

INFLUENCE OF INCLUSIVE PROGRAMS OF PEOPLE WITH DISABILITIES ON COMMUNITY DEVELOPMENT IN BUNGOMA NORTH SUB COUNTY

ABSTRACT

The research investigated influence of inclusive programs of people with disabilities on community development at Bungoma North Sub County Kenya. Mentality on disabled and disability treatment intimately connects with archaic cultural beliefs of humanity and society resonating to why this study and the researcher employed the approaches of understanding the contemporary inclusive programs for sustainable development. This research used descriptive survey research design study since it explained phenomenon and considering underlying questions of Phenomenon occurrence. Use of survey, collecting qualitative and descriptive information about inclusive programs of human beings with disability in the study population was utilized because the research tried to capture everyone within the study area. The research was based on structured questionnaires, which were distributed for data collection. Targeted population was 1000 people peaked from Bungoma North Sub County through stratified method of random sampling however this study drew 10% of the study population that is 100 respondents then issued with poll forms as data tools. Finally but not least disability inclusion in community pops up at the center of realizing the economic and developmental ambitions of a nation or rather state. Constituents for example management, policy, resources & environmental concept, strenuous access to social services among disabled human beings in government facilities, state owned corporations, private sectors or organizations, must be dealt with as crucial factors. Equitable motivation of disabled should be crucial for the institutions and prompt remedy given to uplift the vigor on community development participation ensuring its elevated at peak. This study explored recommendations such as cohesion disability awareness inclusive programs such as development initiatives, education/training in order to reserve adequate resources in ways such as time and finances to ensure optimum inclusion of disabled.

ACKNOWLEDGEMENT

My sincere acknowledgements first go to Jehovah for the gift of life, secondly to my supervisor Dr. Isaac Abuga Ph.D. for his keen supervision and direction. Acknowledgement to Mount Kenya university management and seasoned researchers for instance, Dr. Anthony Alexis and Mr. Peter Simotwo who made the research possible by sharing their experiences thus refining me to meet the standards as a professional researcher using their intellectual support, many thanks to my employer, the Ministry of interior and coordination through Jillo G, HSC (CP) HOD Training and reforms, DIG APS, IG NPS and NPSC for enabling me to undertake this research as partial fulfillment for a master's degree in public administration and management. Much regards to my acquaintances and colleagues in particular, ASP Lokomom of NPS, Eddah Osinde USAID, IP Njeru training and development, for their assistance in collecting, data and noble support.

In general i say Lord God bless you.

KEY WORDS

Disability, barriers, Cultural belief, programs.

INTRODUCTION

Lack of inclusion or barriers based towards disability resonates to impairing and rendering inclusion of disabled, recognition, enjoyment of rights on equality basis unachievable according to United Nations 2006.

United Nations (UN) convention concerning disabled rights agenda conceptualized on the UN convention on Dec 9/1975 states that every human being with disability has equal rights as other human beings. The UN in 1970 tackled disability on social welfare perspective, where a handful attention given on challenges in social amenities and general society. In 1960s re-evaluation came following Dec 11/1969 where the general assembly launched declaration on social progressive development which advocates on the free health services and provision of social security institutions for measures on social welfare services for all people.

provided services includes measures to rehabilitate the mentally and physically disabled in order to facilitate their integration into the community consequently Provision for literacy, job training and placement as well as technical and social guidance just to mention a few were at fore front. (AFUB) is an African Union for the blind. Furthermore, political and social economic good will in Africa is an issue not forgetting the support by family members and society towards human beings with disability.

Basing on this study purpose JM Matheri University of the Western Cape , 2017 made a research on preparation of a disability policy brief in Kenya and support services needs and utilization however exploring the international classification of functioning, disability and health for instance, ICF which elaborates disability as terminology for performance hindrances handicaps, and participatory restrictions. Global increased focus on disability rights has continuously gained impetus nationally in Kenya with various policy and legislative initiatives that address health, social development, education justice and labor issues of disability like Act no14 of 2003 an example of such policy documents is Kenyan constitution and national council for human beings with disabilities for instance. NCPWD consequently several of disabled rights/freedoms listed on the constitution have precise relevance to human beings with disabilities like equality rights which attests that everyone is equal legally. Kenyan constitution gives right on all kids to have equal right of health and social services and care from maltreatment, shelter, neglect, abuse and demeanor. Thirdly, the Kenyan constitution also declares that everyone has the right on basic education to mention but a few. (Constitution of Kenya 2010 article 54).

