



EMN Study 2021

Integration of Migrant Women in the EU and Norway: Policies and Measures



Estonian national report

2021

Disclaimer: The following responses have been provided primarily for the purpose of completing a Synthesis Report for the EMN Study on Integration of Migrant Women in the EU and Norway: Policies and Measures. The contributing EMN NCP have provided information that is, to the best of their knowledge, up to-date, objective and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of an EMN NCPs' Member State.

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1 BACKGROUND AND RATIONALE FOR THE STUDY

This study focuses on the integration of migrant women in the main sectorial areas covered by the EU Action plan on Integration and Inclusion 2021-2027¹ including education and training, employment and skills, health and housing as the base for societal integration. While the term ‘integration’ is contested² and other terms such as ‘inclusion’ are increasingly preferred in policy, in this study the term ‘integration’ is used deliberately to refer to integration and inclusion policies and measures addressing migrant women.

In the EU, women account for almost half of the migrants from third countries (10.6 million or 49% of the migrant stock on 1 January 2020).³

Women, like men, migrate to Europe for a variety of reasons.⁴ Women may arrive as family migrants, labour migrants, students, asylum applicants or belonging to another group of migrants. This is reflected in the diversity of legal statuses and rights among migrant women. Migrant women’s integration challenges differ depending on their resident status or reason for migration.^{5 6}

Recent studies show that migrant women face a so-called “double disadvantage”, due to the intersection of being a woman and being a migrant.⁷ For example, migrant women in the EU generally have a higher unemployment rate than both non-migrant women and migrant men. For those women with young children, the employment rate is significantly lower for migrant than non-migrant women.⁸ Moreover, refugee women are worse off when it comes to education or employment compared to other migrant women, pointing to a “triple disadvantage”.⁹

¹ European Commission, 'EU Action plan on Integration and Inclusion 2021-2027', COM(2020) 758 final, <https://ec.europa.eu/migrant-integration/?action=media.download&uuid=CDFE0088-C151-66D5-846F7C422DE2A423>, last accessed on 9 July 2021.

² Schinkel, W. 'Against 'immigrant integration: For an end to neocolonial knowledge production', 2018, *CMS*, 6(31).

³ Eurostat, 'Population on 1 January by age group, sex and citizenship', 2021, https://ec.europa.eu/eurostat/web/products-datasets/-/migr_pop1ctz, last accessed on 21 July 2021 (without EL, HR, MT and PL).

⁴ European Commission, 'Integration of migrant women – A key challenge with limited policy resources', 2018, <https://ec.europa.eu/migrant-integration/feature/integration-of-migrant-women>, last accessed on 9 July 2021.

⁵ European Economic and Social Committee, 'Opinion on Inclusion of migrant women in the labour market', 2015, p.5, <https://ec.europa.eu/migrant-integration/librarydoc/inclusion-of-migrant-women-in-the-labour-market?lang=en>, last accessed on 9 July 2021; FRA, 'Second European Union Minorities and Discrimination Survey – Migrant women – selected findings', 2019, p. 9–11, https://fra.europa.eu/sites/default/files/fra_uploads/fra-2019-eu-midis-ii-migrant-women_en.pdf, last accessed on 9 July 2021.

⁶ European Institute for Gender Equality (EIGE), 'Gender and Migration', 2020, p. 4, <https://eige.europa.eu/publications/gender-and-migration>, last accessed on 9 July 2020.

⁷ European Commission – Joint Research Centre, 'Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status', 2020, <https://publications.jrc.ec.europa.eu/repository/handle/JRC121425>, last accessed on 9 July 2021.

⁸ OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, pp. 4 and 6, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

⁹ OECD, 'Triple Disadvantage? A first overview of the integration of refugee women', 2018, pp. 16 and 19, https://www.oecd-ilibrary.org/employment/triple-disadvantage_3f3a9612-en;jsessionid=QdS1wA6MXnTSSOMYsBcF9LOj.ip-10-240-5-190, last accessed on 9 July 2021.

