- 4:15 to 6:15 P.M. : T.A. Work Groups
- 9:00 P.M. : WRF Dinner

SATURDAY, January 16

- 8:30 to 10:30 A.M. : Review of T.A. Work Group Sessions--Garrett presiding
- 10:30 to 10:45 A.M.: Coffee Break
- 10:45 to 12:45 P.M.: T.A. Work Groups
- 12:45 to 2:30 P.M. : Lunch
- 2:30 to 4:00 P.M. : T.A. Work Groups
- 4:00 to 4:15 P.M. : Coffee Break
- 4:15 to 6:15 P.M. : T.A. Work Groups

SUNDAY, January 17 8:15 A.M. to 4:15 P.M.---SAME AS SATURDAY

- 4:15 to 6:15 P.M. : Open Forum--Application in Lebanon of Concepts,
Principles and Processes Discussed in the Seminar
--Garrett presiding

CLOSING OF SEMINAR

(Attachment D)

THE WORLD REHABILITATION FUND, INC.TECHNICAL ASSISTANCE SEMINARFACULTY

| <u>NAME</u> | <u>ORGANIZATION</u> | <u>REHABILITATION FIELD</u> |
|------------------------|---|---|
| Mr. Jack Catlin | Architectural Firm Design of Barrier-Free Bldgs. Chicago, Ill. | Schools, Homes, etc. |
| Dr. Theodore M. Cole | University of Mich. | Rehabilitation Medicine |
| Mrs. Sandra Cole, MSW | " " " " | Health Education/Interpersonal Relationships (marriage, sexuality and other personal concerns of disabled people) |
| Dr. James F. Garrett | Vice-Pres. WRF New York Univ. | Psychological Aspects of Disability |
| Dr. Jan Gwyer | Duke University | Physical Therapy |
| Dr. Herman Hellerstein | Case-Western Reserve Univ. | Rehabilitation/Coronary Heart Disease |
| Ms. Linda Hennig, MARN | Treasure Coast, Rehab. Hosp., Fla. | Rehabilitation Nursing |
| Dr. Nadim Karam | American Univ. of Beirut/WRF | Family Medicine, WRF Representative-Lebanon |
| Mr. Joseph LaRocca | Consultant-WRF | Rehabilitation Administration/Prevention of Disability/CBRS |
| Dr. Donald Olson | Rehab. Institute of Chicago, North-western Univ. | Continuing Education in Rehab. Speech Pathology & Audiology |
| Ms. Joyce Salhoot, MSW | Texas Institute for Rehabilitation & Research/Baylor U. | Rehabilitation Social Work |
| Dr. Marigold Thorburn | Director Jamaica Projects for the Handicapped, Univ. of West Indies | Pediatric Rehabilitation Community Based Rehabilitation Services |
| Dr. David Vandergoot | Human Resources Center, N.Y. Univ. | Vocational Guidance, Training & Employment of the Handicapped |

SUMMARY REPORTS OF THE WORK GROUPS

PEDIATRIC GROUP

After having reviewed problems in Lebanon for preventing, detecting and managing handicaps in children, it was agreed that a plan of action should cover all of these areas. The pediatricians need to be joined by required services of the school system, the ministries, the public and especially the parents.

Two models were proposed for the development and strengthening of Maternal and Child Health Services: A) an MCH Center administered, financed and housed by a medical university hospital or private hospital as is proposed at Hotel Dieu; or B) collaboration with dispensaries in various areas of the country to train workers and direct activities along the line of primary health care--discussions, to this effect were held with representatives of the Directorate of Social Affairs.

Mobilization of related medical services could be achieved through instigating and sponsoring activities among obstetricians and midwives for improving pre and perinatal care, meetings of pediatricians to increase awareness of their central role in preventing disabilities and the need for their cooperation with obstetricians, meeting of health workers in related fields to establish a system of collaboration and referral of children with handicaps, and establishing programs of continuing education for doctors and health workers.

Mobilization of parents of handicapped children could be achieved through meeting with parents to increase their awareness of what they can do, such as: counsellors, sponsors of activities such as the establishment of an Association of Parents of Handicapped Children, partners in the management of their children.