One in five people living in utmost poverty are disabled human beings and these human beings face a multitude of obstacles limiting their access to services like rehabilitation, education, employment, housing, transportation and health. J Muderredzi, B Ingstad ; Disability and poverty 2011. These challenges are without question major developmental issues therefore sustainable development cannot be arrived without streamlining disability issues in all development policies forthwith. My focused on this study is only on the influence of disability inclusion on community development because community development is cartelistic factor in progressive development and economic stability of a given nation. Most research has focused on singled out disability types such as physical disability blindness etc. but holistic developmental approach has not been much emphasized like in my area of study. With this gap, it is difficult for decision-makers to make informed directions regarding community development inclusivity of disabled. So far, in the county, it is not empirically clear how the current policy on inclusivity and influence of persons with disabilities and equal rights impact on community development. There are multiplicities of interrelated hindrances on inclusivity, which should be sustained by meditating on results focus to ensure level with access to community development by all individuals from various sex, gender and status in society. Regardless of the Constitution assurance of the freedom and independence of entire media is guaranteed, however it fails to extend and expound on issues of stigma incitement, incitement towards disability violence, propagandists for minority, incitement for harm or content that is discriminatory or resonates to the choice and sampling of others. However the fourth chapter of the Bill on Rights in the constitution elaborates that the right to freedom of expression never allows anyone to have a right to use discriminatory remarks/speech Constitution of kenya 2010. In the

endeavor of shunning social exclusion, it is more crucial to come up with measures tackling all the categories involved. feedbacks from institutions participating in the survey did highlight that the major factors of segregation for disabled people have a slope towards unemployment and barriers to the social environment, stigmatization, lack or else limited access to goods and services, inadequate education/training, followed by the poor or lack of economic policies to compensate for the extra cost of disability, the structure of the benefit system, and finally life in an institution. There exists a distinct link between social exclusion and discrimination however discrimination and violation of human rights lead to social exclusion and poverty more over each and every citizen of the Kenyan Republic has a right to a decent income, mostly education to persons education according to research by S Ebersold, MJ Schmitt M pristley 2017 and training, employment, housing, healthcare, a social and cultural life depriving a person from those rights leads to isolation and poverty Furthermore, it is necessary to fight discrimination faced by disabled people and their families in their daily lives in order to tackle social exclusion.

The study purpose goal was to investigated influence of inclusive programs of people with disabilities on community development at Bungoma North Sub County of Bungoma county in Kenya and ensure human being living with disability are fully recognized and their participation and inclusivity on programs is given equal chances like any other human being in community development initiatives.

Study limitations and delimitations

Projected limitations were poor road and communication network which as a researcher endeavoured to reach out participants. The study involved a small part of the country of which the findings could not be used to generalise or interpret the concept of disability on other parts of the country. Another projected limitation was the availability of respondents and the possibility of deliberately distorting information, which was achievable through refining the respondents in the area of importance in the study and the need for honest responses. Data collection was limited on questionnaire and interviews as well as literature reviews. On the influence of disability on community development, other possible inhibits to the study were lack of willingness. Language barrier, ignorance and negative perception of respondents as a whole, the researcher strived and overcome them by creating a suitable and hospitable and humorous interrelation towards all respondents so as to maintain honesty and confidence not forgetting anonymity if necessity would be a limitation. However the world was faced with covid 19 pandemic which required ministry of health regulations to be followed such as social distance, washing hands/sanitizing and wearing of mask these didn't hinder research to be taken since the study population was easily traced on time due to curfew and unnecessary travelling and moving around by public.

Importance of the study

Finding of this research will be of crucial relevance and importance to the national government and county government agencies within and beyond the area of study on ascertaining under listed services and weigh the positive impact towards inclusivity in service delivery with a focus on community development for all. The aspects to check are: Public transport infrastructure, Education and literacy levels, Availability of health services and facilities, Public administration services, Accessibility of goods and services to all and Holistic presence of employment Opportunities & economic stability

This will be a product of the realization that lack of inclusivity of human beings living with disability and not recognizing them in our development goals has led to dragging economic, social and political development behind, Imrana Iqbal, Charles Pierson 2018. This exclusion has dragged economic, social and political development behind at Bungoma north Sub County/Kenya at large.

Applicable implications is that Public in general in this case study viewed exclusion, negative attitude of disabled as vice which has resulted to spread of hate and stigmatization promoting social disintegration, and hatred in society hence retarded inclusive of disabled on programs and economic growth among others. Majority have suffered from social stigmatization about how they were born or in regard to the

calamity which befell them or affiliation whatsoever. All people in Kenya need to live in harmony regardless to their body complexion or disability with respect to each other's culture and be included in nation building, be it as minority or majority because when emphasis are made on inclusive programs of all persons the development increases and poverty is reduced.

Analysis on challenges on participation of disabled vis-à-vis community development

Laura Nyirinkindi (1953 vol 52 n. 207) critical analysis of paradigm and rights of disabilities discourse African affairs. Many handicaps face exclusion from schools and work vacancies. 70-80 percent of laboring age with handicaps are jobless on other hand the sociable stigma aspect relative to disability outcomes in discrimination and segregation, mainly leading to soliciting as the sole means of life endurance.