In addition, migrant women have been disproportionately impacted by the COVID-19 pandemic, e.g. through job loss, additional care and housework, domestic work or increased exposure when providing front-line services.¹⁰

On the other hand, there are also unique integration opportunities. Migrant women are – for example – equally likely to be as highly educated as non-migrant women and are more likely to be highly educated than migrant men.¹¹

The above elements shows the importance of a gendered approach in migrant integration policies and measures.¹² However, a 2017 study by the European Union Agency for Fundamental Rights (FRA) found little evidence of a gendered approach in national action plans and integration strategies.¹³ The European Court of Auditors in its 2018 report identified a lack of policies for addressing the specific integration challenges of migrant women.¹⁴ Furthermore, a recent study published by the European Network of Migrant Women in 2020 identified shortcomings in addressing the needs of migrant women in Asylum, Migration and Integration Fund (AMIF) projects implemented through direct management, noting that: ‘Although gender mainstreaming is briefly referred to in the majority of the calls, there seems to be a lack of clarity what this term implies in practical terms. The specific vulnerabilities and needs of women and girls are also largely overlooked’.¹⁵

In its 2016 Action Plan on the Integration of Third-Country Nationals, the European Commission made a commitment to engage in a dialogue with Member States to ensure that concerns related to the gender dimension and the situation of migrant women are taken into account in planned policies and funding initiatives.¹⁶ The assessment of the action plan, however, noted that it only recognised to a limited extent the specific needs of certain categories and the possible intersections between the migrant status and other segments of discrimination including gender.¹⁷

In its Action Plan on Integration and Inclusion 2021–2027, presented in November 2020, the European Commission proposed targeted integration support that takes into account individual characteristics that may present specific challenges such as gender through gender-specific processes that complement the mainstreamed approach.¹⁸ At the same time, the importance of a gender-sensitive response to different

¹⁰ IOM, 'COVID-19 and women migrant workers: Impacts and Implications', 2020, <https://publications.iom.int/books/covid-19-and-women-migrant-workers-impacts-and-implications>, last accessed on 9 July 2021.

¹¹ OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, p. 4, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

¹² OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, p. 6, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

¹³ The EU Agency for Fundamental Rights (FRA) 'Together in the EU - Promoting the participation of migrants and their descendants', 2017, p. 7, https://fra.europa.eu/sites/default/files/fra_uploads/fra-2017-together-in-the-eu_en.pdf, last accessed on 9 July 2021.

¹⁴ European Court of Auditors, 'The integration of migrants from outside the EU, Briefing Paper', 2018, p. 23, https://www.eca.europa.eu/Lists/ECADocuments/Briefing_paper_Integration_migrants/Briefing_paper_Integration_migrants_EN.pdf, last accessed on 9 July 2021.

¹⁵ European Network of Migrant Women, 'Follow the €€€ for Women and Girls', 2020, <http://www.migrantwomennetwork.org/wp-content/uploads/Follow-the-Money-for-Women-2020-AMIF.pdf>, last accessed on 9 July 2021.

¹⁶ European Commission, 'Action Plan on the integration of third-country nationals', 2016, https://ec.europa.eu/home-affairs/sites/default/files/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160607/communication_action_plan_integration_third-country_nationals_en.pdf, last accessed on 9 July 2021.

¹⁷ European Commission, 'Assessment Of The 2016 Commission Action Plan on the Integration of Third-Country Nationals', SWD(2020) 290 final, https://ec.europa.eu/home-affairs/sites/default/files/pdf/20201124_swd-2020-758-commission-staff-working-document.pdf, last accessed on 9 July 2021.

¹⁸ European Commission, 'EU Action plan on Integration and Inclusion 2021-2027', COM(2020) 758 final, pp. 6-7, <https://ec.europa.eu/migrant-integration/?action=media.download&uuiid=CDFE0088-C151-66D5-846F7C422DE2A423>, last accessed on 9 July 2021.

policy areas has been emphasised by the EU Gender Equality Strategy 2020–2025,¹⁹ which emphasised also the dual approach of targeted measures to achieve gender equality, combined with strengthened gender mainstreaming. Therefore, the 2021 EMN study on the ‘Integration of Migrant Women in the EU: Policies and Measures’ conducts a stock-taking exercise on where EMN Member States currently stand in terms of gender-sensitive integration policies and measures targeting migrant women.

2 STUDY AIMS AND OBJECTIVES

The aim of the 2021 EMN study on the ‘Integration of Migrant Women in the EU: Policies and Measures’ is to understand if and to what extent Member States and Norway consider the distinct situation of migrant women in their integration policies and measures. The aim is to provide information that will support policymakers developing integration policies and measures that better support migrant women in their integration process, taking their respective backgrounds into account. An overview will be provided of research and statistics available at the national level on the integration opportunities and challenges of migrant women.

The study’s main objectives are:

- To map current national integration policies in the EU Member States and Norway that specifically target women;
- To provide examples of good practices and lessons learnt from EU Member States and Norway on integration measures for migrant women at the national but also regional or local level;
- To provide an overview of special policies or measures that have been developed to counteract negative consequences of COVID-19 for migrant women’s integration.

The study targets policymakers interested in addressing the specific situation of migrant women in their integration policy as well as researchers, who may use the findings as a starting point for more in-depth research of the integration of migrant women, such as at the local and regional level. Also, the study is of interest to the general public, raising awareness on gender-specific integration issues.

