



جمعية بيت لحم العربية للتأهيل  
برنامج التأهيل المجتمعي  
Bethlehem Arab Society for Rehabilitation  
Community-Based Rehabilitation Program (CBR)

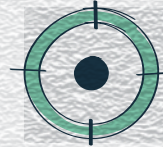
# Community-Based Rehabilitation Program

**Bethlehem Arab Society for Rehabilitation**

Community-Based Inclusive Development: An Approach  
towards Change Making



# Community-Based Inclusive Development: An Approach towards Change Making



UN agencies including the World Health Organization (WHO), the International Labor Organization (ILO), and the United Nations Educational, Scientific and Cultural Organization (UNESCO) define Community-Based Rehabilitation approach (CBR) as a community development strategy towards rehabilitation, equal opportunities, and the inclusion of persons with disabilities (PWDs) in medium and low-income countries.

CBR enables society to abandon the marginalization and exclusion of PWDs, since it acts as a comprehensive model that works on the individual and societal aspects to ensure that PWDs enjoy all their rights in a society that respects diversity. This could only be made possible through the active and full participation of PWDs themselves, their families, local communities, local institutions, in addition to providers of health, educational, vocational, and social services.

## Reality of PWDs in Palestine

Statistics conclude that the reality of PWDs is a reality of marginalization, exclusion, and limitation. Over 53% of PWDs in Palestine are illiterate, 87.3% are unemployed, 75% are unable to use public transportation due to lack of accessibility, and around 37% of PWDs under 15 years old have dropped out of school. Furthermore, there is a structural limitation in PWDs' access to needed rehabilitation services, medical consumables, assistive devices, medical equipment, education, employment, as well as the lack of early detection systems of difficulties.

Although national statistics in Palestine estimate disability prevalence at around 7%, the actual percentage is expected to be much higher. **This is due to two main factors: the definition of disability adopted by these statistics is restricted to the medical understanding of disability, in addition to the negative prevalent culture towards disability** due to which many families tend to hide information about their members with disability, especially females. As a result, many PWDs remain unregistered in national statistics. At the same time, WHO states that disability prevalence rate reaches 15% around the world, of which 80% live in the developing world. In particular, Palestine is considered one of the top countries in regards to disability prevalence rate in the

Arab World. The Israeli occupation is considered a major contributor to this, since it systematically targets Palestinians with shootings and assaults on a daily basis.

That being said, the reasons behind the exclusion and discrimination that PWDs face in the Palestinian context could be summarized according to the three following layers:

1. Weak legislative and political systems and their inability to respond to the needs and issues of PWDs, in addition to their limited efficiency, poor reinforcement mechanisms, lack of sanctions on those violating the law, and the lack of political will needed to make the required change.
2. Negative societal attitudes towards PWDs which tackles disability issues from a charitable or medical perspective, and labels them as unproductive and incapable.
3. Lack of physical and informational accessibility in the different fields, such as education, health, work, and social participation.

## The CBR Program at Bethlehem Arab Society for Rehabilitation

The CBR approach has been adopted in Bethlehem Arab Society for Rehabilitation since the early 1990s through the CBR Program. The program targets PWDs from all types of disabilities, age groups, and gender, as well as their families, Disabled People's Organizations (DPOs), governmental and civil society organizations within the West Bank.

Since its beginnings, the CBR Program has continuously worked towards developing its philosophy, strategy, and tools to finally adopt the community-based inclusive development (CBID) approach. The CBID believes that working towards change requires targeting all societal and structural aspects so that they become more sensitive and inclusive of the rights and issues of PWDs.

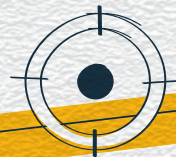
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**CBR**  
Program Vision

Respect for diversity for all in society.

**CBR**  
Program Mission

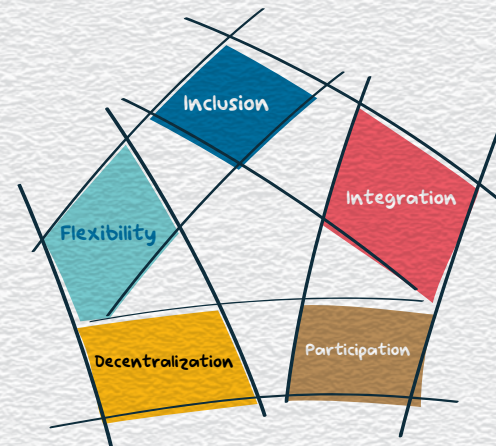
PWDs enjoy equal access to all their rights without discrimination in the Palestinian society.