Examples

On instigation of traditional and beliefs of religion on community based rehab on north west of Pakistan a paper depicts this clearly describing how culture influence the CBR outcomes to align their services suitably to traditions and customs prevalence. Various reviews illustrate negative attitudes on disability influence as vices that have far-reaching negative effects towards community development and well-being. example is research driven to promote disabled cognizance in neighboring communities in Kenyan setup expressing in means of reflection and education. Joseph k Gona Charles R. newton sally hartley (2008). Findings depict initial aspect where goal leveled to analyze sectarian comprehending of disabled as co-laid out idea. From the above outlined research study perception this research finding was limited to finding the narrowed ramifications and failed to narrow down to the locality. however, the communication challenge and illiteracy would have affected the comprehensive research results because on its context Poverty among other barriers could emerge due to prevailing stigmatization the fore mentioned research focused to promoting disabled sensitization in neighboring societies in the rural parts of Kenya by a reflection process and education. Therefore, the paper expresses issues on prime aspect outlook where goal aimed on digging out on locality grasp on disabled on various concepts. Therefore, it failed to dig on ramifications and relation between disability challenges and quality of life among the weaknesses. The locality belief depicts disabled on human being as infringement of socio-logical convocation mostly concerning improper family coexistence that resonated a curse, the God's will or supernatural powers affecting the children.

Current practices:

The ideology on disability is a concept rationale, which tends to captivate the biggest and widest level of human beings with disability. It describes disability as a state inhibiting human being's ability to engage in main life performances like communicating, walking, and self-help like to feed and to dress one-self that is likely to proceed continuously bringing forth need for support services. A broad definition of disability by United States census bureau starting with American's on disability act of (1990) ADA describes the term disability with respect to human being's physical or mental handicap that substantively inhibits one or more of a human being's main activities.

Referring to a study by Ogechi Nathan, Oyori Ruto, Sara Jerop (2002) discussing view of disability as shown in Abagusii & Nandi community in Kenya which was inspired by the tendency to proof that many studies in existence upholds enveloped generalizations towards disabled human beings consequently does not cover divergence cultural perspective thus poking holes on developmental perspective in the study.

Something most people do not like to think about is disabled human beings but chances that you incur disabled probably is wider than you can conceptualize. The findings show that a given old worker of

20yrs has 3 to 10 possibilities of being disabled earlier than retirement according to SSA publication(05-10029 Jan 2006 ICN 456000). Additionally the transpose of community directives established the general framework on equal treatment regarding employment/ occupation where new policies developments need equal treatment legislation need to be adhered to the letter for human beings with disability. The verdict is human beings with disability while experiencing challenges in finding job yet are a source of the untapped potential for the development of the general economic growth. Perception of the society towards disability has led to stigma and discrimination of human beings with disability this general influence which some perceive disability is as result of curse has led to slow implementation of law and reorganization of human beings with disability in African cultural context. A misstep of past research studies to distinguish dimensions of regarded effects may account for the less than vigorous findings regarding the behavior philosophy.

Challenges on education for disabled

A study by Spencer J. Salend & laurel m. Garrick duhaney on the impact of inclusion on students with and without disabilities and their educators found that the effect of inclusion programs on the academic and social vigor of students who had disabilities did vary whereby derived suggestion was the research suggested non-disabled students can benefit from placement in all involving programs whereby the core benefits is not limited to increased admission, comprehension, and tolerance of singular variation and the development of comprehensive accomplice with colleagues with disabilities, however, Macmillan, Gresham, and Fomess (1996) suggested that the contact with students who have disabilities in does not result in attracting behavior toward and improved admission of singular disabilities. Research has noted various positive and negative results of involvement for teacher's positive results teachers' involved boosted skill at arriving at the needs of their students with and without disabilities.

Education is paramount in Kenyan Social Inclusion policy framework & included their objectives policy framework (Republic of Kenya 2005, 2009, 2012). The all member nations have fully made a commitment on developing measures that include effective accessibility to education on human beings facing risk of exclusion therefore putting in policies directed on encountering life challenges leading to situations about social discrimination from learning institutions and health services. In the beginning, this study referred to NCPDWD records and noted that disabled human beings have minimal chances to second and above levels of education in correlation with the rest of the people in the study.

Challenge on accessing goods and service

Regardless of efforts, in view countries recently human beings with disability and concerned family many a times marginalized from some of service and societal work due to available environment and attitude barrier. Therefore, social discrimination in our view is not restricted to inadequacy of income but involves barriers to employment and restrained access to wider scope of public/ private services available. Current apparatus & buildings/construction infrastructure in schools are obsolete have poor accessibility for disabled human beings for mobility (DFID, 2018). However, accessing goods and services in market places is hectic for disabled due poor planning of some of the upcoming markets more the poor road network make it hard for disabled using wheel chairs to reach the markets on the other hand advertising via the internet of which majority of the citizens have embraced has made it hard for blind to get the proper information on goods and services.

Challenge on accessing health and social services

Emphasis on health research on health services is paramount towards fully accessibility. Entrance towards health, hospital care and basic care provision are poor to access John Kuumuori Ganle, Easmon Otupiri, Bernard 2016 this is now compared to doctor's services practice. Therefore, there exists need of

developing explicate accessible basic care provision for the disabled human beings however there is also need to employ more staff in issues pertaining disability such as sign language in health facilities.

Theoretical literature/framework

The article illustrates on theories used referencing to disability influence vis-à-vis community development inclusion & social responsibilities theorem and highlighting developed conceptual framework for this study.

