
**THE CHALLENGES AND METHODS OF POSSIBLE SOLUTIONS AT MEKEDONIA,
HOME FOR THE ELDERLY AND MENTALLY DISABLED PEOPLE, ADDIS ABABA**

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ABSTRACT:

This study was assessed the challenges and methods of possible solutions in Mekedonia Humanitarian Association (MHA). The economic, social and psychological challenges and methods of solution were addressed. The case study design and qualitative methodological approach was applied in this study. Samples of the study were selected by using accidental sampling technique and data for this study was collected through interview from three top managers and two lower level managers. Each respondent's data was analyzed independently and compiled each other. All of respondents revealed out that they are feeling happy being working with elderly and believe that working and living with elderly has been helping them to share a lot of knowledge from elderly. As respondents marked that the institution has been facing to different challenges. For instance; lack of continuous income source, inability to address all help seekers, health conditions of care recipients, difficult and inadaptible behaviors of the care recipients, residential problem and different experience and addiction of the care recipients. To solve the discussed problems Mekedonia has been implementing different methods which are collecting of money by creating different options like fundraising, inviting of governmental, private and Non-governmental organizations; psychosocial and medical treatments for behavioral and health problems respectively. Lastly, even though different challenges influencing Mekedonia, they are genuinely progressing and doing the best thing for our society. To see their success more in promising way everybody has responsibility to put his or her finger print.

KEYWORDS: Elderly People, Challenges, Methods of Possible Solutions

INTRODUCTION:

Ageing is everybody's problem as everyone is bound to age and experience. Ageing is a fact of life which does not take place all of a sudden. The elderly are like the setting sun that retreats into the night after life giving, light during the day. Ageing is normal and natural. It is a stage ridden with physical and mental problems. Very few people reach old age completely free of diseases. Senior citizens across the globe are not getting the proper health care they need because governments and the society are not aware of their problem (Vanitha, 2014).

Population aging is now a worldwide phenomenon. United Nations projections indicate that both developed and developing regions will face notable increases in the proportions that will be above age 60 in the next 45 years and that, within this older segment, the proportions above age 80 will increase rapidly (United Nations, 2003). For example, in the more developed regions, the proportion of the population 60 years or older is estimated to advance from 19 percent to 32 percent between 2000 and 2050, with those 80 years and older constituting better than one out of four of the elderly at the future date. For the developing regions, the comparable growth in the percentage of those 60 and older is from 8 percent to 20 percent, with those 80 and older growing to one-out-of six elderly. This unprecedented demographic shift has potentially adverse affects on socioeconomic development and the well-being of the older population, and these consequences of population aging have received increasing scrutiny in recent years (The World Bank, 1994; United Nations, 2004; Organization for Economic Co-operation and Development, 1998).

Due to urbanization, industrial developments, the advance in science and technology, and modern way of life people are nowadays able to live longer. Various studies and reports verify that the number of older persons in the world is growing at unprecedented rate. Particularly, In Ethiopia People over the age of sixty make up around five percent that is 3.6 million (CSA, 2008). From this number 1.5 million people are over the age of 70. Most of them have no reliable source of income. Currently only half a million older people have regular public sector pension (Assefa & Frehiwot, 2003).

Basing the report of Ethiopian Statistical Agency censuses and survey projection report (2012) depict that, older peoples who are 65 years of age and above comprises 3.3 % of the total population which is 2.5 million. This number is expected to grow by 2.5 times than now with in the coming 30 years which leads the country to have 6.4 million of elderly population. This remarkable increase in the country's old age population seeks the attention of all stakeholders in terms of considerations in policy making, social recognition and community participation for the needs and concerns of elderly people in their plan of action (CSA, 2012).

There is an underlying honor for older people in Ethiopia where family and community support systems are relatively strong. However, a substantial number of older people have no family and community support, mainly due to the death of relatives or separation caused by poverty, famine, war, disease and displacement and the weakening of family and community support structures. These multifaceted challenges of older peoples lead them to flow in large number to the streets of major cities. We may witness this vast number of old age peoples begging for their living on taxi and bus stations, on the gates of religious institution, on the main streets of the city and other public gatherings (HAI, 2010).

