1. Basic Information
1.1 Désirée Number: ES0003-1

1.2 Title: SOCIAL INTEGRATION AND LANGUAGE TRAINING PROGRAMME FOR ETHNIC MINORITIES IN ESTONIA

1.3 Sector: Social

1.4 Location: Estonia; especially Tallinn and Ida-Viru county (North-East Estonia)

2. Objectives

2.1 Wider Objective(s):
Social integration of ethnic minorities in Estonia

2.2 Immediate Objectives:
- possibilities available for non-Estonian youth to achieve the necessary level of language proficiency
- extensive Estonian language training for non-Estonian adults available in order to broaden their opportunities on Estonian labour market and thus reduce their social exclusion and regional isolation
- public has been made aware of the advantages of cooperation between the linguistic groups

2.3 Accession Partnership and NPAA priority

2.3.1. Accession Partnership
“Implement concrete measures for the integration of non-citizens including language training and provide necessary financial support.” (AP, Political criteria, short-term objective)
“Pursue integration of non-citizens in particular by extending language training programmes for non-Estonian speakers.” (AP, Political criteria, medium-term objective)

2.3.2. NPAA 1999– Chapter 1 “Democracy and the Rule of Law”; sub-chapter 1.2 “Human Rights and Protection of Minorities”.
1. Democracy and the Rule of Law
1.2. Human Rights and Protection of Minorities; Plans for 1999
1. Integration

In order to achieve the goals established in these program documents, numerous integration related projects will be launched in 1999. In 1999 work will be done for the integration of non-Estonians into the Estonian society basically under the leadership of the Ministry of Education and the Foundation of Non-Estonians. The utilisation of resources earmarked for integration related work, including projects financed by foreign countries and organisations, will be co-ordinated by the Non-Estonians’ Integration Foundation of Non-Estonians, established by the government on 31.03.1998.

Plans for 2000-2003
The constructing of an integration related state supervision system, started in 1999, will continue; likewise, the publication and distribution of informative materials related to the integration process will continue. The accomplishment of tasks deriving from the plan of activities for integration of non-Estonians, adopted in 1999, will follow the timetable.”

2.3.3. NPAA 2000 Chapter 1 “Democracy and the Rule of Law”; § 1.2. Human Rights and the Protection of Minorities” sets out the objective that in respect of developing social integration in Estonia the State Integration Programme should be followed.

2.4 Contribution to National Development Plan
NA

2.5 Cross Border Impact
NA

3. Description

3.1 Background and justification:
Background
Estonia continues to be challenged by social changes emerging from the complex ethnic and linguistic legacy of 50-year Soviet occupation. By 1999 the percentage of non-Estonians comprised 34% of the total estimated population of 1.45 million. While the knowledge of Estonia and the Estonian language among non-Estonians has increased, barriers to integration still exist. Recent Government, third sector and international community efforts to address these issues have presented Estonia with good opportunities to overcome the challenges. Key events over the last years include:

- State Integration Policy approved by Riigikogu (Parliament) (June 1998);
- Non-Estonians’ Integration Foundation established by Government to develop and implement initiatives supporting the integration of non-Estonians into Estonian society (March 1998);
- During its operation the Non-Estonians’ Integration Foundation has allocated 8 million EEK to 120 mainly grass-roots integration-related projects;
- Launching of a number of comprehensive programmes with external support:
  – EU-PHARE Estonian Language Training Programme,
Nordic/UNDP project Support to the State Integration Programme,
Open Estonia Foundation’s Third Sector Promoting the Integration of non-Estonians into Estonian society;

- Establishment of State Language Teacher post in Russian-medium schools;
- Newly-elected Government (March 1999) maintained the Cabinet post of Minister without portfolio responsible for integration matters, and confirmed its intent to continue direct State budget financing of integration-related activities;

**Justification**

Social integration is a priority development area in the context of Estonia’s accession to the European Union. Pre-Accession Framework 2000: Estonia states that “Estonia should continue present efforts to integrate non-citizens and reinforce the teaching of the Estonian language to non-citizens, by extending the capacity of language programmes, in particular as regards participation of children and young people. These efforts are of particular importance in those areas such as Ida-Virumaa, that are mostly populated by non-Estonian speakers and need to go through a process of industrial restructuring with considerable social and economic effects.”

**EU-supported achievements to date**

The first and second phases of EU-PHARE support to Estonian language training (200 000 ECU under the 1995 PHARE Finance Memorandum; 1.4 MECU according to COP 1997) have resulted in effective and innovative measures (for detailed mid-term results of the current Language Training Project ES 9622.03 see ANNEX 7).

The EU-PHARE language training programmes, together with other Government-sponsored initiatives, have facilitated positive changes. Considerable efforts have been directed towards pilot activities and systems’ development, and this has resulted in a firm foundation for continuation of successful activities (see Annex 7) as well as the courage to broaden activities into new areas.

While tangible results have already been achieved, they must be sustained. Established programmes such as language training on reimbursement basis and language camps for children can be expanded to reach a much larger proportion of the Estonia’s population (based on growing demand for these activities in present programmes). As motivation to learn Estonian gradually increases and attitudes towards integration improve, additional support to new or continued activities should be provided in order to accommodate those rising expectations.