Other areas of necessary action are: establishing a national Health Card to be used from birth through the school years; establishment of Multispecialty Developmental Clinics in Pediatric Departments where there is a Pediatric Residency Training Program as is planned by Barbir Hospital; coordinating a system of levels for detection and referral from the community to the Tertiary Centers of care (Rehab Centers and Developmental Clinics).

Training of required personnel can be achieved on three levels. As undergraduates, medical students should learn the normal development of the child and the importance of, and tools for, detecting deviations from the normal. The undergraduate student should also be made aware of available community services for handicapped children and their responsibility for referral of patients and their families. On the post graduate level, training should include rotation of pediatric residents in Rehab Centers, in Maternal and Child Health Centers, and in Developmental Clinics. Developmental Pediatrics and Handicap Management should also become an integral part of seminars and conferences. The third area of training is in other medical specialties (therapists, speech specialists, etc.) since pediatricians alone cannot assume all of the required responsibilities.

SOCIAL WORK

Some principles of Rehabilitation Social Work are that disability is a change not an illness, the focus of service is the patient and family, an educational model rather than a medical one is useful, and individual family workers are in a partnership with health professionals with shared responsibility for goal setting and services.

The role and functions of the social worker is that of case finding, team collaboration, psycho-social assessment, social work interventions (supportive counseling) and connecting with resources, discharge planner, patient/family educationer, case manager, and follow-up.

The curriculum in Schools of Social Work should follow from the Rehab model and Social Work functions. It was recommended that the BA level be improved and strengthened to produce sound practitioners--in some cases it means decreasing medical courses and increasing human behavior and social work intervention courses. The field practice in the last two years should be a time to practice what was learned in class; the final year should be spent in a Rehab facility as Rehab is too complex for the first year placement. The field coordinator is a vital faculty position linking the School and all field placements and the person should be carefully selected. A six-months post graduate experience in the community could be developed, similar to a fellowship, for producing specialists. The one Masters Degree program that currently exists should be strengthened, but no further ones should be developed at this time because resources are limited, proper faculty is unavailable, and the focus in this phase is on producing practitioners.

Continuing Education can be planned and sponsored by the Universities, the Ministry, employers, and/or the National Social Work Association. It should meet the needs of the Rehab Social Workers in the community as a whole. The goals should be clear and established after needs of the social workers were identified. (Several content areas were identified.) These structured learning experiences are for those employed and, therefore, should be limited from one to five days.

In-service Training should be offered on the job based on need of the work place, or for the workers in a few facilities. It should be targeted at social workers or inter-disciplinary groups, can be one hour a week, and should focus on refining skills and updating knowledge. Social work and rehab journals should be available for the staff. Attempts should be made to link together isolated practitioners in a region so that they may meet together periodically for discussion of shared experiences and professional literature.

A National Conference of Social Workers should be held in Lebanon under the auspices of the Directorate of Social Affairs. The sponsors would be the three Universities with Schools of Social Work and the National Assoc. of Social Workers. A segment of that conference should be devoted to Rehabilitation Social Work.

PHYSICAL THERAPY

The participants in the Physical Therapy Group were the Dean of the Public Health Department, Lebanese University, three physical therapists from Lebanon (the Physical Therapists Syndicate of Lebanon), two physical therapists from Cyprus, a Representative of WRF in Lebanon, and the U.S. Consultant.

The group reviewed the educational program's current content in rehabilitation, and the manage of the Rehab team and found it to be appropriate. There is a severe need for teaching resource materials in the teaching centers of the University program including a basic teaching text to be housed in the University. (The University do not require their students to buy any texts, due to the terrible inflation and the cost of books; they do xerox material for their students at times, but lack appropriate ~~xxxxxxx~~ resource materials --three sets are needed.) Also needed xxxxxxx are anatomical

charts and models for teaching, disarticulated bones and audio and video teaching materials; these are a high priority to assist the teaching faculty improve the level of physical therapy content in the curriculum. The faculty members should consider increasing the number of clinical training sites in addition to Cortbawi and Ouzai Rehabilitation Centers.