Though the problems of older people are divers and complex there are few activities undertaken by stakeholders on the issues of aging and the problems of older people. Institutional care is one of these helping activities carried out by the government, various humanitarian organizations, local and International NGO's and individuals in a scattered and uncompromised manner. From different institutional care organizations Mekedonia has been selected for this research work.

Mekedonia, home for the elderly and mentally disabled people is an indigenous non-governmental, non- profit and independent organization founded on 07 January 2010 which is located around Kotebe at a special place called 'bireta bire't. The humanitarian service was started with 40 care recipients and 10 volunteers. By now, the institution holds around 850 care recipients and over 200 volunteers. The number of both older persons and volunteers are growing exponentially. The aim of Mekedonia is to provide housing, clothing, food, counseling, information and other necessities to disadvantaged elderly and mentally disabled people. This paper tried to address the challenges and methods of possible solutions at Mekedonia, Home for the Elderly and Mentally Disabled. Researcher has taken the challenges in terms of economical, social and psychological concepts and also tried to find out what methods Mekedonia has been applying to solve the problems raised in above.

STATEMENT OF THE PROBLEM:

Older persons in Ethiopia are traditionally supported by the extended family system (MOLSA, 2006). However, due to rapid growth of cities and the emergence of complexities associated with social, economic and cultural changes, the family in Ethiopia is changing. Although family ties are still vital in rural Ethiopia, industrialization, migration, education and modernization are playing a big role in transforming the structure of extended family system into nuclear families in the cities. The traditional extended family, which is gradually changing to the nuclear one, is losing its strength to support the vulnerable sector of the society including older persons (MOLSA, 2006).

Institutional care for elderly is very important to help them and to avail possible treatments for them.

Doing of this is not a bed of roses to attain the aim of the organization because of different related problems; for instance financial, psychosocial, spiritual and other related problems. Most of elderly people caring institution established by government or voluntary interested individual or non-governmental institutions. Relatively privately owned caring institutions are vulnerable to different problems in helping of elderly people that would inability of give service what they dreamed of and facing difficulty to address all help seeking individuals because of economical or financial problem. This study was conducted in Makedonia Home for the Elderly and Mentally Disabled people to assess the challenges and methods of possible solutions to minimize the problem. This paper tried to investigate the challenges in terms of economical, psychological, and social in line with the conditions of the older persons.

Mekedonia is privately owned institution which is getting support from voluntary individuals and organizations. Older persons are getting variety of services from the institution especially those that are necessities to human being. In line with the objective of assessing the challenges and methods of possible solutions in caring elderly people at Makedonia Humanitarian association this research tried to answer the following research questions:

1. What are the major economical, psychological, and social challenges in caring elderly people at the institution?
2. What are the methods of possible solutions in alleviating the major challenges of the institution?

GENERAL OBJECTIVE

- ❖ To assess the challenges and methods of possible solutions in institutionally caring elderly and mentally disabled people at Mekodonia.

Specific objectives

- ❖ To investigate the economical, psychological, and social challenges of caring elderly people.
- ❖ To identify the methods of possible solutions were used to wipe out the challenges.

SIGNIFICANCE OF THE STUDY

This study is expected to be helpful for different segments of the society. Governmental and nongovernmental institutions can use it for designing strategies to support elderly for those who are engaged in institutional care. Institutions that are engaged in giving institutional care for elderly can share experience and learn constructive lesson from it when necessary. It can also be used as a reference material for those who have interest to do researches on institutional care.

SCOPE OF THE STUDY

The study focused on Makedonia Home for the Elderly and Mentally Disabled People. Due to time and financial constraints, other institutions are not included. Even in the selected institution, accidental sampling is used to choose participants in the collection of data.