The Estonian Government’s commitment to the integration process has been clearly confirmed through the various decisions and measures undertaken over the past year. This commitment notwithstanding, the Government is facing serious challenges in all sectors, as Estonia is currently still rebounding from recent economic shocks. Allocations in the State Budget (for the year 2000) clearly indicate the Government’s continuous and increasing intentions in the area of integration-related investments in language training and education.

The proposed Programme would represent the third phase of EU-Phare efforts to assist the Government with integration-related matters. It is derived from the State
Programme “Integration in Estonian society 2000-2007”, specifically with regard to objectives and activities in linguistic-communicative sphere and Estonian language training section of the State Programme.

The selection of Programme components is based on current governmental policies and plans and accounts for the achievements and expected results of the on-going EU-PHARE Estonian Language Training Project (ES-9622.03). As well as other major interventions in the area (Nordic/UNDP project Support to State Integration Programme, Canadian-Finnish Language Immersion Programme etc.) the components’ development has been guided by the following principles:

• A successful social integration requires a multi-disciplinary approach.
• Integration of the two primary language communities can be facilitated through widening of the Estonian language and cultural environment for non-Estonians, with language training being one of the means to achieve this aim.
• Efforts to facilitate knowledge of Estonia for non-Estonians should in parallel be complemented with efforts to promote the cultural and ethnic identity of non-Estonians.
• Already established and functioning networks and systems should be strengthened.
• Activities should complement each other and should be co-ordinated with other integration-related programmes.
• Co-operation with other large-scale programmes supporting social reforms should be pursued (e.g. EU-Phare VET Programme, Tiger Leap Programme)

3.2 Linked activities:

• Project No: ES 9502.02
Project title: Language Training (completed)

Project No ES 9502.02 - aimed to elaborate a national language strategy –a plan for 10-15 years for Estonian language training for non-Estonian population. The strategy was worked out and approved by Estonian Government in April 1998. Another task of the project was to co-ordinate various language training programmes and projects, including efforts of getting foreign assistance to these projects. The activity culminated in 1998 with wide-scale and/or multi-donor programmes co-ordinated by Ministry of Education and UNDP that replaced a great number of small projects supported in 1993-1997.

• Project No: ES 9622.03
Project title: Estonian Language Training Programme (ongoing)

The current ES 9622.03 Language Training Project is for implementing the Language Strategy, supporting concrete measures as language courses for adult non-Estonians, teacher training, language training summer camps for non-Estonian youth, intensive language courses for students, public awareness raising campaigns and activities on language policy issues etc.

The planned Social Integration 2000 Programme partly foresees continuation of support to the activities of the ongoing project. Still emphasise is put on activities and initiatives with wider integrating influence (common activities for non-Estonians and Estonians, exchange programmes, curricula and material
development for subjects introducing the multicultural society for both Estonians and non-Estonians, etc).

Majority of the planned activities (course fee reimbursement for adults, language training summer camps for children, study material development, public awareness campaign) will be implemented on the basis of results achieved in current Project ES-9622.03 (language training camp providers’ network and experience, functioning course fee reimbursement system, etc). The current Project has proved that demand for support of certain activities exceed the resources available. Demand for participation in language camps was ~600 000 EUR in summer 2000 while resources available were up to 380 000 EUR. Course fee reimbursements have raised learning motivation and brought about continuously increasing enrolment to language courses. The number of learners enrolled to language courses in the current Project is ~5000. On the basis of this number and the currently running information campaign the demand for year 2001 is expected to be 5000, growing to additional 10 000 in 2002. Increasing demand for language courses is also proved by fact that 54 new teachers have been recruited by language firms in November 99-March 2000.

According to sociological research conducted by SaarPoll company in March 2000, ¼ of the Russian-speaking adult responders are willing to start language learning in case of results-based reimbursement (1/4 makes 50-60 000 persons from among the Russian-speaking adult community). 65% of the responders agreed that the Reimbursement scheme is an incentive for language learning.

• Nordic Countries/UNDP – Support to the State Programme for Integration of non-Estonians into Estonian Society (ongoing)

• Canadian, Finnish and Estonian Co-operation Programme “Language Immersion as a Key of Integration” (ongoing)

3.3 Results:

• new curriculum implemented through systematic renewal of currently used study materials in Russian-medium schools supported
• the qualifications of Estonian as Second Language teachers in Russian-medium schools raised
• immersion language learning programmes and joint activities for non-Estonian and Estonian youth supported
• support provided to non-Estonian adults in motivated and result-oriented Estonian language learning in order to facilitate the naturalisation process and integration with the European Union
• support of Estonian language training in vocational schools and re-training courses for unemployed provided
• production of integration-oriented and language teaching broadcasts for mass media in Estonian and Russian in accordance with language-related legal acts of Estonia;
• support provided to the distribution of information about the Programme and the integration process.
3.4 Activities:

The bridging of the planned activities with ongoing Estonian Language Training Project (ES-9622.03) departs from following principles:

• planned activities will be built on already established and well-functioning networks, practices and procedures: administration of small sums of reimbursements to thousands of beneficiaries, language camps’ organisers’ network, continuation of cooperation with the authors of study material, regular public campaigns in adopted format, maintenance of information-sharing arrangements etc.