The Lebanese Syndicate is interested in planning continuing education opportunities for their physical therapy members and has begun to plan needs assessments and activities. with the first program planned for February 1988. It was recommended that the syndicate is the best group to plan the continuing education activities while the physical therapy faculty concentrate on developing their educational program and should be considered as content experts for presenting these programs..

In addition to continuing education, the Syndicate (which has been formed for approximately one year under the able direction of George Bouëri, and has one hundred thirty members --approximately 90% of all physiotherapists in Lebanon) has several major goals: to legally upgrade the certification requirements, to seek recognition by the World Confederation of Physical Therapy, to develop a library to assist its members in improving their skills and in conducting clinical research, , and to improve communication among its members through a newsletter or other means.

VOCATIONAL TRAINING AND EMPLOYMENT

Vocational counseling is not a traditional feature of education or rehabilitation programs in Lebanon. If a start is to be made to equip a professional with vocational rehabilitation counseling skills, it might have to be done through the social work curriculum. A course on providing vocational rehabilitation counseling to persons with disabilities might be a small solution. Another might be to encourage schools of education at the universities to consider beginning a curriculum in general vocational guidance with specialty courses in rehabilitation. A beginning has been attempted by one individual who, on his own, is attempting to run a vocational counseling clinic for youth with disabilities, but people cannot afford to pay for this service nor do they see the need for it.

There is much enthusiasm among the employers for the concept of a Lebanese Industry/Labor Council which would be of benefit to themselves and to people with disabilities. Success on a national scale might depend on starting small and developing a successful model which can gradually be extended throughout Lebanon. The people with disabilities are somewhat skeptical and would need an advocate such as Dr. Nadim Karam, WRF representative in Lebanon, and Rafik Kabbani, Director of the Chamber of Commerce. Of the two projects the Labor/Industry Council planned, only one required any outside assistance, and that was to have help in getting a used bus which they would then modify and equip to transport people with disabilities. Aside from the vocational school training, the other main problem is worksite modification; an agreement was reached with the faculty of Engineering and Architecture of the American University of Beirut to assist in this area.

The panel found and examined three ways of employing disabled people: 1. on the open market, 2. self-employment, and 3. sheltered employment. It was planned that a placement department would be created inside the association to ensure that the right person is hired for the right position. It was also planned that the employment topic would be brought to the Board of the Chamber of Commerce and Industry grouping all sectors of employers to ensure that the largest possible number of physically disabled persons are employed.

BARRIER FREE GROUP

Four Lebanese architects after careful study summarized their findings as follows:

" Considering the difficulty in introducing legislation in the Lebanese building regulations concerning the accessibility requirements for the handicapped, which has been altogether neglected or ignored in actual construction in Lebanon, we came forward with an action program to stimulate or increase the awareness of the groups involved in construction and planning. These groups are: 1. All universities teaching architecture in Lebanon. 2. Lebanese Association of Engineers and Architects. 3. Consultant and construction firms. 4. Public officials related to planning and public works.

" Our action plan is composed of six major activities which have to be applied simultaneously within a coordinated plan with the participation of other interested disciplines:

1st--Organization of a Seminar in Lebanon within the framework of a university with the participation of all four groups mentioned above and the eventual involvement of other disciplines in its preparation.

2nd--In architectural teaching programs, the requirements of the handicapped could be introduced in all design projects.

3rd--Initiation of specific projects within the academic framework, such as: (a) Studies of accessibility provision solutions by the students for buildings belonging to firms or industries interested in providing jobs for the handicapped; (b) In collaboration with the Vocational Therapy Group for the Independent Living and the Sin-El-Fil Municipality, rehabilitation of Sin-El-Fil district as a prototype Barrier Free urban environment.

4th--To include within engineering products and building material exhibitions that are currently organized, spaces for building equipments related to the handicapped and sample solution displays for accessibility. This has to be sponsored by WRF or associations concerned with the handicapped.