LIMITATIONS OF THE STUDY

This is a case study conducted on Makedonia for the Elderly and Mentally Disabled People, the difficulty researcher has faced was in availability of the top managers to collect data and shortage of time.

OPERATIONAL DEFINITIONS:

- **Elderly/ older persons:** Older people who are getting help at Mekodonia.
- **Institutional care:** It is long term care at Makedonia by providing food, shelter, medical support, clothing and counseling services for recipients.
- **Challenges:** the problems the institution has been facing in terms of economical, social, and

psychological.

- **Methods:** ways and strategies of the organization to solve the problems they are facing.
- **Possible Solutions:** Possible action has been taken by giving of response to the problem.

METHODS

In this section the target population, the samples and sampling procedure, the instruments, data collection procedure, and the statistical techniques of data analysis are presented.

RESEARCH DESIGN

This study, the case study design was applied with a predominantly qualitative methodological approach. Case study is used in many situations to contribute to our knowledge of individual, group, organizational, social, political and related phenomena (Yen, 2003). Case studies involve an in-depth examination of a single person or a few people. The goal of the case study is to provide an accurate and complete description of the case. The study focused on the assessment of the challenges and methods of possible solutions at Mekedonia by seeing and discussing the selected participants idea exclusively and inclusively.

POPULATION AND STUDY AREA

Target population of the study was the all manager level administrative staffs of the organization which is 18. The study area of this research is Yeka Sub-City in Addis Ababa Administration which Mekedonia is found.

SAMPLING TECHNIQUES AND SAMPLE

The non-probability accidental sampling technique was used in this study to select three top administrative staff (Main and Assistant manager of the institution and project manager) and two in other low level manager position (Information Desk Chair Person and receptionist and Fundraiser and public relation associate) from all manager level administrative staffs as a sample. It uses in which the population selected is easily accessible to the researcher; available subjects when researcher collecting data were simply entered into the study without any attempt at randomization. In collecting of data researcher was employed unstructured interview to the samples of the study that was selected based on their availability. Unfortunately researcher unable to find out all top managers and because of this factor researcher was held interview with three top level individuals and other to two individuals.

DATA GATHERING TOOLS

Data was gathered in April 2016 using face-to-face interviews (unstructured) at Mekedonia, Home for the Elderly and Mentally Disabled People.

DATA GATHERING PROCEDURES

First of all, researcher tried get permission from the institution and then making rapport with respondents to collect data by making smooth environment in order to conduct interview. Genuinely researcher has conducted unstructured interview with the respondents.

METHODS OF DATA ANALYSIS

The method of data analysis was as case study by describing the responses of the respondent individually by using thematic method analysis. The each respondent's idea summarized and compiled each other in line with the variables of the study which is economical, social and psychological challenges and methods of possible solutions. These data was initially separated and differentiated according to the variables and also classified in categories based on the type of data. The response in each category was summed, and the all data were finally integrated.

ETHICAL CONSIDERATION

First of all the formal letter received from AAU School of Psychology was submitted to the institution and allowed by institution to collect the data. Before starting of data collection date researcher informed the aim of the study to the respondents and got voluntariness from the respondents. Lastly researcher introduced to the respondents the collected data will be kept in confidentially.

DATA ANALYSIS

The purpose of this study is to assess the challenges and methods of possible solutions in Mekedonia, Home for the Elderly and disabled People. In this part, the researcher presented the results obtained from selected respondents who are managers in the Mekedonia. The presentation had different themes and these are background information of respondents, Feeling of employee working with elderly People and Challenges of the institution.

BACKGROUND INFORMATION OF THE RESPONDENTS:

The interview was conducted with three top managers (Main Manager, Assistant Manager and Project Coordinator) and two other managers (Fundraiser and public relation associate and Information Desk Chairperson and Receptionist) at mekedonia as indicated in the Table 1.