• to maintain the consistency and clarity of the learning/reimbursing process for the adult language learners who have started their learning under ongoing Project, the proposed Social Integration Programme will “take over” the obligation of reimbursing course fees to those learners who pass examination and apply for reimbursement after the starting date of the Social Integration 2000 Programme

• the proposed Implementing Agency - Non-Estonians’ Integration Foundation - being also the Executing Agency for the ongoing Project, will maintain the experience and management arrangements established for the ongoing Project

ACTIVITIES:

1. Language training in the Educational System

1.1. Study material development (SMD)

• development and publishing of 4 new subject-textbooks in Russian language; development and publishing of 5 bilingual study materials for teaching Estonia-oriented key-subjects;

• development and publishing of 3 sets of Estonian language study material for basic school.

1.2. Equipping school libraries

• purchase and distribution of sets (consisting of 10 items) of reference material (illustrated dictionaries, adapted encyclopædias etc) for 180 school libraries.

1.3. EASL teacher training

• development of training programme-curriculum (pilot-implemented);

• development of computer-based in-service training programme;

• teacher exchange programmes between Russian and Estonian schools;

• training.

1.4. Immersion programmes for youth

• implementation of 30 language camp projects;

• implementation of 6000 family exchange days;

• implementation of 30 school-exchange projects.

Means:

• grants to SM authors (2-3 authors per book or set), curriculum developers, teacher trainers, camp organisers, exchange families;

• contracts with publishers or printing houses;

• finances for training on using the developed study material and for teacher training;

• contracts with bookstores or publishers for equipping school libraries;

• human resources (experts, authors).
2. Adult language training
2.1. Study fee reimbursement for 15 000 adults
(alternatively, if the demand is less than 15 000 reimbursements, the budget of the component will be shifted with language training for social target groups or youth exchange components)
- managing reimbursements
- adult teacher training.

2.2. Language training programmes for social target groups (See ANNEX 9)
- developing and implementing training programme for unemployed persons;
- implementing training programme for non-Estonian recruits in Estonian Defence forces (the number of recruits who need Estonian language training is up to 400 in 2000);
- financing result-oriented language training for persons with low income in public sector.

2.3. Language training aimed to increase competitiveness on labour market
(overlapping with on-going and planned VET programmes will be avoided by consistent cooperation with the Foundation VET Reform)
- curriculum development for bilingual vocational education (adapted curriculum in Estonian for vocational training and in-service training for non-Estonian adults);
- development of study material;
- implementing teacher training;
- developing and financing of student exchange projects (between different regions of Estonia).

Means:
- grants to SM authors, curriculum developers, teacher trainers; special fund for vocational students’ exchange projects;
- finances for teacher training;
- contracts with the representing organisations for the vulnerable groups (Min. of Social Affairs, Defence Forces;
- human resources (experts, authors, reimbursement administrators).

3. Public Awareness Raising
1. 3.1. Awareness campaign
- production of social ads;
- production of informative TV/radio programmes;
- procurement of PR service for the promotion for language training.

3.2. Language-training TV programme
- production of TV programme.

3.3. Information-sharing on Programme activities
- continuous distribution of information bulletins; organising information events.

Means:
- grants for producing TV/radio programmes;
- contract with PR companies;
- finances for multiplying and distribution of information materials;
• finances for organising information occasions and seminars;
• human resources (experts, producers).

4. Technical Assistance

Aimed at capacity building of the Implementing Agency – Non-Estonians’ Integration Foundation. TA is needed to raise administrative capacity by transferring expertise and know-how from those involved in previous language training programmes

• **One long-term external expert** - Strategic Adviser. Preferably an expert from UNDP with experience in implementing previous Estonian language training projects

**Profile:**
**Experience in/with:**
- country-wide and cross-sectoral planning and strategic planning;
- programme level design, implementation, monitoring and evaluation;
- coordination of multi-laterally financed activities
- experience or knowledge of issues related to the rights of ethnic minorities an asset.
- fluency in English;

**Tasks**
- assistance in bridging the management procedures of the ongoing Project (No ES 9622.03) with the procedures of the to-be-contracted Implementing Agency
- assess the existing and introduce appropriate new planning and monitoring procedures and administrative measures
- assess the adequacy of the first reports

• Assisted by short-term expertise where appropriate

4. Institutional Framework

The Programme will rely on a wide range of social partners active in supporting the integration process. National level actors include the Minister without portfolio dealing with Ethnic Affairs, Ministry of Education, Ministry of Defence, the Non-Estonians’ Integration Foundation, Citizenship and Migration Board, National Examination and Qualification Centre, while other involved partners will include the Ida-Viru County Government, non-governmental organisations, private companies and other key players in the integration process. The Programme will work closely with the EU-Phare VET Programme and with the Tiger Leap Foundation, whose expertise in interactive learning opportunities will be relied on.

No significant constraints could be foreseen.

The beneficiary institutions will be the Ministry of Education and Non-Estonians’ Integration Foundation.

5. Detailed Budget
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<tr>
<th>Sub-programme 1 “Education and Youth”</th>
<th>Phare</th>
<th>Support</th>
<th>Total Phare (I+IB)</th>
<th>National Co-financing</th>
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<th>National Co-financing</th>
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The cofinancing included in the above budget is earmarked in the national budget for the year 2000.