Structuration Theory

In the past studies like of the ‘Marxist’ perspective it depicted human beings as passive receivers to the structures in community. The Human perspective observes humans as knowledgeable personnel’s of producing social life through voluntary action (Hardcastle, 2005).

The structuration theory invented by Anthony Giddens (1984) and became a supplement and a substitute to avenue concept. It was observed as less determining concept to the perception of structural and agency (Chouinard, 1996). Giddens observation on society was that it is not living freely of human activity neither being its result. This dichotomy of sociological structures, the correlative dependency among structures is paramount in perceiving this theory (Dyck and Kearns, 2006). The concept of dichotomy of structure challenge the linear/ temporally and statement of social phenomena by persisting that the way in which structure corporate in specific opportunities is at Centre to the course of social change (Chouinard, 1996).

This research questions aim at influences of disability inclusion in community development of disability & existing chances in the contemporary society so as to get accessibility to holistic participatory development and also how available challenges are squarely dealt with and defeated. Therefore the structural theory will be of great benefit to the research on this study under taking for it gives a relevant ontology outline by showing the relationship between disabled persons and existing structures which can be singled out using micro, meso and macro according to schieflo (2004)

Micro – involves singular persons and groups

Meso – involves community and institutions

Macro – pertains general society and institutions on national level

These levels will help the researcher in categorizing the analyzed data in providing society layer and levels stratification and their interdependency. These structural layers of society are both capable and constrained because they are certain products of social interaction Dyck & Kearns (2006), he further elaborates that for one to be active in society activity or any community action there is need of access to information and formulation of the same capability though many disabled have education access limitation.

Human Resource theory, practicability, and activity of people with incapacities underlying foundations of Human Recourse administration flip deep into the ancient backdrop of human culture. Indeed the primary delegates of humankind being joined into gentile groupings tackled numerous undertaking every day, using their own, exceptionally restrained physical and keen asset. They faced inquiries of work division, work inspiration and train. HR Policies expresses that the organization advances level with circumstances and expert advancement for all populace fragments, including "youngsters, senior men, ladies, graduate, and self-trained individuals with disabilities, and so on. Fairness of HR practices fundamentally predicts worker authoritative responsibility, work fulfillment, ‘wananchi’ habits, and turnover expectations.

The study bases on the goal setting & task performance theory according to Edwin A. Locke and Gary P. Latham (1968), which shows the way, field of organizational behavior should advance from a sound theoretical foundation to a sophisticated research and actual application of more robust management practices (Locke and Latham (1990)). The theoretical framework exists on the Centre of the performance based incentive programs in human resource structure via management using objectivity. According to Locke the qualities and value judgment can be considered important logical determinants of behavior expressing the qualities and value verdict as the things the personal human beings acts on to attain/ keep. Further, he says that human being's emotion or desires are the way the human being experiences the values and that intentions/ target, which operate closely with values are important litmus test of behaviour. He postulates that human beings work hard to achieve goals and towards attainability of their emotions and desires. He emphasizes for goal setting theory to work, members of an organization should reflect commitment on objectives that they put in place. Consequently after putting goals they then respond and perform accordingly. The result of these responses is consequences feedback or reinforcement. He concludes that, goal setting performs four important functions for attention on members of an organization. They include; helping a worker to focus on his/her particular task or objective, regulate or increasing his/her efforts, constantly remind them of their destination and the means to get there thus enhancing persistence on a task, and enabling the employees to be more creative in charting the way to more strategies and action plans in attainment of the agreed upon results. Based on the argument this study fits within the confines of Goal Setting Theory of organizational behaviour. The theory may explain the significance of evaluative studies of an organization's performance to determine its achievements, failures and challenges. The results of such studies would appropriately form a basis for improvement or enhancement of service delivery. Ever since the researchers on disability set up in place a social model of disabled and criticized on the field of the special education towards perseverance and understanding of disabled according to medical model, however the social model of disabled the greater idea of British human beings with disability movement.

RESEARCH METHODOLOGY

This research used descriptive survey research design study since it explained phenomenon and considering underlying questions of Phenomenon occurrence. A descriptive research design undertook defined problems with clear objectivity (Kombo and Tromp, (2006)). A descriptive study involves looking, and explaining the behavior of matter without causing it anyhow (Bryman (2001)), this design was suitable because it included evaluation, assortment, analysis, comparative and publication of data. sampling involved residents/disabled, government officials, clergy and social work staff involving a purposive sampling technique, informal interview, observation and document analysis. The research was based on structured questionnaires, which were distributed for data collection. Targeted population was 1000 people peaked from Bungoma North Sub County through stratified method of random sampling however this study drew 10% of the study population that is 100 respondents then issued with poll forms as data tools. The research dealt on unveiling the influence of disability inclusion on community development in Bungoma north sub County however, the study mostly focused on respondents' perceptions on influence of disability inclusion on community development issues, descriptive method approach allow more room for interpretation and understanding. Therefore, this design usefulness is obtaining an all-round picture of the study. Design involved survey, collecting qualitative and descriptive information about participatory of human beings with disability in the study population because the research tried to capture everyone within the study area.