The main manager (32) and professionally attorney is a young Ethiopian Humanitarian who is helping elderly and mentally ill poor people in Ethiopia. Main manager is the founder of Mekedonia Humanitarian associations (MHA). The interview was contacted on April, 08, 2016 from 2pm - 2:30pm.

The assistant manager (28) is the co-founder of the institution and professionally social worker. The interview was contacted on April, 08, 2016 from 2:50pm -3:20pm.

The project coordinator (24) and professionally economist has been for one year in Mekedonia. The interview was contacted on April, 08, 2016 from 3:30pm - 4:00pm.

Table 1: BACKGROUND INFORMATION OF THE RESPONDENTS

No.	Name	Profession	Duration
01	Main Manager	Attorney	Founder
02	Assistant Manager	Social Worker	Co-Founder
03	Project Coordinator	Economist	1 year
04	Fundraiser and public relation associate	Management	2.5 year
05	Information Desk Chairperson and Receptionist	Teacher	1 year

The Information Desk Chairperson and Receptionist (68) and professionally teacher and stayed one year at mekedonia. Chairperson is physically deformed meaning he has no one leg. The interview was contacted on April, 12, 2016 from 8am -8:30am.

Lastly, the Fundraiser and Public Relation Associate (24) and professionally management and has been stayed in the institution more than two years. The interview was contacted on April, 12, 2016 from 8:40am -9:10am.

FEELING OF EMPLOYEE WORKING WITH ELDERLY PEOPLE

Even- though working with elderly is very difficult, surprisingly the employee of Makedonia has been optimistic and energetic to help elderly and also they are very happy.

The motivated and founder of the institution and the main manager revealed out that he is delightful working with elderly and also the main manager spoke to me the pleasure because of achieving of the dream that eager to help other who are suffering in his/her life. The manager claimed that working and living with elderly is nice opportunity for him in order to share their experiences and learning from them. According to manager working with elderly and seeing of changes on their life makes him very grateful.

The assistant manager, the co-founder of the institution talked that nothing can make happy rather living with elderly and helping them. Manager said life with elderly makes you very happy when you seeing their changes time to time and also manager claimed that, you can get relaxation by giving talk to them and sharing ideas with them.

The project coordinator has revealed out that helping of elderly people who don't have care taker, treating of elderly who are patient and finally seeing of their recovery very intensifies and makes the coordinator happy. Also coordinator marked that the work is difficult and almost they are working eighteen hours and it would be difficult for them but it gives encouragement and strength for them to determine their future.

The Information Desk Chairperson and Receptionist responded that working with elderly makes very happy. The chairperson is one of the elderly has joined the institution as care recipient and previously he had been University instructor. Now a day chairperson is in good position and totally recovered and serving institution as Information Desk Chair-Person and Receptionist. Surprisingly, chairperson added that most of elderly are knowledgeable and very experienced individuals in different endeavor unfortunately before they joining Makedonia and chairperson revealed out that every employee who are working with elderly have great opportunity to share their life experience and knowledge. According chairperson, most of elderly have faced a lot of ups and downs in their life and that could be the source of knowledge and we are grasping and sharing a lot of their life experiences each other. Lastly, chairperson forwarded that we are living in realm of very interesting situation that makes them happy and hopeful.

According to Fundraiser and Public Relation Associate, every elderly who are living in this institution have different life experiences. Some of them are Doctors, Engineers, Professors, Merchants, high ranked military officers, and others and unfortunately they are engaged in this institutional life; for me nothing can make me happy rather seeing of the changes on the individual who are unable to walk or move, unable to urine him/herself when coming to this institution.

CHALLENGES OF THE INSTITUTION

Researcher tried to see the challenges of institution in terms of economical, social and psychological concepts.

ECONOMICAL CHALLENGE

Economical matter is the base point for any organization or institution even for family or any individual to live on this earth by facilitating what he/she need and to make their daily life meaningful. Mekedonia is one of the private and voluntary owned organizations and the financial matter is very concerned.