6. Implementation Arrangements

6.1 Implementing Agency

Overall responsibility for the Programme lies on the Ministry of Education. The Ministry of Education will be responsible for the overall co-ordination and implementation of the Programme.

A Steering Committee (SC), composed of representatives with high decision-making capacity, will be established. The Programme will be supervised and guided by the
decisions and recommendations of the SC. The SC will be chaired by the representative of the Ministry of Education. The composition of the SC is following:
1. Ministry of Education, Minister’s Adviser
2. Minister’s Bureau of Ethnic Affairs, Minister
3. European Commission Delegation, Head of Delegation
4. OSCE Mission in Estonia, Head of Mission
5. Member of Parliament; representative of minorities
6. President’s Roundtable on Minorities, representative
7. UNDP, representative
8. Representative of Estonian academic educational institution

The Non-Estonians’ Integration Foundation will be responsible for programming and planning activities, assisting CFCU by preparing ToR-s for tendering, assisting the Steering Committee, managing Special Fund for smaller projects, monitoring and evaluation of the Programme as well as reporting to the Contracting Authority, thus ensuring the timely and effective implementation of the Programme. In addition, the Non-Estonians’ Integration Foundation has overall responsibility for co-ordination of activities between the components of the Programme and with other linked state or donor-financed activities (like State Integration Programme). The tasks of the Foundation will be regulated with special financing agreement with the CFCU. The cooperation between the Ministry of Education and the Foundation will be regulated with a memorandum of understanding.

The Non-Estonians’ Integration Foundation will execute the Programme in tight cooperation with the relevant Government institutions (Office of the Minister without portfolio dealing with ethnic affairs), NGO-s and other partners.

CFCU will be the Implementing Agency, responsible for tendering and contracting. CFCU will conclude a financing agreement with the Non-Estonians’ Integration Foundation which will act as a sub-implementing agency.

The PO of the Programme will be:
Estonian Ministry of Education
Ms Svetlana Ragrina, Minister’s Adviser on the integration issues
Tõnismägi 9/11
15192 Tallinn
6.2 Twinning
NA

6.3 Non-standard aspects

Most of the activities planned in the proposed Social Integration Programme Estonia foresee multiple of winners (contractors, grant receivers) which is irregular to DIS rules.

- Activity 1.3: teacher exchange programmes will be executed on grant basis.
- Activity 1.4: immersion programmes for will be executed on grant basis where appropriate
- Activity 2.1.: continuation of the support to language training for adults will be executed through a study fee reimbursement mechanism. The implementation of the reimbursement activity will be carried out by the Implementing Agency –Non-Estonians’ Integration Foundation. Reimbursement will be possible for courses commencing after the date of the financing decision of the Commission.
- Activity 2.2: student exchange programme support will be executed on grant basis where appropriate
- UNDP will be sub-contracted by the Non-Estonians’ Integration Foundation to provide expertise on management (to ensure that the co-ordination and managerial experience gained during the ongoing project will be maintained).

6.4 Contracts

The expected type and number of contracts and their indicative values:
1. Contracted by CFCU:

<table>
<thead>
<tr>
<th>Name of Contract</th>
<th>Type of Contract</th>
<th>Indicative value MEUR</th>
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<td>1. Activities to be managed by the Sub- implementing agency</td>
<td>Special financing agreement with Non-Estonian’s Integration Foundation (see below)</td>
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<td>2. Publishing of the Study material (Sub-programme 1, Activity 1.1.)</td>
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<td>3. Public Information and Promotion Campaign (Sub-programme 3, Activity 3.1.)</td>
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<td>4. TA for Non-Estonians Integration Foundation</td>
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Implemented by Non-Estonians’ Integration Foundation

Note that the following may be broken down into smaller contracts or grant payments where appropriate.

<table>
<thead>
<tr>
<th>Name of Contract(s)</th>
<th>Type of Contract/ indicative value MEUR</th>
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<tbody>
<tr>
<td><strong>Sub-programme 1 “Education and Youth”</strong></td>
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<tr>
<td>Activity 1.1. “Study Material Development”</td>
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<td>Activity 1.2. “Equipping School Libraries”</td>
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<tr>
<td>Activity 2.1. “Study Fee Reimbursement”</td>
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<td><strong>TOTAL</strong></td>
<td>2,284 0,1278 2,412</td>
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</tbody>
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7. Implementation Schedule

7.1 Start of tendering/call for proposals 09/2000

7.2 Start of project activity 12/2000
8. Equal Opportunity, Participation of Women

Most of the beneficiaries among teachers will be women (the percentage of women of all teachers in Estonia at the beginning of the academic year 1998/1999 was 82.7 % and 85.6 % in Ida-Viru county). According to the statistics of the present programme it is possible to say that 80 % of the adults attending the language courses are women. The children participating in language camps will be chosen following the 50-50 principle – 50 % girls and 50 % boys.

9. Environment
NA

10. Rates of return
NA

11. Investment criteria
NA

12. Conditionality and sequencing
After approval of the State Programme “Integration in Estonian Society 2000-2007” by the Estonian Government on March 14, 2000, responsible ministries have started its implementation.