RESULTS

Study sought to assess influence of inclusive programs of disabled on community development in Bungoma North Sub County. The findings were as summarized in Table 1.

Table 1: Inclusive Programs of disabled and Community Development

Statements	Frequency	Percent	Mean	Std. Deviation
Disabled people contribute positively to the society progress because they feel a sense of belonging hence community development.	70	77	4.222	1.064
Entrepreneurship skills when taught support the disabled livelihoods thus community development.	67	74	4.422	.845
Effective engagement of disabled youths leads to access to affirmative funds hence community development	70	77	4.112	1.092
Effective mentorship programs to disabled people enhance community development.	64	70	4.431	.996

Key: 1= strongly disagree, 2=disagree, 3=Undecided, 4= Agree and 5= strongly agree

Shown results on table 1 indicate that respondents concur (mean 4.00) that inclusive programs improves the community development thus, informal advocacy, mentorship, affirmative funds and entrepreneurship skills enhances community development.

Table 2: Correlation between Inclusive Programs of disabled and Community Development Variables

Correlation		Community Development			
Inclusive Programs		Education	Mobility Infrastructure	Health Care	Employment
Informal Advocacy	Pearson Correlation	.312**	.314**	.317**	.344**
	Sig. (2-tailed)	.014	.015	.004	.033
	N	91	91	91	91
Mentorship	Pearson Correlation	.353**	.316**	.316**	.352**
	Sig. (2-tailed)	.015	.043	.033	.033
	N	91	91	91	91
Affirmative Funds	Pearson Correlation	.321**	.326**	.411**	.333**
	Sig. (2-tailed)	.004	.051	.023	.032
	N	91	91	91	91
Entrepreneurship Skills	Pearson Correlation	.412**	.343**	.355**	.322**
	Sig. (2-tailed)	.024	.052	.024	.022
	N	91	91	91	91

** correlation is significant at the 0.05 level (2-tailed).

The analysis results in Table 2 above show that informal advocacy positively and significantly influence education, mobility infrastructure health care and employment at ($r = .312^{**}$, $p < .05$), ($r = .314^{**}$, $p < .05$), ($r = .317^{**}$, $p < .05$) and ($r = .344^{**}$, $p < .05$) respectively.

The analysis results show that mentorship positively and significantly influence education, mobility infrastructure health care and employment at ($r = .353^{**}$, $p < .05$), ($r = .316^{**}$, $p < .05$), ($r = .316^{**}$, $p < .05$) and ($r = .352^{**}$, $p < .05$) respectively.

The analysis results further show that affirmative funds positively and significantly influence education, mobility infrastructure health care and employment at ($r = .321^{**}$, $p < .05$), ($r = .326^{**}$, $p < .05$), ($r = .411^{**}$, $p < .05$) and ($r = .333^{**}$, $p < .05$) respectively.

The analysis results also show that entrepreneurship skills positively and significantly influence education, mobility infrastructure health care and employment at ($r = .412^{**}$, $p < .05$), ($r = .343^{**}$, $p < .05$), ($r = .355^{**}$, $p < .05$) and ($r = .322^{**}$, $p < .05$) respectively.

Variables for inclusive programs were then merged to form inclusive programs factor using transformation technique in SPSS. Community development variables likewise merged to form Community development factor. The correlated two factors are as shown in Table 3

Table 1: Correlation between Inclusive Programs Factor and Community Development Factor

Correlation	Community Development	
Inclusive Programs	Pearson Correlation	.372**
	Sig. (2-tailed)	.042
	N	91

** correlation is significant at the 0.05 level (2-tailed).

Results shown reveals that inclusive programs positively and significantly influence community development at $r = .372^{**}$, $p < .05$. The coefficient of determinant $R = 0.138$ implying that inclusive programs contributes 13.8% variability to community development while the rest of the factors are maintained constant.

Results discussion

The analysis results revealed that inclusive programs of disabled positively and significantly influence community development at $r = .372^{**}$, $p < .05$. The coefficient of determinant $R = 0.138$ implying that inclusive programs contributes 13.8% variability to community development when other factors are held constant.

These findings agree with various studies and view of many scholars. In a study undertaken by Maya and Thomas (2003) on influence on cultural issues on disability and rehabilitation in developing states found

that cultural factors impact our behaviour. The researcher noted that West stereotypes of society utilized planning of many CBR programs in underdeveloped countries which society had their own individualism where programs exposed them to greater danger of failure because they tend to conflict with the cultural context of host.