## CBR Program Philosophy

As recognized by the Convention on the Rights of Persons with Disabilities (CRPD), disability is defined as a result of the interaction between persons with difficulties and attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others. Taking this into account, the CBR Program relies on three main pillars in tackling disability rights and issues:

1. A rights-based approach
2. A holistic approach
3. A twin-track approach in the design of the Program's interventions: individual track and inclusive community development track.

## CBR Strategy Components



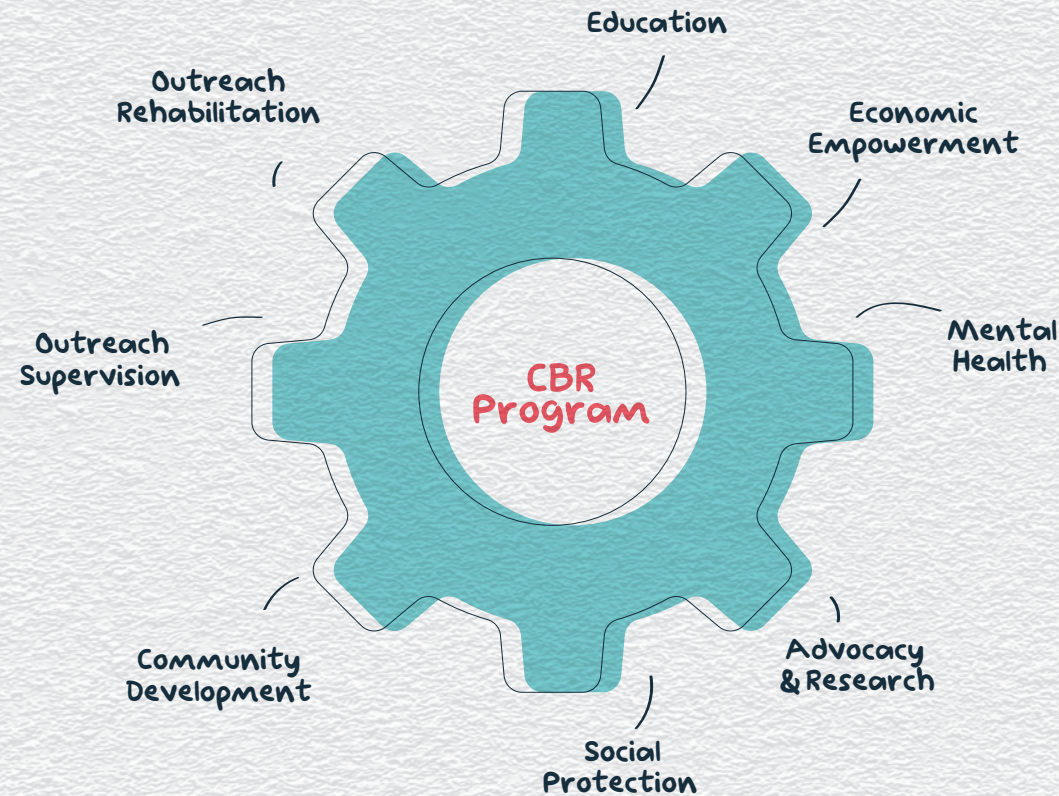
## CBR Program Strategic Objectives

- 1 Facilitate the access of PWDs to various rehabilitation interventions that cover their different rehabilitation needs.
- 2 Enhance the access of PWDs to their right to inclusive education.
- 3 Facilitate the access of PWDs to economic empowerment opportunities.
- 4 Enhance the access of PWDs to social protection interventions.
- 5 Enhance the access of persons with mental health difficulties to professional mental health services and support.
- 6 Establish a local institutional basis that ensures the inclusion of disability issues in local institutions, their programs and services.
- 7 Become a resource center and provide the needed information on disability issues for organizations working in the disability sector.
- 8 Raise awareness and positive attitudes and advocate for the rights and issues of PWDs.



# CBR Program Structure

The program consists of eight units that work collaboratively and holistically, on both the individual and community levels. These units complement each other through their specific goals, roles, and work spheres, and individuals are referred between units depending on needs at each stage. The following chart demonstrates these units:



## 1. Outreach Supervision Unit

A specialized unit for reaching PWDs in their local communities, collecting information about their needs, and facilitating their access to different services and opportunities on different levels. The unit consists of a team of CBR supervisors and CBR workers located at municipalities and local councils.