As one of the sub-programmes of the State Integration Programme is also adult language training, the implementation of the Social Integration 2000 Programme in the overall framework of the State Programme ensures the harmonisation between the planned activities in the Social Integration 2000 Programme and the State Programme.

For the purpose of Information Campaign, multilingual publicity is authorised by the State Language Inspection (valid already for the current Project ES-9622.03).
ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format (compulsory)
2. Detailed implementation chart (compulsory)
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period) (compulsory)
4. Reference to feasibility / pre-feasibility studies. For all investment projects, the executive summary of the economic and financial appraisals, and the environmental impact assessment should be attached (compulsory)
5. List of relevant Laws and Regulations (optional)
6. Reference to relevant Government Strategic plans and studies (may include Institution Development Plan, Business plans, Sector studies etc) (optional)
7. Results of the EU Phare Estonian Language Training Programme ES9622.03 (as of March 2000)
9. List of social target groups for language training programmes.
<table>
<thead>
<tr>
<th>Wider Objective</th>
<th>Indicators of Achievement*</th>
<th>How, When and By Whom Indicators Will Be Measured</th>
<th>Assumptions and Risks</th>
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</thead>
<tbody>
<tr>
<td>Social integration of ethnic minorities in Estonia</td>
<td>Knowledge of Estonia and Estonian language among non-Estonians is sufficient for everyday and professional use as well as for acquiring further education and Estonian citizenship</td>
<td>• language and Estonian citizenship examinations’ passing rates</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Immediate Objectives</th>
<th>Indicators of Achievement*</th>
<th>How, When and By Whom Indicators Will Be Measured</th>
<th>Assumptions and Risks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sub-programme 1: possibilities available for non-Estonian youth to achieve the necessary level of language proficiency</td>
<td>• improved language teaching in Russian-medium schools</td>
<td>• annual reports of the MoE and project documents (reports)</td>
<td>• continued activities by the Ministry of Education (MoE) and Non-Estonians Non-Estonians’ Integration Foundation (NEIF) in the field of integration of non-Estonian population</td>
</tr>
<tr>
<td>Sub-programme 2: extensive Estonian language training for non-Estonian adults available in order to broaden their opportunities on Estonian labour market and thus reduce</td>
<td>• increased number of non-Estonian speakers attending courses of Estonian language</td>
<td>• annual reports of Estonian Citizenship and Migration Board(CMB) and Examination and Qualification Centre reports</td>
<td>• continued annual allocations from the state budget</td>
</tr>
<tr>
<td></td>
<td>• increased number of citizenship applicants and Estonian language proficiency exam applicants</td>
<td></td>
<td>• stable legislative environment for language and citizenship issues</td>
</tr>
<tr>
<td>Outputs</td>
<td>Indicators of Achievement*</td>
<td>How, When and By Whom Indicators Will Be Measured</td>
<td>Assumptions and Risks</td>
</tr>
<tr>
<td>---------</td>
<td>--------------------------</td>
<td>-----------------------------------------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td><strong>Activity 1.1. and 1.2.</strong>: the implementation of new curriculum through systematic renewal of currently used study materials in Russian-medium schools supported</td>
<td>• 4 new subject-textbooks in Russian-language for Russian-medium schools, 5 bilingual study materials for teaching Estonia-oriented key-subjects, including interactive study materials, CD-ROMs etc., 3 sets of Estonian language learning material for basic schools and reference materials for 150 Russian-medium school libraries provided;</td>
<td>• Interim Reports on sub-projects’ progress</td>
<td>• MoE and other relevant governmental bodies will provide substantial support for the project activities</td>
</tr>
<tr>
<td><strong>Activity 1.3.</strong>: the qualifications of Estonian as Second Language teachers in Russian-medium schools raised</td>
<td>• training programmes for Estonian as a second language teachers consolidated and improved; teacher exchange between Russian- and Estonian-medium schools implemented; new in-service training based on new technology opportunities (e.g. computer-based correspondence learning) implemented;</td>
<td>• new teaching materials for Russian-medium schools approved by the MoE</td>
<td>• competent implementation team will be contracted for sub-projects</td>
</tr>
<tr>
<td><strong>Activity 1.4.</strong>: immersion language learning programmes and joint activities for non-Estonian and Estonian youth supported</td>
<td>• 6000 days of youth-family exchange programmes (including Estonian child to non-Estonian family); 30 language training summer camps, especially for basic school and gymnasium graduates implemented; incentive-based system of school exchange (“Estonian COMENIUS”) (30 projects) implemented;</td>
<td>• training programmes approved by the MoE</td>
<td>• support guaranteed by the Programme’s Steering Committee</td>
</tr>
<tr>
<td><strong>Activity 2.1.</strong>: support provided to non-Estonian adults in motivated and result-oriented Estonian language learning in order to facilitate the naturalisation process and integration with the European Union</td>
<td>• support to the existing study fee reimbursement system for learning Estonian (training for 15 000 adults) continued; possibilities to expand the system to the learning of other European languages explored; special reimbursement programmes for</td>
<td>• annual evaluation reports by NEIF and MoE</td>
<td>• brief updating needs-assessment prior each development activity (SMD, curriculum development, exchange programmes etc)</td>
</tr>
<tr>
<td><strong>Activity 2.2.</strong>: support of Estonian language training in vocational schools and re-</td>
<td></td>
<td></td>
<td>• according to existing legislation bilingual information can be provided</td>
</tr>
</tbody>
</table>