5th--To introduce the accessibility needs into the various studies that are being undertaken in Lebanon related to different building types. In this respect the C.D.R. (Council for Development and Reconstruction) could be contacted by WRF to include considerations for the handicapped within the standards ~~for~~ actually being prepared for schools.

6th--Financing the development of guidelines for accessibility for the architects' use in Lebanon. Ultimately the setting of general safety guidelines within the construction regulations could have a very important preventive value."

This group had a joint meeting with the Training and Employment group, and, also, reviewed draft regulations prepared in Cyprus for the comfortable and safe mobility of the disabled.

NURSING TECHNICAL GROUP

The American University of Beirut, St. Joseph University, the Lebanese University, Makassed College of Nursing, the Ministry of Health, and the Nursing Federation were represented in this group.

The concept of rehabilitation was defined, and the role of the nurse as a member of the rehabilitation team was discussed. It was agreed that a revision of philosophy and goals of basic nursing education is needed in order to introduce rehabilitation skills within the different nursing courses on the undergraduate ~~level~~ ^{level}, thus assisting the student nurse to know and apply basic principles of rehabilitation after graduation.

Three ways were proposed and discussed for preparing the nurse to work in the field of rehabilitation. These are:

- 1) Continuing education short courses designed to assist nurse graduates to acquire skills in rehabilitation nursing. These courses are planned after a needs assessment, then designed according to the qualifications and experience of the trainees.
- 2) Giving an introductory course on rehabilitation nursing during basic nursing education. This course can be integrated in basic nursing curricula, and given as an elective nursing course. This serves to prepare the nurse for further specialization and training in rehabilitation.
- 3) Offering an MS program in nursing to prepare clinical specialists in rehabilitation. These specialists can function in the fields of practice, education, training, administration and research.

Sample course outlines of each proposal were presented and discussed. The nurse who will be working in rehabilitation should be prepared through any of the above-mentioned programs to assume three roles at the same time: to practice rehabilitation nursing; to educate patient, family and community on basic aspects of rehabilitation and care, especially on prevention; and to train auxiliary health personnel in some basic rehabilitation techniques.

CONSUMER GROUP

This group made its report in the form of a letter of appreciation for the help WRF had given in arranging for the participation of the disabled in the seminars. This has improved the relationships between the disabled and the Lebanese institutions dealing with disability. They appreciated, also, the opportunity to interact with the experts and specialists whom they met at the seminars. "Our goal is to participate in solving our problems with everyone concerned, and WRF has facilitated the acceptance of that idea."

Attachment F

Program
of
Series of Discussions and Presentations
of
The Lebanese Sitting Handicaped Association

Subject: " The Physically Disabled and Marriage "

Under the Patronage of H.E. Mr. Selim EL-HOSS, Prime Minister

1st. Activity: Monday, Nov.30th., 1987.

- Opening Speech Badrieh El-Osta (L.S.H.A.)
- Opening Speech H.E. Prime Minister El-Hoss
- Definition of Physical Disability DR. Ahmad Abu-EL-Nada
- Other Remarks Dr. Hicham Baroudi
- Round Table Discussion: Islam and Marriage of the Physically Disabled:

Participants: Sheikh Abdul-Hamid El-Horr
Judge Sheikh Mohammad Kanaan
Dr. Sheikh Sami Makarem

2nd. Activity: The Christian Laws and Marriage of the Physically Disabled :
Dec.7, 1987

Lecturers: Father Boulos Akel
Father Issam Bitar
Father Nohad Tohmeh

3rd. Activity: Civil Laws and the Marriage of the Physically Disabled:
Dec.14, 1987

Lecturers: Judge Hicham Kabalan
Professor Dalal Baydoun
Lawyer Asaad Bakkar

4th. Activity: Psychological Issues related to the Marriage of the Physically Disabled:
Dec.21, 1987

Lecturers: Dr. Abdel-Amir Shamseddine
Dr. Mona Diab
Dr. Mohammad Wehbeh

5th. Activity: Sociological Issues related to the Marriage of the Physically Disabled:
Dec.28, 1987

Lecturers: Dr. Mona Diab
Professor Khuzama Shaar

Attachment P --cont'd.