### Main Roles:

#### On the individual and family level:

1. Reach PWDs in their area of residence, collect main indicators and data about their needs, and regularly update them.
2. Raise the awareness of PWDs and their families on disability rights, issues, and violations.
3. Strengthen social participation of PWDs through inclusive local activities and initiatives.
4. Contribute to improving the access of PWDs to different interventions such as education, rehabilitation, economic empowerment, among others, through coordination with specialized units.

#### On the community level:

5. Contribute to mainstreaming PWDs' issues and rights into the agendas of municipalities and local councils.
6. Contribute to improving access of PWDs to specialized services provided by local institutions.

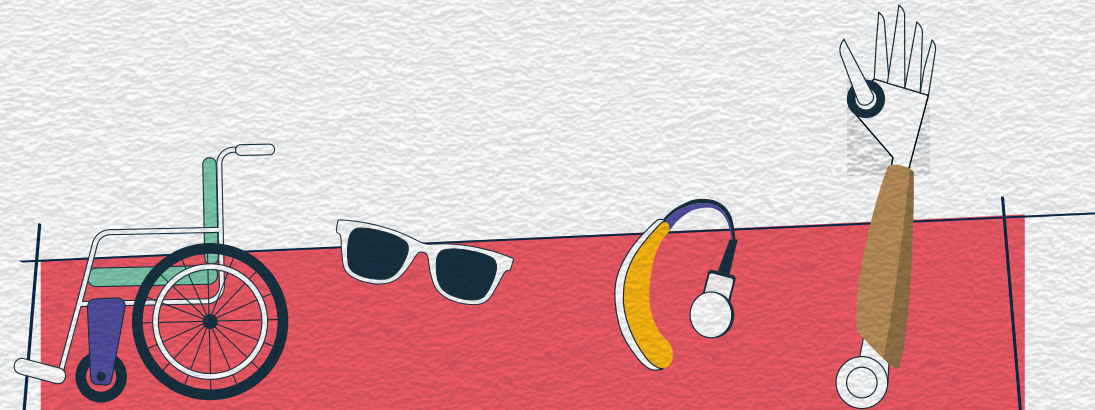


## 2. Field Rehabilitation Unit

A specialized unit in assessing and identifying the rehabilitation needs of PWDs on the individual level, as well as assessing the environmental barriers that limit PWDs access and participation in various spheres. The unit consists of a team of specialists in occupational therapy, physiotherapy, audiology and speech therapy, and optometry.

### Main Roles:

1. Assess PWDs' rehabilitation needs on the functional level, and recommend the necessary rehabilitation interventions and plans.
2. Facilitate the access of PWDs to the needed rehabilitation interventions through the following:
  - Provide PWDs with assistive devices and with training on how to properly use them.
  - Provide PWDs with rehabilitation and awareness sessions.
  - Provide PWDs with medical devices, medical disposables, and train them on how to use them.
  - Provide PWDs with accessibility adaptations and modifications in their residences in order to enhance their independency.
  - Enhance the access of PWDs to other necessary medical and rehabilitation services.
3. Provide public facilities and institutions with the criteria for inclusive and accessible environments that respect diversity and inclusion, based on **Universal Design principles**, to ensure that PWDs can access these places and the information they offer.
4. Educate and train medical, rehabilitation, and educational service providers on mainstreaming PWDs' rehabilitation needs and issues in their various services.
5. Perform early detection of difficulties for school students.
6. Supervise the rehabilitation clinics and rooms at the community centers with whom the program works, and provide the needed technical support.



## 3. Education Unit

A specialized unit in advancing PWDs' access to the right to inclusive education, through a two-track scheme. The first track works towards enhancing PWDs' cognitive and educational abilities and skills. The second track works on the community level with the aim of promoting the adoption of inclusive education at educational institutions, as well as developing the capacities of community centers that provide specialized educational services to persons with disabilities, especially intellectual disabilities.

### Main Roles:

#### On the individual level:

1. Assess children's perceptual, cognitive and developmental skills in education through specialized assessment tools.
2. Develop individual intervention plans to enhance the communicative and cognitive skills of children in cooperation with their families and the relevant educational institutions.
3. Facilitate the access of out-of-school children to educational opportunities within educational settings suitable for them.
4. Facilitate the access of PWDs to literacy programs.

#### On the community level:

5. Assess the availability of inclusive education settings at educational institutions.
6. Coordinate with the Ministry of Education to strengthen the implementation of the inclusive education policy and all of its elements, in relation to curriculum, educational methods, educational staff capacities, skills and attitudes, among others.
7. Build the capacities of community centers that offer educational services for persons with intellectual and multiple disabilities, and supervise their work. In addition, develop the work methodologies of partner community centers and enhance the capacities of their staff.
8. Develop studies, manuals, and guidelines on educational issues for PWDs, and train the educational staff on them.