Main manager talked about the financial cases of the institution. As manager stated that Mekedonia is voluntarily established organization by him and until the organization publicized, the financial case of the institution secured by manager's families or relatives little fund. After introducing of the organization to the whole world, they are getting money from voluntary individuals, organizations, and other concerned bodies.

According to main manager the organization has no fixed or continuous income source to facilitate the daily activity of the organization. As manager stated that, they have 850 care recipients and for each recipient they cost out 25 birr daily for meal and that costs 7,650,000 birr for meal annually except other things that are diaper, soap, medication, house rent and additional spending out of money for new house building which is in their own 30,000 square meter residential place that were given by Addis Ababa City Administration around Hayat. As manager added that they have strong financial problem to facilitate all required needs of the institution. As manager claimed that from all expenses costing out for diaper is very large because we are serving here elderly and mentally disabled people and majority of them is patient and at least three times daily their diaper expected to change.

To cope with this economical problem and solve it relatively they are using different methods; some of them are, as marked by the main manager: fund raising program collaborating with different governmental or non-governmental and private organizations; making of direct relationship with factory/industry organization and other stakeholders, for instance, to get diaper, directly contacting diaper producing factory organization, for soap just directly soap factory and just like this with others. The other way of collecting money and material is communicating with Ethiopian Diaspora by sending documentary film by the visitors who come to visit the institution from abroad.

According to main manager, the additional parallel way of collecting money and introducing the organization, this is invitation of individuals or organizations to visit the institution and to do what they want to do the institution by their free will. When visitors come to the institution they buy T-shirts which the name of Mekedonia has entitled, tickets which are prepared for new house building, and putting of money on donation box.

As main manager marked that they are relatively solving their economical challenges by the means of above discussed options. As manager stated that they are planning for the future how to make money for the institution as much as possible. As he revealed out that after the end of their new building, they are dreaming to make a job for recovered elderly and mental disabled people by preparing different options, for instance, wood/metal work shop, home industry, cottage industry, super market, bakery, and vegetables and fruits house.

According to assistant manager, since Mekedonia is charitable organization, nobody would think of Mekedonia has enough capital or fixed source of income. We are living and helping elderly and mentally disabled people by getting of something from somebody and letting to help somebody.

Mekedonia is no more economically secure organization according to the assistant manager.

To secure the economical challenge, Mekedonia has been doing different things, first motivating of somebody to work voluntarily, and let something what he/she can. Assistant manager as marked that they have different voluntary groups who are playing their best on their way to help elderly of Mekedonia by communicating with different organizations, peoples, and schools to let to the institution what they can.

The project coordinator has also added that we have no fixed income because of this problem every time we are waiting for volunteers and we are putting our challenges on the shoulders of others to help us voluntarily. The coordinator claimed that the daily cost for one person for meal is 25 birr and that is hard to make it secure for 850 care recipient. Apart this, the coordinator also added that medication and buying of diaper very high because most of elderly are patient and in addition to this house rent making things hard to Mekedonia. The coordinator also added that they are in trouble to facilitate money for their new building house.

According to project coordinator they are using different alternatives to solve the problem; for instance promotion technique is the best one. They are using promotion method to introduce the institution to people, organization, schools and others to come and visit the institution. In addition coordinator added that making of rapport with donor organizations like hospitals, factory /industry institutions to help the organization by giving money or materials and other services without collecting money, for instance hospitals are providing free treatment and medications, soap factory letting of soap and like. According to the coordinator, the another way of making money is preparing of fund raising events and putting of donation box at different places like Bars and Restaurant, Cafe, Bank, and different organizations. In addition, getting of different used office materials from stakeholder organization like Red Cross, Save the Children and etc.

In the case of financial problem, another respondent information desk chairperson and receptionist marked out that, their income source is the people of Ethiopia and he said that if the people of Ethiopia stop donating, the reputation and activity of the Mekedonia also stops. According to chairperson the total source of income is from voluntaries local and Diaspora Ethiopians.