increase awareness on multi-cultural issues in Estonian society

public opinion polls carried out by research institutions and/or opinion poll firms
<table>
<thead>
<tr>
<th>Training courses for unemployed provided</th>
<th>Activity 3.1. and 3.3.: support provided to the distribution of information about the Programme and the integration process.</th>
<th>Activity 3.2.: production of integration-oriented and language teaching broadcasts for mass media in Estonian and Russian in accordance with language-related legal acts of Estonia; vulnerable groups (e.g., unemployed persons, recruits in defence forces and persons with low income) (training for 1200 adults) implemented; vocational subject curriculum simultaneously in Estonian and Russian to facilitate use of modern immersion teaching techniques (3 schools, 3 subject curricula) developed; study materials (3 adapted textbooks and terminological dictionaries) developed; requisite training for teachers implemented; student exchange and practical training between Ida-Virumaa and other areas of Estonia (15 projects) promoted; user-friendly Estonian language learning opportunities through of language learning broadcasts (e.g. soap opera or cartoons’) increased, social ads produced; informative TV/radio programmes produced, information and Programme activities widely distributed.</th>
<th>curriculum approved by the MoE</th>
<th>monitoring and surveys in project activities carried out</th>
</tr>
</thead>
</table>

**Inputs**

- Continued contribution from state budget – 1.4 MEUR for the year 2000
- Total Phare contribution to the Programme will be 3.14 MEUR
- Management of the Programme
- Concrete programme activities described in the Programme documents
- Well-functioning integration-related institutions with well-defined roles
- Programme Steering Committee with high decision-making capacity
- Technical assistance

*Must be quantified and measurable*
## TIME IMPLEMENTATION CHART

### Project №: ES
Project title: Estonian Social Integration and Language Training Programme for Ethnic Minorities in Estonia

<table>
<thead>
<tr>
<th>Sub-programme</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Institution Building</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education and Youth</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult Language Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Awareness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TA</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
ANNEX 3A

CUMULATIVE CONTRACTING SCHEDULE

Project No: ES
Project title: Estonian Social Integration and Language Training Programme for Ethnic Minorities in Estonia

<table>
<thead>
<tr>
<th>Date</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>TOTAL (MEUR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Phare Investment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-project 1 (title)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-project 2 etc.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Phare Institution Building</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Education and Youth</td>
<td>0.27</td>
<td>0.408</td>
<td>0.408</td>
<td>0.676</td>
</tr>
<tr>
<td>2. Adult Language Training</td>
<td>0.6</td>
<td>0.6</td>
<td>0.6</td>
<td>1.087</td>
</tr>
<tr>
<td>3. Public Awareness</td>
<td>0.3</td>
<td>0.707</td>
<td>0.707</td>
<td>0.707</td>
</tr>
<tr>
<td>4. Technical assistance</td>
<td>0.15</td>
<td>0.15</td>
<td>0.15</td>
<td>0.15</td>
</tr>
<tr>
<td>TOTAL (INV+IB)</td>
<td>0.75</td>
<td>0.75</td>
<td>1.32</td>
<td>2.352</td>
</tr>
</tbody>
</table>

NB: All contracting should normally be completed within 6-12 months and must be completed within 24 months of signature of Financial Memorandum.
CUMULATIVE DISBURSEMENT SCHEDULE

Project No: ES
Project title: Estonian Social Integration and Language Training Programme for Ethnic Minorities in Estonia

<table>
<thead>
<tr>
<th>Date</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/30/00</td>
<td>0,27</td>
<td>0,408</td>
<td>0,408</td>
<td>0,676</td>
</tr>
<tr>
<td>9/30/00</td>
<td>0,6</td>
<td>0,6</td>
<td>1,087</td>
<td>1,087</td>
</tr>
<tr>
<td>12/31/00</td>
<td>0,3</td>
<td>0,707</td>
<td>0,707</td>
<td>0,707</td>
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<tr>
<td>3/31/01</td>
<td>0,15</td>
<td>0,15</td>
<td>0,15</td>
<td>0,15</td>
</tr>
<tr>
<td>6/30/01</td>
<td>0,75</td>
<td>0,75</td>
<td>1,32</td>
<td>2,352</td>
</tr>
<tr>
<td>9/30/01</td>
<td>2,352</td>
<td>2,352</td>
<td>2,62</td>
<td>2,87</td>
</tr>
<tr>
<td>12/31/01</td>
<td>3,14</td>
<td>3,14</td>
<td>3,1400</td>
<td>3,1400</td>
</tr>
<tr>
<td>3/31/02</td>
<td>3,14</td>
<td>3,14</td>
<td>3,1400</td>
<td>3,1400</td>
</tr>
<tr>
<td>6/30/02</td>
<td>3,14</td>
<td>3,14</td>
<td>3,1400</td>
<td>3,1400</td>
</tr>
<tr>
<td>9/30/02</td>
<td>3,14</td>
<td>3,14</td>
<td>3,1400</td>
<td>3,1400</td>
</tr>
<tr>
<td>12/31/02</td>
<td>3,14</td>
<td>3,14</td>
<td>3,1400</td>
<td>3,1400</td>
</tr>
<tr>
<td>3/31/03</td>
<td>3,14</td>
<td>3,14</td>
<td>3,1400</td>
<td>3,1400</td>
</tr>
<tr>
<td>6/30/03</td>
<td>3,14</td>
<td>3,14</td>
<td>3,1400</td>
<td>3,1400</td>
</tr>
</tbody>
</table>

