

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

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ABSTRACT

Council should set policies that address the needs of the disabled and focus them on the purpose of the study was to assess the implementation of the physically challenged inclusive policy in the Municipal Council of Eldoret. The research was based on inclusive organisation model propounded by Chatman in 1991. The study focused on finding out whether physically challenged inclusive policy has been implemented in Municipal Council of Eldoret; whether the Municipal Council's internal policies facilitate the inclusion physically challenged persons; and to find out the constraints facing Municipal Council of Eldoret in implementing the inclusive policy. The sample size was 89 respondents. Stratified random sampling was employed to form a sample. Management were selected using purposive sampling techniques. The study employed survey design. The data was collected by the use of questionnaires, interview and document analysis. Data was analyzed by use of descriptive statistics. Basing on the findings, various suggestions and recommendations were made that will benefit both government in decision-making on policy formulation, implementation and also the management and employees in critically understanding the physically challenged people's world and how to associate with them. The findings on the objectives indicated that there are internal mechanisms that support the implementation of physically challenged inclusive policy, present of internal policies that facilitate inclusion. However, the implementation of the physically challenged inclusive policy had some challenges. The study recommends that: the Municipal Council of Eldoret should set internal mechanisms that support implementation of physically challenged inclusive policy and that there is need for further study to be carried out on role of religious organization and NGOs, in improving the needs and rights of the physically disabled workers.

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