The chairperson and receptionist spoke out most of time the institution has been spending more money because of medication and buying of other necessities to the elderly people. To fulfill all needed necessities financial case is challenging and limits their ability for what they are dreaming to do. According to chairperson even-though they are facing challenge, thanks to Ethiopians they are helping and doing their best. As chairperson mentioned that, they are striving to their best by trying to solve financial/economical factors of the organization; that is by organizing different way of collecting of money to help elderly and mentally disabled people through contacting with different organizations, and concerned bodies to solve the problems related with finance.

Another respondent fundraiser and public relation associate spoke to me relating with the income of the institution and also the fundraiser shares the idea of information desk chairperson and receptionist and project coordinator, as they pointed that not having of fixed income source. The fundraiser also talked the financial and material problems as raised in earlier. The fundraiser also addressed the methods of solutions that relates with the first two respondents has been raised. According to fundraiser searching for sponsorship and volunteers by find raising activist, donation from willing supporters, preparing of fundraising program annually, local promotion- by media (TV, Radio, and at religious institutions), international promotion- by website, then volunteers help us by financially or materially.

SOCIAL CHALLENGE

Since human being is social animal there is a lot of challenging situation in social life. The background of the individual could be the determinants of the social condition of the individual.

According to main manager, socially Makedonia has good image in the front of the society and they have been encouraged by the Ethiopian people especially voluntaries. As the main manager mentioned that there is good interpersonal relationship in the institution. Elderly have good relationship with each other and also good relationship with frequently and sometimes visitors of the institution. As he marked that despite of that socially they are facing little bit challenge that is mainly related with dorm, they don't have enough living rooms and because of this case in one class there are more people living. The health related case of care recipient mainly challenges the institution in economically or socially that is spending a lot of money for medication and prolonged case of disease.

The main manager revealed out that the possible methods in solving of the problems, which is trying to contact recovered elderly and mentally disabled people (especially young age) with their family and allowing them to leave the compound and giving of home based follow up after leaving of the institution and also another way is giving of a talk to health professionals to help the institution by treating the patient.

Another respondent and assistant manager of the institution revealed out that sometimes elderly unable to respect the rules and regulation of the institution. They want to go out and want to drink, sometimes to smoke who do have habit of smoking and drinking, although the drinking and smoking not allowed in Makedonia.

To help care recipient in order to obey rules and regulation of the organization, the managers and care takers frankly talk to the elderly what expected from them and not and also talking to them the side effects of drinking and smoking for people especially elderly people.

According to project coordinator the problem of residence and living room limited their capacity to address all help seekers and also the financial problem of the institution challenged them to solve the problem of the society. As a solution according to the coordinator, they are proving home based help for elderly- just visiting them regularly and facilitating medication for them. In addition, the coordinator also indicated that something makes them optimistic and hopeful to solve this problem that is getting of land from Addis Ababa City Administration and starting of building of their own residence house to address most of concerned elderly.

According to information desk chairperson and receptionist every individual come to this organization with different background and different behaviors. Most of elderly have experience of drinking and smoking, but in the compound of Makedonia smoking and drinking is strictly forbidden. Because of this little bit the institution has facing challenge until the elderly adapt the environment of the institution. Apart this, the institution is very diversified in terms of religion (Orthodox, Muslim, Protestant, Joba, Catholic), ethnicity and every elderly have equal right to follow his/her religion without any doubt. There is good social life in Makedonia.

To help elderly and to set free them from different addiction, the institution has been using different psychosocial problem solving methods which is counseling and controlling. As revealed out by information desk chairperson and receptionist, they are applying psychological treatment by psychiatrists or social workers who are working in the institution and others come from different governmental and non-governmental (private) health organization to serve elderly voluntarily to treat psychopathic elderly and other elders who are addicted by drug taking and alcohol using. According to

chairperson they are unable to use medication treatment because of economical problem.