NB: All disbursements must be completed within 36 months of signature of the Financial Memorandum.
Project N°: ES
Project title: Estonian Social Integration and Language Training Programme for Ethnic Minorities in Estonia

In English:

In Estonian:

1 Compulsory for all investment projects. For all investment projects the executive summary of the economic and financial appraisal, and the environmental impact assessment should be attached (compulsory). In all cases where these are not available the reason(s) for this must be stated.
ANNEX 5

LIST OF RELEVANT LAWS AND REGULATIONS

Project N°: ES
Project title: Estonian Social Integration and Language Training Programme for Ethnic Minorities in Estonia

1. Language Act
2. Government of the Republic Decree No 249 of August 16, 1999 “Approving the level of obligatory Estonian language skill, the extent of pre-Estonian language skill level examination consultations, and the format of the Estonian language skill certificate”
3. Procedures for carrying out the Estonian language skill level examination.
   Approved by Minister of Education Decree No 41 of July 1, 1999
4. Law on Education
5. Law on Basic and Upper Secondary School

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2 This annex is optional.
ANNEX 6

LIST OF GOVERNMENT STRATEGIC PLANS AND STUDIES

Project N°: ES
Project title: Estonian Social Integration and Language Training Programme for Ethnic Minorities in Estonia


3 This annex is optional. Government strategic plans and studies are e.g. Institution Development Plan, Business plans, Sector studies etc.
## ANNEX 7

### RESULTS OF THE PROGRAMME ES-9622.03

**as of March 2000**

<table>
<thead>
<tr>
<th>ACTIVITIES</th>
<th>RESULTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Estonian Language Training Programme</strong></td>
<td><strong>OMAS Annual Assessment Report No R/ES/EDU/990122, Draft 2 – rating “satisfactory”</strong></td>
</tr>
</tbody>
</table>
| 1. Supply of Teaching Aids for Estonian Language Training for Adults | - **study set for advanced learners** – authors contracted, development underway, tender for publishers launched  
- **3 exercise books** with tapes for preparing for new language examinations (each 1000 copies) published, reprinted and distributed  
- 22 firms/language training providers supplied with **up-to-date teaching materials** (662 pcs) |
| 2. Support to Course Fee Reimbursement Fund | - 22 firms/language training providers selected as pilot firms for quality training  
- ~2600 non-Estonians attending language courses  
- ~200 reimbursements made  
- ~100 adult teachers trained for better teaching quality  
- 2 pilot projects implemented (in a hospital and Defence Forces) |
| 3. Supply of Teaching Aids for Estonian Language Training at Schools | - **180 Russian schools** equipped with priority study aids (dictionaries, training sets, teachers’ handbooks etc.- total 4460 pcs)  
- **40 schools** provided with additional study aid (videos, maps  
- **2 new exercise books** with tapes for preparing for state language examinations (each 2 x 1000 copies) published, reprinted and distributed  
- **a new textbook & CD** for language learning songs and games: authors contracted, manuscript ready, tender for publisher launched  
- **a new set of teachers’ handbooks (18 items)** for alternative language training methods – authors contracted, tender for publisher launched |
| 4. Support to Language Training Summer Camps and family Exchange Programmes | - **990 children** participated in language immersion summer camps or exchange programmes (summer 1999)  
- **summer 2000** tender launched, contracts awarded to 14 projects  
- **network** of providers of language training camps and exchange programmes established  
- ~100 teachers trained for providing language training summer activities  
- relationships created between ~200 Estonian and Russian families |
| 5. Intensive Estonian Language Courses for Students at Teachers’ Colleges and Universities | - ~250 **first year students** attending intensive Estonian courses  
- 6 universities have developed curricula for intensive Estonian language courses and updated study material |
| 6. Awareness Campaign | - a PR company contracted to implement **public awareness campaign** to promote competence in Estonian language  
- **information** on Programme activities widely available (newsletters, information leaflets, WWW-page  
- **5 different information-sharing seminars** held in Tallinn or Ida-Virumaa |
State Programme "Integration in Estonian Society 2000-2007"

Summary

Situation
As a result of the migration that took place during the Soviet period, a community based on the Russian language has arisen in Estonia, and a significant number of its members lack an outlet to the rest of society. Sociological investigations undertaken in the mid-1990s suggested the formation of a model "two societies in one country" in Estonia, which represents a danger on the levels of both social and security policy.

At the end of the 1990s there is, however, cause to discern an improvement in the prevailing situation. An investigation carried out in January of 1999 pointed to the integration process having reached a phase of acclimatisation among non-Estonians and a phase of tolerance among Estonians. It is quite clear, however, that the integration process is one that lasts for decades and requires long-term and systematic support from the Estonian State.