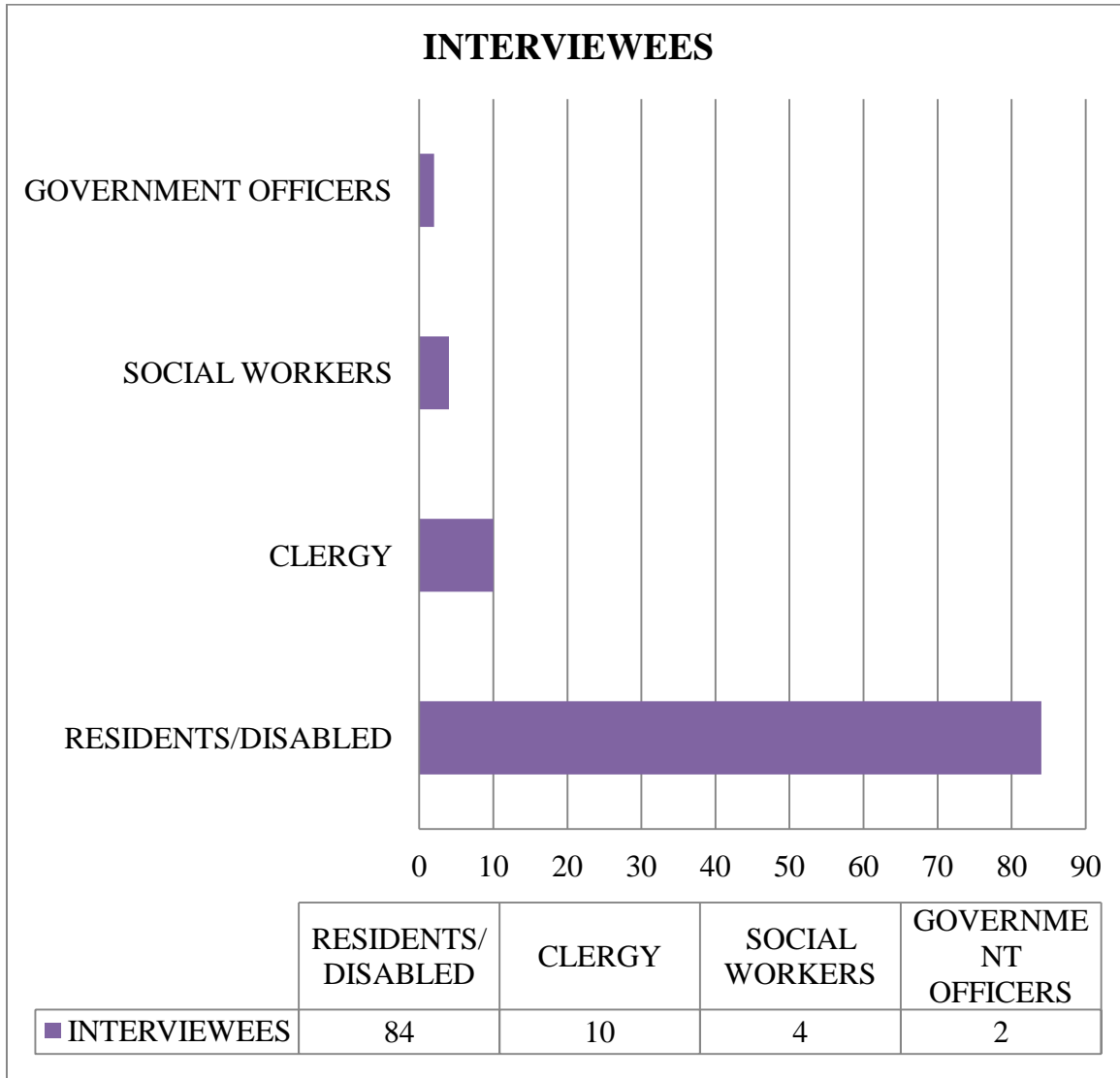


Figure 1 interviewee's graph

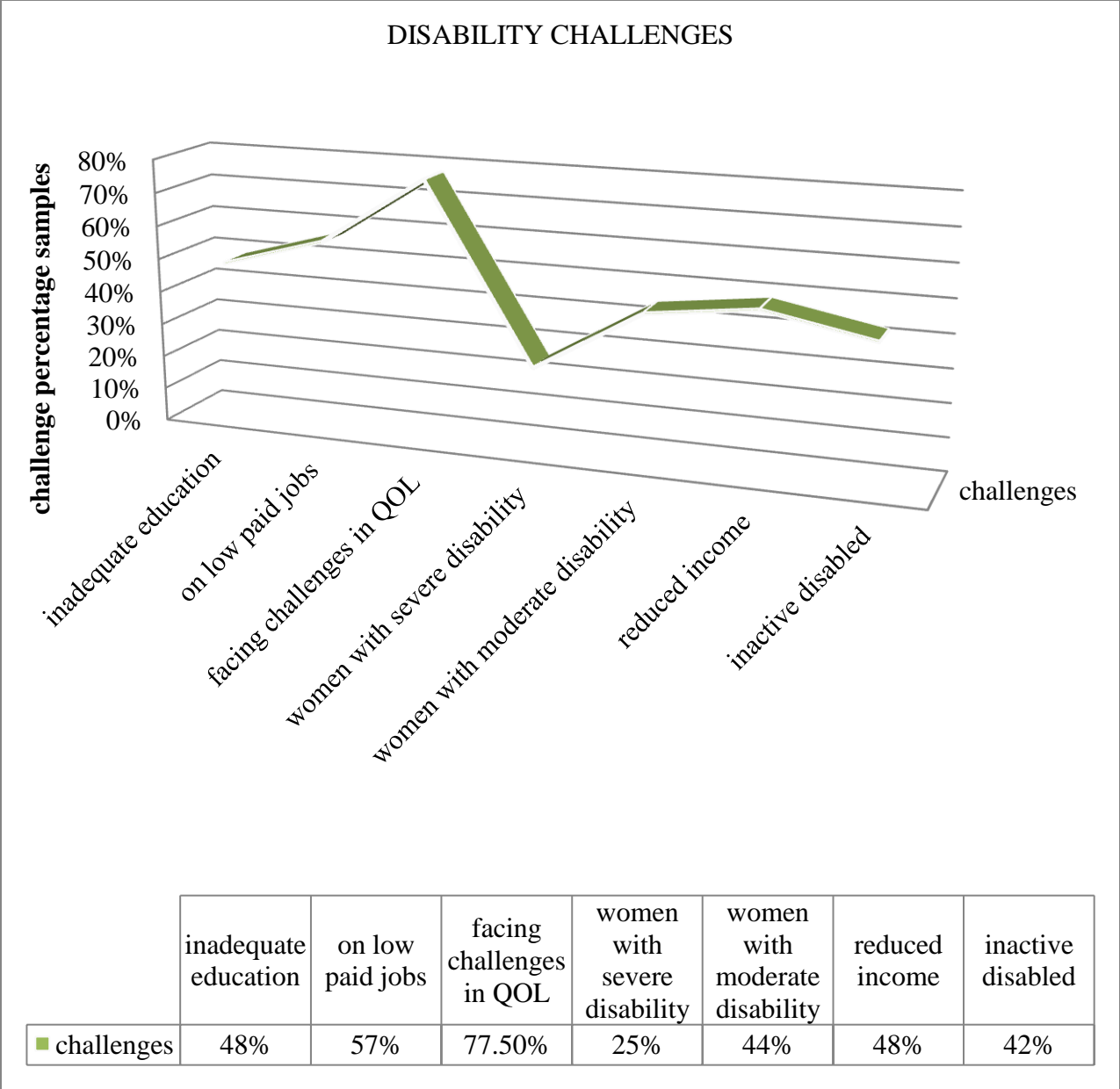


Figure 2 disability challenge levels

Those with physical disability according to the collected data formed the highest percentage while those with acquired brain injury formed the least percentage according to the analyzed data from the study.

Results suggest that the government, lobby groups media and stakeholders can adopt the following strategies in advocating for total inclusion, participation in community development and rights of people with disability towards attainment of QOL integration in development in community;

That the government can:

- (a) Ensure teachers observe equality and respect to disability in schools.
- (b) Ensure free primary and secondary education without discrimination to eradicate illiteracy to all.

- (c) Ensure there is favorable if not equal employment opportunity to disabled compared to other people in government employment.
- (d) Prohibit stigmatization, in public offices encouraging cohesion, assistant and well-built buildings and infrastructure to cater for the disabled.

The media on the other hand can:

- i. Come up with more documentaries, features, news items, and commentaries among others focusing on cohesion, effects and how to live with the disabled.
- ii. Participate in workshops which address the issues and effects of segregation of the disabled.
- iii. Improve on content pertaining disability regardless of whether the content has market value or not.

Stakeholders on the other hand should hold workshops to address the vice and ensure the strategies highlighted above are implemented in their offices.

This is because the number of most disabled persons over the age of 18 years are self-employed and participate in local community based organizations (CBO) and others have formed disability groups for example SANGO DISABLED SELF HELP GROUP.