According to fundraiser and public relation associate, most of elderly are not able to do self-care and it needs voluntary supporters or care takers for every individual who are taking care in the institution but there is problem in finding of voluntary take cares as internal social challenge and external social challenge is inability to get exact recommendation to pick up elderly from somewhere, difficulty to understand whether they need help or not, most of elderly who have their own resource and family and they are living around street and refuse to join the institution.

To solve this kind of problem as fundraiser indicated that they have committee which checks and screen out the individual who need help or not and also the committee checks out the individual who want to join the organization; if the elderly wants to join the institution, they pick up and bring to the canter.

PSYCHOLOGICAL CHALLENGE

Psychological challenge is may be nature to happen in any organization but the organization like Makedonia could be inevitable because they are dealing with special concern people who are elderly and mentally retarded people and other person who are physically impaired.

As main manager added that the case recipient's adaptation to the environment and the behavior of elderly challenges the institution. As main manager marked that most of elderly who come to the institution face difficulty easily to adapt the environment and because of this factor, they feel loneliness, have difficulty in mood adjustment, and sometimes behavioral problem with easily inadaptable care recipients and that makes them aggressive. This kind of psychological case is challenging for the Makedonia according to the manager and the manager stated they are striving to build the psychology of care recipient when he/she coming to the institution by providing different behavior modifying psychosocial training and treatments for care recipients by psychologists, social workers and health workers. The treatment mainly focuses on shaping of care recipient mind and belief by training.

Another respondent assistant manager added that the unique behavior of the individual may be challenging for the institution and also the unique needs of the individual. Sometimes the behavioral characteristics of the care recipient are difficult that is bedwetting (because of disease), making of noise and acting to do something is not allowed is the psychological constraints of the problem. According to the manager the way of solving this kind of problem is assigning of the followers for each individual who have the problem of disease to give to treat gently and for behavioral problem they are applying mentoring and making discussion with elderly.

According to project coordinator, the elderly behavior is hard and sometimes childish. Most elderly are hot tempers and who had been in good position in past and they are facing challenge to adapt the life of institution and sometimes they feel being separated from family and friends and some of them think as departed from social activity.

To mitigate this kind psychological case Makedonia has been doing different things by themselves and support of volunteers. As coordinator marked that there are different events has been celebrating in this institution to treat elderly just to feel they are not separated from society, for instance Birthday, Wedding, Memorial Days, and other spiritual events has been familiarized events in the institution by voluntarily individuals who are coming to celebrate their life events with them. In addition to this, according to project coordinator there are different training has been affordable for the elderly, for instance, work shop training who want to work different works like wood works, handcraft works, and also psychological training –counseling by psychologists or social workers or nurses elderly to adapt the environment and to become optimistic by telling them the institution as their home.

As information desk chairperson and receptionist stated that even-though they have good interpersonal relationship and love between them, because of physical deformities (no leg, no hand) and remembering and thinking of previous family situation most of elderly and mentally disabled peoples get aggressive when they get recover from their problem, and sometimes these kind of care recipient behavior could be challenging for the institution. Most care recipients are professors, doctors, engineers, merchants and other educated persons. As chairperson marked that they are applying different methods to solve this kind of psychological challenge, for instance, using of modeling technique that is inviting of the people who are physically deformed and actively engaged social activities and also by providing self-maintaining/self-help training for the individuals by the person who are living with them and actively recovered and engaged with the activity of the organization as server rather care taker.

According to information desk chairperson and receptionist another way of relatively solving methods of psychological challenge is inviting of their family who have family to visit them as much as possible frequently and also convincing all care recipient who have family or not as the can live at Mekedonia forever.

According to fundraiser and public relation associate, after recovering elderly face difficulty to go back and join society because of harsh time they were spent at street or somewhere. In order to solve this kind of challenge the institution tries to make a job opportunities for recovered elderly based on their skill and knowledge or profession. As fundraiser marked that educated elderly allowed to work in office and uneducated elderly encouraged to join wood works or other hand crafts and also if they are young, expected to give care for elderly.