The State Programme "Integration in Estonian society 2000-2007"
The State Programme "Integration in Estonian Society 2000-2007" is an action plan for governmental agencies and other institutions for the years 2000-2007 in the field of integration. The State Programme was elaborated by the Government's expert commission in 1999 and, after a public discussion, it was approved by the Estonian Government on March 14, 2000. It has been submitted also to the Riigikogu (Parliament) for discussion. The State Programme is available for all (in Estonian, Russian and English) on the WWW page of Minister Katrin Saks office - http://www.riik.ee/saks/ikomisjon/

The nature of the integration in Estonian society is shaped by two processes:
- the social harmonisation of society on the basis of knowledge of the Estonian language and the possession of Estonian citizenship, and
- the offering of maintenance of ethnic differences on the basis of the recognition of the cultural rights of ethnic minorities.

The harmonisation of society is also a bilateral process - the integration of both Estonians and non-Estonians in Estonian society around a strong common core.

The outcome of integration process
The outcome of integration process supported by the state programme is the Estonian multicultural society, characterised by cultural pluralism, a strong common core and the development of Estonian culture.

Main aims of integration:
- Linguistic-communicative integration, i.e. a common sphere of information and the re-creation of an Estonian-language environment in Estonian society under conditions of cultural diversity and tolerance.
- Legal-political integration, i.e. the formation of a population loyal to the Estonian state and the reduction of the number of persons without Estonian citizenship.
- Socio-economic integration, i.e. the increase of the competitiveness and social mobility of every member of Estonian society.

Programme activities
The 3 above-mentioned main aims of the state programme lead to objectives, to which the following 4 sub-programmes correspond:
Sub-programme “Education” – pursuant to the objectives “A. Elementary school graduates are socially competent and have medium level knowledge of the Estonian language” & “B. Secondary school graduates have the level of knowledge of Estonian language necessary for everyday life and work & are capable to continue studies in Estonian”

Sub-programme “The education and culture of ethnic minorities” – pursuant to the objective “Ethnic minorities possess opportunities to acquire education in their mother tongue and preserve their culture”

Sub-programme “The teaching of Estonian to adults” – pursuant to the objective “Opportunities have been created for non-Estonian adults to improve their knowledge of Estonian and to raise their socio-cultural competence”

Sub-programme "Social competence” – pursuant to the objective “A. Individuals participate actively in the development of civil society” & "B. Attitudes of Estonians and non-Estonians are favourable to the achievement of the main aims of the state programme" & "C. Improvement of situation among groups with serious social needs"

State programme financing in 2000

Allocations provided below do not cover direct allocations to particular integration-related projects by local governments (ca 8 mln croons in 2000), various foundations and foreign countries.

<table>
<thead>
<tr>
<th>Sub-programme</th>
<th>State (special allocations, not including permanent support for functioning of school system, public media, cultural institutions of minorities by the state and local governments)</th>
<th>Foreign aid (incl. EU Phare Programme, UNDP, Canada, Denmark, Sweden, Finland, Norway, United Kingdom)</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Sub-programme &quot;Education&quot;</td>
<td>23 070 000</td>
<td>16 362 540</td>
<td>500 000</td>
<td>39 932 540</td>
</tr>
<tr>
<td>II. Sub-programme &quot;The education and culture of ethnic minorities&quot;</td>
<td>2 485 000</td>
<td>420 000</td>
<td>2 905 000</td>
<td></td>
</tr>
<tr>
<td>III. Sub-programme &quot;The teaching of Estonian to adults&quot;</td>
<td>870 000</td>
<td>11 895 000</td>
<td>12 765 000</td>
<td></td>
</tr>
<tr>
<td>IV. Sub-programme &quot;Social competence&quot;</td>
<td>1 660 000</td>
<td>2 900 000</td>
<td>4 560 000</td>
<td></td>
</tr>
</tbody>
</table>

FINANCING IN TOTAL (INCLUDING MANAGEMENT & EVALUATION)

<table>
<thead>
<tr>
<th>State</th>
<th>Foreign aid</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 705 000</td>
<td>33 616 312</td>
<td>500 000</td>
<td>64 821 312</td>
</tr>
</tbody>
</table>
SOCially Vulnerable Target Groups For Language Training

The socially vulnerable target groups as defined in State Integration Programme (6.3.2.5. The subsidising of the language training of socially high-priority and risk groups) are following:

- The teaching of the Estonian language to the non-Estonian registered unemployed and job seekers
- The development and implementation of activation programmes for the young unemployed in combination with language training.
- The teaching of Estonian to non-Estonian recruits; a programme and materials of state and legal foundations for non-Estonian recruits: police and security guards
- Estonian language courses for medical workers
- The teaching of Estonian to non-Estonian prison officials

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4 Non-Estonian recruits include many of the drop-outs of the school system, who for different reasons failed to learn Estonian in a required level. They can be provided with enough language training for getting language certificate, considering the prospective of their further employment. PHARE assistance will be additional to state budget allocation for language training. Under the current Project ES-9622.03, PHARE comprises 30% of the support, the rest 70% being paid from State Budget.