RECOMMENDATIONS

Bungoma North sub-county should embrace inclusive social services since provision of health services, promoting disabled sensitization, attainability to quality of life and rehabilitation of disabled people enhance community development. Disability inclusion in community emerges at the base of realizing the economic and developmental goals of any nation or any state. Constituents for example management, policy, resource and environmental concept, strenuous access to social services among disabled human beings in government facilities, state owned corporations, private sectors or organizations, must be dealt with as crucial factors. Equitable motivation of disabled should be crucial for the institutions and prompt remedy given to uplift the vigor on community development participation ensuring its elevated at peak always.

The Sub-County should also adopt inclusive programs since informal advocacy, mentorship, affirmative funds and entrepreneurship skills improves community development.

Bungoma North sub-county should embrace inclusive participation since placement, language interpretation; job training and recognition/awareness enhance community development.

Issues pertaining employment of disabled in both private and public sectors need to be relooked in to and proper allocation of disability slots in employment opportunities set to ensure inclusivity, however issues on interpreters and sign language expertise need to be of great importance by employing these persons in both public and private sectors especially in front office in customer care desks such as in police stations, all health facilities and public administration offices this is not limited to deaf on sign language interpretation. These are crucial not forgetting ensuring passage of the persons using wheel chairs is a must in every public facility such as learning institutions, hospitals and police stations.