Vocational Training



Greenhouse, self-employment project



Training on the use of assistive devices



Awareness workshop on rights of persons with disability



Training on the physical guidance for persons with visual disability



Training on the use of assistive devices



Sheep-keeping, self-employment project



Career day for persons with disability in Hebron



Meeting with the Ministry of Labor



Sport hall opening for persons with disability in Dahriyeh-s community center



Audiology assessment, programming, & hearing aid set up



Bazaar of products of self-employment projects



MoU Signature with organizations working with persons with visual disability



Contract signature for persons with disability mainstreaming in vocational centers



Hairdressing, self-employment project

# 4. Economic Empowerment Unit

A specialized unit in facilitating the access of PWDs to economic empowerment and employment opportunities, that works towards enhancing the social and economic independence of PWDs. This unit consists of four tracks:

## 1. Career Counseling and Vocational Assessment

This track specializes in the provision of guidance for PWDs towards developing clear and suitable career choices according to their interests, values, and abilities. It focuses on PWDs whose career identity and path are yet to be determined.

### Main Roles:

1. Conduct individual and group career counseling for PWDs to determine interests, values, and abilities, and provide recommendations on the most suitable career choices.
2. Conduct specialized vocational assessment through Valpar Unit, to ensure that career choices are accurate and consistent with one's abilities and capacities on the intellectual, visual, hearing, sensual, and physical levels.

## 2. Vocational Training

This track works towards facilitating the access of PWDs to inclusive and accessible vocational training opportunities with inclusive training environments, with the aim of equipping PWDs with vocational skills needed for employment, in line with their career identity.

### Main Roles:

1. Facilitate the access of PWDs to vocational training programs and centers taking into account training quality, location, and accessibility.
2. Regularly follow up with trainees to fully assess the training progress, and respond to any obstacles that might come up.

## 3. Formal Employment

This track works with qualified PWDs who are looking for job opportunities to facilitate their access to employment opportunities in the labor market.

### Main Roles:

1. Identify job opportunities and coordinate with human resources at different institutions/companies to facilitate PWDs' potential employment.
2. Promote positive attitudes towards the employment of PWDs through raising awareness on the rights-based approach to employment, as well as focusing on success stories.
3. Establish a database of qualified job-seeking PWDs to be referred to potential employment opportunities.
4. Train unemployed PWDs on soft and employability skills.
5. Refer qualified PWDs to suitable vacancies and job opportunities based on their qualifications.
6. Follow up with employed PWDs at companies and institutions, and provide any needed support specially in regards to accessibility and environmental modifications.

## 4. Self-Employment

This track works towards empowering PWDs to establish small income-generating businesses based on their career identity.

### Main Roles:

1. Determine the suitability of the self-employment choice with the career identity of selected PWDs, taking into consideration factors related to family support, previous experience, capacities, resources, values, and the skills needed to run small businesses.
2. Build PWDs' capacity in micro-enterprise management and support them in the development of business plans and feasibility studies.
3. Facilitate PWDs' access to financing opportunities.
4. Follow up with self-employed PWDs, assess the weaknesses and strengths of established micro-businesses, and support PWDs to overcome obstacles that might arise.



## 5. Mental Health Unit

A specialized unit in the provision of psychotherapy sessions for individuals and groups. The unit targets people who face difficulties related to mental health, including PWDs, from all age groups. The unit holds its sessions within the facilities of the CBR program, and also in CBR's community centers based in local communities. It also offers supervision services to mental healthcare professionals. The unit consists of a team of psychologists.

