

“Kashalata” Café and Inclusive Creativity Centre

<u>Organisation(s):</u>	Azerbaijan Public Employment Agency (APEA) under the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan	
<u>Country:</u>	The Republic of Azerbaijan	
<u>Contact:</u>	policy@esn-eu.org	
<u>Theme:</u> Choose at least one option	<input type="checkbox"/> Ageing & Care <input type="checkbox"/> Asylum & Migration <input checked="" type="checkbox"/> Young People <input checked="" type="checkbox"/> Support for Children & Families <input checked="" type="checkbox"/> Community Care <input type="checkbox"/> Integrated Care & Support <input checked="" type="checkbox"/> Co-Production <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Housing & Homelessness <input type="checkbox"/> Artificial Intelligence <input type="checkbox"/> Digitalisation <input type="checkbox"/> Quality Care	<input checked="" type="checkbox"/> Labour Market Inclusion <input checked="" type="checkbox"/> Social Inclusion <input type="checkbox"/> Technology <input type="checkbox"/> Workforce and Leadership <input checked="" type="checkbox"/> Social Benefits <input type="checkbox"/> EU Funding <input type="checkbox"/> Social Service's Resilience <input checked="" type="checkbox"/> Mental Health <input type="checkbox"/> Person-Centred Care <input type="checkbox"/> Research & Use of Evidence <input type="checkbox"/> Management & Planning <input type="checkbox"/> Other, please specify:
<u>Principles of the European Pillar of Social Rights:</u> Check the 20 principles here .	<input type="checkbox"/> 1. Education, training, life-long learning <input checked="" type="checkbox"/> 2. Gender equality <input checked="" type="checkbox"/> 3. Equal opportunities <input checked="" type="checkbox"/> 4. Active support to employment <input checked="" type="checkbox"/> 5. Secure and adaptable employment <input checked="" type="checkbox"/> 6. Fair Wages <input checked="" type="checkbox"/> 7. Transparent employment conditions <input type="checkbox"/> 8. Social dialogue <input type="checkbox"/> 9. Work-life balance <input checked="" type="checkbox"/> 10. Healthy, safe work environment	<input checked="" type="checkbox"/> 11. Childcare and child support <input checked="" type="checkbox"/> 12. Social protection <input checked="" type="checkbox"/> 13. Unemployment benefits <input type="checkbox"/> 14. Minimum income <input type="checkbox"/> 15. Old age income and pensions <input type="checkbox"/> 16. Health care <input checked="" type="checkbox"/> 17. Inclusion of people with disabilities <input checked="" type="checkbox"/> 18. Long-term care <input type="checkbox"/> 19. Housing and assistance to homeless <input type="checkbox"/> 20. Access to essential services
<u>Current status of the practice:</u>	<input type="checkbox"/> Concept and Design Phase <input type="checkbox"/> Testing or pilot phase <input type="checkbox"/> Temporary practice that has terminated <input type="checkbox"/> Temporary practice that is ongoing and has a termination date <input checked="" type="checkbox"/> Established and ongoing practice <input type="checkbox"/> Scaling Up and Transformation Phase <input type="checkbox"/> Other (please specify)	
<u>Summary:</u> Please summarise the practice in maximum 3 sentences. This will be the	Creating an inclusive work environment for young people with autism and their family members. The project aims to enhance the social skills and strengthen the integration of this group, who face difficulties entering the labour market, by facilitating their employment.	

<i>disclaimer of your project on our website.</i>	
<u>Context/ Social issues addressed</u> <i>Please explain the problem you attempt to solve with your practice.</i>	<p>The main problem to be solved within the framework of the project is to ensure inclusion of autistic youth and their family members in an inclusive work environment. Furthermore, this initiative serves as a model to promote social inclusion and broader participation of individuals with disabilities in the labour market.</p>
<u>Objectives:</u> <i>Please provide a maximum of three objectives in bullet points.</i>	<ol style="list-style-type: none"> 1. Creation of new workplaces 2. Social integration of people with disabilities 3. Involvement of unemployed and job-seeking citizens of the relevant category.
<u>Activities:</u> <i>Please describe the activities put in place to achieve the objectives (maximum 300 words).</i>	<p>Within the framework of the project, the “Kaşalata” Café and Inclusive Creativity Centre have been established, where young individuals with autism and their family members collaborate. This center aims to support both the social integration and the development of professional skills of individuals with autism and their families.</p> <p>Beneficiaries were involved in practical training in vocational skills, for example, in the preparation and presentation of products offered to customers - coffee, sweets and other food products. At the same time special training programmes have been developed to raise beneficiaries’ awareness about autism and teach appropriate behaviour guidelines when interacting with individuals with autism. The centre provides the necessary environment to enhance the interaction of young people with autism and their family members with various segments of society and facilitate their access to the labour market. As a result of the project, beneficiaries achieve significant progress in both personal development and social integration, while contributing to increasing public awareness about autism.</p>
<u>Outcomes:</u> <i>Please explain what the results were/are so far and how you evaluated this.</i>	<p>The main result achieved within the framework of the project is the creation of new jobs and employment of the relevant category of persons. These jobs have enabled the beneficiaries to enter the labour market and increase their economic independence. At the same time the project became the pilot initiative in support to integration of people with disabilities into society. In this regard, this Centre is becoming the success story among other ones under implementation.</p> <p>The evaluation of the project’s outcomes is conducted through both electronic and physical monitoring. Electronic monitoring systems track work processes, beneficiary activities and the sustainability of the job positions. Physical monitoring, on the other hand, aims to assess the efficiency of the funds allocated for the project. These evaluation methods allow to objectively measure the effectiveness of the project, the level of satisfaction of the beneficiaries and the social impact of the project. The monitoring carried out so far shows that the new jobs have significantly improved the quality of life of the beneficiaries and ensured their continued participation in the labour market.</p>
<u>Links to supporting documents:</u> <i>e.g. website or report of the practice</i>	<ul style="list-style-type: none"> • https://dma.gov.az/media/xeberler/bakida-ilk-inkluziv-kafe-kasalata-kafe-fealiyyete-baslayib • https://xalqqazeti.az/az/sosial-heyat/203481-kasalata-bakida-ilk-inkluziv-kafe • https://meet.marja.az/120203/bakida-elilliyi-olan-sexslerin-calisdigi-ilk-inkluziv-kafe-kasalata-fealiyyete-basladi • https://www.amerikaninsesi.org/a/7514457.html • https://www.youtube.com/watch?v=QhSKZD0ml3A • https://www.youtube.com/watch?v=8hq5lk6thlg

	<ul style="list-style-type: none"> • https://www.youtube.com/watch?v=arQivm14Aa4 • https://www.youtube.com/watch?v=S5nnz0PuSVc • https://www.youtube.com/watch?v=5SeodxbByWw • https://www.youtube.com/watch?v=6ydMQQUKfUM
<u>Comments and tips</u> <i>i.e. for people willing to use your Practice</i>	<p>First of all, it is important to adopt an inclusive approach that considers the needs and individual characteristics of the beneficiaries. This approach ensures their more active participation in the project process and increases the effectiveness of the results.</p> <p>Training and education processes play an important role for the success of the project. At this stage, the beneficiaries should be taught not only technical knowledge, but also social skills. This approach facilitates their successful integration into the labour market.</p> <p>Transparent and effective resource management is also important. Proper allocation and appropriate use of the funds allocated for the project ensures the continued success of the project.</p>