Another recommendation on issues pertaining disability according to the findings of the study is the urge to inadequately train and sensitize the community and civil servants as well as the private sector staff on influence of disability inclusion and how to better incorporate everyone on community development, participants given the vulnerability of tasks involved such as working with disability in community development and conducting team building. Thus, the stakeholders should put in place mechanisms such as setting aside enough financial resources for general training and sensitization to ensure healthy coexistence.

Therefore, heightening activities aimed at realizing better service delivery is likely to improve the social service systems such as administrative function, health institutions, learning institutions and non-governmental organisations in the country.

The Authorities for Implementation

A result of this research unmistakably supports earlier proof that disability is one of the elements leading to social stratification the shown findings illustrate a multidimensional aspect of poverty as well as social exclusion challenging disabled persons in a number of areas of income, employment jobs, training, goods and services, and in the social environment Burchandt et al. 2002. It is now in order to fight social exclusion necessary to come up with mechanisms dealing with all the issues of concern. Some response from institutions taking part in the survey have demonstrated that the major factors of segregation towards disabled persons are to do with matters on lack of employment opportunities, hindrances to the social environment, stigmatization, lack or poor access to goods and services, inadequate learning followed by the failure to set up economic policies to compensate for the excessive expense of disability and the structure of the beneficiary system and finally institution life. There exists a evident link between social exclusion and discrimination. Discrimination and violation of human rights lead to social exclusion and poverty where each citizen of the Kenyan republic has rights to suitable income, learning, employment opportunity, housing, healthcare social and cultural life. Denying any person from such rights leads to segregation and poverty where now is evident that there is necessity to fight discrimination faced by disabled people and their families in their day to day lives in order to deal with social exclusion. It's a call to Kenya government to ensure it has complemented social inclusion policies with proper legislation to limit discrimination on the issues of disability, so as to defeat barriers and bar social exclusion in sectors such as transport, access to goods and services, learning, and in the communication sphere. Evidence from countries with proper establishment of legislations and bindings to discrimination has given fruitful results to a good coexistence of the community both disabled and non-disabled persons.

So as to lay out good policies the Kenyan Republic must envisage disability in its diversity.

(ii) Service users/ beneficiaries

Less privileged persons such as disabled have daily challenges different in their way of life according to the situation of their impairment a clear correlation is evident between the severity of the impairment and the status of exclusion and poverty faced by a disabled persons.

(iii) Other stake holders

There is a great need of services delivery improvement on matters to disability by stakeholders putting in much effort a much independent and active livelihood for disabled persons such as independent living, supported or sheltered housing, personal assistance and technology centers which are assistive where minority considers most of the services inadequate.

(iv) Disabled recommendations.

Deliberations which took part and involved persons possessing disability in the course of the study found that the disabled persons need:

- i. At least 10% of representation in every public meeting
- ii. At least 10% of employment opportunities in any public service recruitment drive.
- iii. At least 10% of finance dispatched for development or support such as bursary.
- iv. At least every ward to have sign language personnel.

CONCLUSION

Arising from the results of this research, the conclusions are derived:

Persons with disability are the majority in any given population who are vulnerable to poverty, it is therefore crucial for adequate measures to be undertaken in this area in order to address this phenomenon in the current society. Research has really demonstrated that a good number of disabled persons are faced with very serious challenges in meeting their basic needs i.e. quality of life furthermore disability benefits are not enough to cover their basic needs or to cater for their various need in the development around the community as well as maintain their quality of life, disabled workers are established to belong to the low income employment opportunities groups and the families of people with disabilities are also many a times faced with great challenges especially of finance among others where in many cases family members have to quit their employment opportunities to devote themselves to care for a certain disabled person in their family and as a result it is found that their income is now brought down. There exist utmost efforts required to streamline fundamental areas such as education, transport, communication, health care, and employment, social environment to fit the requirements of disabled and ensure these areas are accessible enough and put in place in a better way to fit disabled persons. Finally a broad and well thought policy approach is therefore needed in order to eliminate obstacles for disabled women and men to be rejuvenated and absorbed fully in the labour market moreover measures must also take into account the situation of parents. We came with following observations pertaining Bungoma north Subcounty:

- (i) People with disability are vulnerable to poverty
- (ii) People with disability are faced with very serious challenges in meeting their basic needs
- (iii) People with disability are not covered by meagre social benefits and concessions
- (iv) People with disability are without jobs, self-employed or part of low-income employment group
- (v) People with disability are without mechanisms to compensate their decrease in incomes.

These issues emerged because of the economic activities of the area which is Bungoma north Subcounty which is mainly cane farming and more of manual activities on cash crops of which majority of disabled are unable to engage in compared to other Subcounties where entrepreneurship has thrived in urban centers therefore scramble for white color jobs/ employment is high and the vacancies left for disabled is not enough more so the programs available have no enough funding and the society has not fully embraced the disabled.

The following challenges were raised especially by disabled;

- i. Stigma from the entire community
- ii. Scanty financial support and aids to mobility
- iii. General communication challenges

- iv. Infrastructure challenges
- v. Public transport challenge

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