6th. Activity: Medical and Health Issues related to the Marriage of the Physically
Jan.4, 1988 Disabled:

Lecturers: Dr. Munzir El-Hajj
Dr. Roger Khoury
Dr. Nabil Munla
Dr. Ziad Naja
Dr. Antoine El-Hajj

ORIENTATION TO THE
TECHNICAL ASSISTANCE SEMINAR

By way of orientation or introduction to this seminar, I would like to review with you the developments that have led to our meeting here this morning and for the next three days.

Three years ago, the Agency for International Development of the United States Government granted funds to the World Rehabilitation Fund (WRF) to help Lebanon improve and expand its rehabilitation services to the thousands of disabled people in Lebanon, disabled from disease, accidents, and the many armed conflicts over the past decade.

These funds were to be used for: training seminars to upgrade the skills of the various professionals who make up the rehabilitation treatment community; purchasing basic rehabilitation equipment, both for the established agencies and especially for the emerging organizations; technical assistance; and other related services.

The first of the preceding 17 seminars was held in mid-October, 1984, a little over three years ago here in this same hotel.

That seminar brought together the heads of voluntary agencies and organizations concerned with the well-being of Lebanon's handicapped people, and certain government officers also concerned with the health, welfare, education, and rehabilitation of Lebanon's disabled children, youths and adults. Sixteen voluntary and public agencies were represented at that first seminar. Through our last seminar in October the number of such participating agencies had grown to fifty.

The participants in the first seminars (as in all succeeding seminars) represented the various confessional groups in Lebanon, and came from all geographic areas of your country. In this truly participatory seminar, they helped WRF map out the program to be followed in expanding and strengthening Lebanon's rehabilitation effort.

Training seminars were identified as a primary need -- especially training seminars specific to each of the disciplines, professions and programs in the rehabilitation field. Hence, there have been seminars for nurses, social workers, physicians, physical therapists, educators, prosthetists/orthotists, employers, labor union representatives, counselors, psychologists, and others having significant roles in the rehabilitation of disabled people. These seminars introduced recent rehabilitation advances in the respective disciplines of the participants and upgraded their rehabilitation practices and skills. Close to 500 individuals,

including our Cypriot colleagues, have participated in these seminars.

It was originally planned that all seminars would be held in Lebanon, but security problems precluded this. Fortunately, as a spin-off from the Cyprus seminars, five rehabilitation conferences, completely conceived, staffed and conducted by you or your colleagues, have been held in Lebanon in the past year and one-half. These conferences have exceeded all expectations in the exchange and dissemination of rehabilitation knowledge. (Perhaps at some point in this morning's session some of you who have had a part in organizing or holding these conferences might wish to describe and comment on what you see as their value and the need and prospects for all future Lebanon meetings and conferences.)

WRF strongly urges the holding of symposia and conferences in Lebanon in the many rehabilitation and rehabilitation-related areas. One of the major purposes of this seminar is to help you develop plans for such local conferences as well as for long term training programs. Each member of the faculty assembled for this seminar stands ready to help you in any way that he or she can -- through the formal group meetings or individual discussions in developing long and short term training programs.

For example, WRF stands ready to help support a national conference for Lebanon's architects and engineers on barrier-free design of public and private buildings, schools, stores, playgrounds, work sites, and apartments -- so that severely handicapped children and adults have ready access to, and use of, such facilities just like their non-handicapped peers.

Also, WRF encourages conferences in various medical specialty areas -- such as pediatrics and cardiology -- so that there is the earliest possible recognition of disabilities among children and appropriate services provided. Also, for the cardiologists, the national conference would focus on rehabilitation prescriptions and programs for men and women who have had heart attacks and/or strokes, so that they could return to work, resume homemaking, and otherwise lead active, productive lives.

Since the physical therapists in Lebanon have recently been chartered to organize a professional organization, now it would seem propitious to hold a national physical therapy conference in Lebanon, at which, among other things, the standards and requirements for certification could be drafted, discussed, and adopted -- looking to the provision of the most advanced physical therapy services to Lebanon's disabled people in whatever parts of Lebanon they may be located.