### Main Roles:

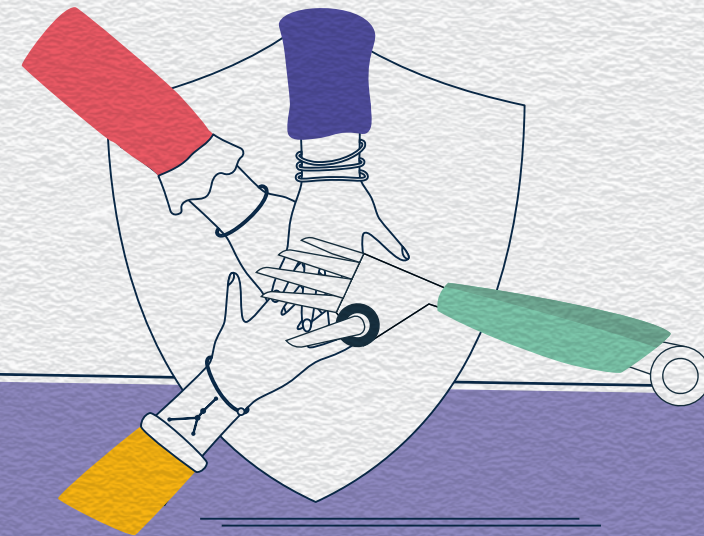
1. Create a safe space for people with mental health difficulties, including PWDs, to express the feelings and difficulties they go through, and support them in addressing these difficulties through individual and/or groups sessions.
2. Implement psychosocial interventions to address behavioral difficulties and work towards psychosocial balance for children with disabilities.
3. Perform specialized neuro-psychology tests to assess the cognitive, emotional, and psychological capacities when needed, and provide recommendations and/or referral to the necessary services.
4. Build the capacities of mental healthcare workers within and outside CBR Program, to better deal with difficulties and cases referred to them, and to enhance their professional capacities through training and professional supervision sessions.
5. Refer people to other specialized mental health centers when necessary.

## 6. Social Protection Unit

A specialized unit in the provision of social counseling and protection for PWDs based on their social, economic, and family context.

### Main Roles:

1. Identify and assess the needs of PWDs and their families on the social and economic levels, and build an intervention plan accordingly when necessary.
2. Coordinate with specialized units or organizations to deliver psychosocial services for PWDs when necessary.
3. Provide social and legal counseling for PWDs and refer them to the relevant supporting interventions.
4. Coordinate with specialized units and organizations to deliver psychosocial support services for PWDs when necessary.
5. Provide social protection interventions to PWDs exposed to violations, taking into account the surrounding psychosocial and economic circumstances.



## 7. Advocacy & Research Unit

A specialized unit in raising awareness and advocating for the issues and rights of PWDs on local and public levels, in addition to contributing towards more inclusive laws and regulations.

### Main Roles:

1. Raise awareness and build the capacities of PWDs, their families, and the local community.
2. Raise public awareness through media initiatives and campaigns on disability rights and issues.
3. Support the creation of self-help groups of empowered PWDs, and build their capacities to advocate for their rights and issues.
4. Coordinate, partner and participate in national efforts to support the rights of PWDs.
5. Mainstream disability rights and issues in the agendas of public and private institutions and organizations.
6. Draft reports, studies, and other material that focus on PWDs' rights and issues.
7. Contribute to mainstreaming PWDs' causes and rights in national laws, policies and sectorial strategies.



## 8. Community Development Unit

A specialized unit in coordinating with national and local organizations, along with local council units and municipalities, with the aim of establishing and building cooperation in order to enhance the reality of PWDs and facilitating their access to available and needed services.

### Main Roles:

1. Map various national and local institutions and assess the level of inclusion of disability issues in their programs and internal policies.
2. Enhance the inclusion of disability rights and issues in local organizations and develop their capacities in responding to the needs and issues of PWDs.
3. Develop local communities' mechanisms to respond to the needs and issues of PWDs, by coordinating and building partnerships and networks between civil society organizations, and enhancing cooperation between them through MoUs and other tools.



Social activities for persons with disability and their families



Sheep-keeping, self-employment project



Audiology assessment, programming, & hearing aid set up



Social activities for persons with disability and their families



Children playing, mental health support



Awareness workshop on rights of persons with disability



Social activities for persons with disability and their families



Supporting games room in Al-Khader community center



Social activities for persons with disability and their families



Social activities for persons with disability and their families

## Bethlehem Arab Society for Rehabilitation

In 1960, and amidst the absence of a national body capable of responding to the rehabilitation needs of persons with disability in Palestine, BASR was established as a non-governmental non-profit organization, with a vision towards an inclusive society for all, where medical and rehabilitation services are accessible for everyone without discrimination. Today, BASR has over 350 employees working in three major fields: medical and surgical interventions, specialized rehabilitation, and community-based inclusive development. These three levels complement each other with the aim of reaching an inclusive Palestinian society, which is responsive to the needs and rights of Palestinians with disabilities.

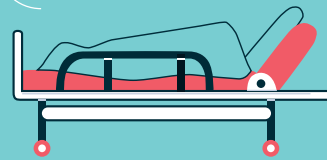
### Bethlehem Arab Society for Rehabilitation



Community-Based  
Rehabilitation Program



Specialized Rehabilitation  
Departments



Surgical Hospital



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