

**ASSESSING THE IMPLEMENTATION OF THE PHYSICALLY CHALLENGED
INCLUSIVE POLICY IN MUNICIPAL COUNCIL OF ELDORET, KENYA**

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ABSTRACT

The purpose of the study was to assess the implementation of the physically challenged inclusive policy in municipal council of Eldoret. The research was based on inclusive organisation model propounded by Chatman,(1991) that explains the effects of upholding human rights principles, especially equality and, in this case, rights of persons with disability. The sample size was 89 respondents which was determined from the formula proposed by Yamane cited by Israel (2009). The study area was stratified according to departments. Both the employees and management were selected using simple random sampling method and purposive sampling techniques to get the samples to be included in the study. The study employed survey design to collection data. The data was collected by the use of questionnaires, interview and document analysis. Data was analyzed by use of descriptive and inferential statistics. Descriptive analysis employed the use of frequencies. Basing on the findings, various suggestions and recommendations was made that will benefit both government in decision-making on policy formulation, implementation and evaluation, and the management and employees in critically understanding the physically challenged people's world and how to associate with them. Findings on the objectives indicated that there are internal mechanisms that support the implementation of physically challenged inclusive policy and some of these mechanisms include financial support from the Municipality and provision of employment opportunities. Findings further showed that majority of the respondents agreed that there were capacity building programmes in the municipality and that these programmes include youth help programmes and offering loans to the disable by the municipal management, most of the respondents were of the view that the process of implementation was averagely done. Majority of the respondents indicated that the municipal council offer financial support to the disabled persons, they have formed Disability Mainstreaming Committee. The findings on the second objective showed that majority of the respondents agreed that there were internal policies that govern the rights of the disabled persons and that there were systems and structures for disability policy making and monitoring. The third objective showed that majority agreed that needs of people with disabilities are integrated in the current strategies and that the reasons why needs of people with disabilities are included in current strategies is because the municipality is adhering to the law and bills of right and the varied needs of the disabled persons. The study further indicated that the major reason why the needs were not involved was by virtue of the corruption among the management in the municipality. The study findings showed that the policies in the municipality have been partially implemented and the major challenges of implementation of the physically challenged inclusive policy were poor communication, budgetary constraints and lack of knowledge among the management and employees. The study showed that the constraints originate from within the organization and that funding the physically challenged through grants was a way of solving these problems. The study recommends that the Municipal council should set internal mechanisms that support implementation of physically challenged inclusive policy, the Municipal should set policies that address the needs of the disabled and focus them on their abilities and talents,. The study recommends that there is need for a study to be carried out on role of religious organization and NGOs, in improving the needs and rights of the physically disabled workers.