Generally researcher tried to find out all above discussed economic, social and psychological challenges of the Mekedonia, Home for the elderly and mentally disabled people. Finally one of the respondent's project coordinator responded that beyond the economical and psychosocial problem of the institution, he marked that what the institution has been doing is not well known around the society as we striving and doing. And also he added that as a solution the following conditions, that is strengthening of promotional service at religious institutions, private and government institutions, schools, universities by voluntarily promotionist and also distributing of flayer papers.

COMPARING OF THE FINDINGS

Researcher tried to find out different things that aligning with the idea of this study. The finding shows that the concepts what raised by the top manager and other level manager not such different from each other. All are raised the relative idea in term of economical, social, or psychological challenges. All respondents has been talked problem related with finance that is they don't have fixed income source, and also they spoke out the challenges of incapability of the institution to address all help seeking individuals, and lastly the habitual behaviors of the elderly influencing the institution in psychologically. As responded by all respondents their way of solving of the challenge is clear that is creating of fundraising program and initiating of people to help the institution for economical matter; facilitating of the conditions to build their own residence and making of home based help for elderly could be for economical challenge, and providing of psychosocial treatment and medication and modeling for psychological challenges.

Generally, the challenge of the institution has been facing is understandable among top level or other level of managers as according to this study.

CONCLUSION AND RECOMMENDATION

This study was conducted to assess the challenges and methods of possible solution at Mekedonia,

Home for the Elderly and Mentally Disabled People which was taken as a case for this study. Researcher has employed case study qualitative research design for the study. Data is collected from three top managers and two other levels of managers of the institution. The results of this study show that the institution has facing different economical and psychosocial challenges and they are applying different psychological and social methods to solve the problems.

CONCLUSION

Mekedonia has been doing very interesting things by helping elderly and mentally disabled people but some factors challenging the institution to achieve ultimately their aim of institution because of economical, social and psychological problems. Economical challenge is the problem related with money which suffering the institution. As marked by all respondents the institution has no continuous income source and they are facing challenge to facilitate for elderly what they are taking care of and also Mekedonia has serving most of patient elderly and the cost for diaper and medication is very high. Social challenge of the institution is related with economical problem which is limitation of capacity to address all elderly who are seeking of help and related with health conditions of the care recipient which is prolonged disease of the patients. Psychological challenge related with the behavior of elderly that would be manifested because of physical deformities and thinking of past life situation. Sometimes elderly getting aggressive and feeling as separated from family and friends and facing difficulty to adapt the environment of the institution easily this kind of happening is psychologically challenging for the institution. Mekedonia has been operating different methods to minimize above stated economical, social and psychological challenges. For economical problem preparing of fund raising programs, making of direct relationship with factor/industry in need of material or other things, initiation to the schools, organizations, Universities to visit the institution and in order to offer what they can, selling of tickets and t-shirts, and communicating with Diaspora. For social challenge getting of land to expand their capacity to serve more elderly and smoothly and collaboratively working with different concerned bodies. Lastly for psychological challenge providing of psychological and social training, counseling and modeling for care recipient by different professional persons (Psychologist, nurses, social workers and Doctors). Generally speaking, despite of their challenging condition Mekedonia is doing its best to help elderly and mentally disabled people. Their way of solving problem what they are facing is little bit good enough and they are striving to help elderly as much as possible they can.

RECOMMENDATION

- Every interested individual should keep on by helping of elderly by material or finance by recognizing elderly as one important part of the society, expanding policies and programs that can address better institutional care and community support, the social care of elders, housing, and service access needs of older people is required.
- Government should establish a mandatory insurance program for long term care especially for the most vulnerable elderly. Government and private industry should do enough to promote high quality long term care including home and community based care.
- The institution (Mekedonia) should be kept on their way by addressing different individuals, organizations, and concerned bodies to help the institution.
- The dorm (living room) of elderly as much as possible suitable and not be many beneficiary le in one class.

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