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It has been a long, long time since Lebanon's social workers have assembled in a national symposium. Not only could such a national conference update Lebanon's social workers on general trends and developments in social work, but also could serve to show the role of the social worker in the rehabilitation of the disabled, which was the focus of the WRF seminar for social workers held in Cyprus two years ago.

Hopefully, there will be a repeat conference for nurses so that all nurses in Lebanon understand the principles and practices of rehabilitation nursing.

And hopefully, there will be another national conference on rehabilitation, like the Tripoli conference, that will bring together people from all walks of life, from all professions, from all parts of Lebanon, and from all confessional groups whose overriding concerns and interests are the betterment of the lives of the disabled people of Lebanon.

In addition to providing a forum for the exchange of ideas and experiences among the participants, such a national conference, with appropriate media coverage, is the most effective way of raising public awareness of the needs and capacities of Lebanese handicapped people and showing the many ways in which everyone in the Lebanese society -- school children, youths and adults -- can contribute toward making their handicapped peers full participating members of that society.

Another primary need, identified at the first rehabilitation seminar, was that the disabled person receive rehabilitation services as near to his or her family and community as is possible. This system of Community Based Rehabilitation Services is often referred to as CBRS.

It was then suggested that prototypes of CBRS delivery system be developed for demonstration purposes. These prototypes, it was hoped, would complement and supplement ongoing community health and rehabilitation services provided by public and private agencies.

CBRS was the purpose of the last WRF seminar held in October of 1987. It differed from the other seminars in that it was not for one discipline -- to improve rehabilitation practices within that discipline. Rather, it was a seminar to explore, first, whether a community based rehabilitation service is needed and feasible in Lebanon. And, second, if needed and feasible, what its form and structure should be. At the close of that seminar, it was the consensus that a CBRS system was needed and feasible in Lebanon. Planning for the CBRS program and for the development of CBRS pilot projects, we are advised, is going forward. Here again, WRF stands ready to help initiate pilot projects in the various parts of Lebanon.

And now, we come to this Technical Assistance Seminar. Here again, it would be far better if this seminar were held in Lebanon where our experts would have the advantage of meeting with you in your respective facilities and agencies, and observing first-hand your conditions, resources and needs. But since that cannot be, we appreciate your coming here to Cyprus to meet with our experts. And we appreciate our colleagues from the United States and from Jamaica coming to Cyprus to meet with you.

We welcome to this seminar our Cypriot colleagues. While the seminar was developed under WRF's program for Lebanon, we hope you will consider this your seminar as well. We invite your full participation.

Disability knows no national boundaries. Rehabilitation excellence and the most effective way of providing rehabilitation service is not the exclusive possession of any one nation or society. Thus, rehabilitation excellence and its systems or application exist world-wide. All of us should take from this world-wide body of knowledge, those practices and systems that can be employed in our particular settings for the benefit of our own disabled people.

In that spirit, our faculty stands ready to share and exchange with you their knowledge and experiences in their respective areas. The faculty members and their areas of expertise are: Jack Catlin - Architectural Design that is barrier-free; Sandra Cole - Interpersonal Relationships of people who are handicapped; Dr. Ted Cole - Rehabilitation Medicine; Dr. Herman Hellerstein - Rehabilitation of the patient with coronary heart disease; Linda Hennig - Rehabilitation Nursing; Dr. Jan Gwyer - Physical Therapy; Dr. Don Olson - Continuing Education in Rehabilitation and Speech and Hearing; Joyce Salhoot - Rehabilitation Social Work; Dr. Marigold Thorburn - Pediatric Rehabilitation; and Dr. David Vandergoot - Training and Employment of Handicapped People.

The WRF staff, Joe LaRocca and Jim Garrett, will interchange with you their knowledge and experience pertaining to short and long term training in many parts of the world, and Nadim Karam, WRF's Representative in Beirut, will be available for questions you may have relative to needs, resources and developments in rehabilitation training in Lebanon.

Before we organize into technical groups, this plenary session is open for discussion, comments, statement, and questions by all persons present.