3 SCOPE OF THE STUDY

This study defines a *migrant woman* as a third-country national female [migrant](#) (i.e. a regularly residing female migrant aged 18 and above) for the purpose of policy analysis; and as a female [third-country national](#) for the purpose of data analysis. However, the study also analyses those policies and measures that are not exclusively targeting third-country nationals, but which include them as part of a wider target group (e.g. women in general; or migrant women in general which may also include EU citizens with migrant background). EU Member States and Norway are encouraged to include information on such policies and measures, focusing on their relevance for the study’s target group.

The policies and measures outlined in this study will be structured along specific categories of migrant women (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers) as far as possible.

Integration policies refer to targeted integration strategies and action plans but also broader policy instruments relevant to the integration of migrant women such as sector specific governmental programmes (health, education, employment, housing, etc.). *Measures* include systematic initiatives (multi-year / long term), projects (ad-hoc) and legislative (structural) measures that are used to implement the integration policies (including those funded by governments but implemented by NGOs on behalf of the governments).

¹⁹ European Commission, ‘[A Union of Equality: Gender Equality Strategy 2020-2025](#)’, COM(2020) 152 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>, last accessed on 9 July 2021.

Even though local communities are the places where integration happens and therefore regional and local authorities have their own integration policies and measures, the focus of this study is the national level for the simple reason that researching regional and local level policies and measures would require considerably more time and resources than available for an EMN study. However, questions on good practices have been incorporated to this study to allow for the provision of examples from the regional and local level.

Integration policies and measures will be categorised along the focus areas of labour market, entrepreneurship, education and vocational training, language training, housing, health and civic integration, and will open the door for Member States to report on any other areas that are significant.

The reporting period for this study ranges from 2016 to 2021, depending on the area of analysis (i.e. data, policies, measures):

- Data: 2016–2020, to capture trends over the past 5 years.
- Policies: 2021 and upcoming policy developments (i.e. the policies currently in place as well as planned developments).
- Measures: 2016–2021 in order to allow the inclusion of measures that might have already been evaluated.

4 EU LEGAL AND POLICY CONTEXT

Although migrant integration policies are a national competence of EU Member States, European institutions have the mandate to ‘provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals’ since the signature of the [Treaty of Lisbon in 2007](#). The EU has periodically set priorities and goals to drive EU policies, legislative proposals and funding opportunities on integration since the 1999 [Treaty of Amsterdam](#), that led to the 2004 [Common Basic Principles for Immigrant Integration Policy](#). These have guided and continue to guide most EU actions in the area of integration. The [Common Agenda for Integration](#), presented by the Commission in 2005 and in effect until 2010, provided the framework for the implementation of the EU integration policy and contained a series of supportive EU mechanisms and instruments to promote integration and facilitate exchanges between integration actors. In 2009 the [European Website on Integration](#) was launched to provide a platform for good practices and news on integration in the EU. In July 2011, the [European Agenda for the Integration of Third-Country Nationals](#) was adopted. It covered the period 2011-2015, focused on increasing the economic, social, cultural and political participation of migrants and on fighting discrimination, with an emphasis on local actions. This was followed by the 2016 [Action Plan on the Integration of Third-Country Nationals](#). This was a goal-setting document published by the European Commission, providing a comprehensive framework to support Member States’ efforts in developing and strengthening their integration policies and describing concrete measures the Commission was to implement in this regard. In 2017, the [Skills Profile Tool](#) was launched to map skills of third-country nationals to be used by national authorities when planning integration. Building on the 2016 Action Plan, the European Commission revealed its new [Action Plan on Integration and Inclusion](#) (2021-2027) in November 2020, proposing concrete actions, giving guidance, and delineating funding for initiatives meant to bring inclusion for all.

Other relevant policy instruments include:

- The [EU Anti-racism Action Plan 2020–2025](#), which was published by the European Commission on 18 September 2020 to step up action against racism in the European Union. As the action plan points out, racism can be combined with discrimination and hatred on other grounds, including gender.
- The [Pact on Migration and Asylum](#), that was proposed by the European Commission on 23 September 2020. With the Pact, the Commission is proposing a fresh start on migration, bringing together policy in the areas of migration, asylum, integration and border management. In the area of integration, the Pact supports effective integration policies with a focus on local communities and early access to integration services for children and vulnerable groups.

- The [EU Gender Equality Strategy 2020–2025, which](#) sets the key objective of achieving gender balance in decision-making and in politics for example. The Strategy pursues a dual approach of gender mainstreaming combined with targeted actions - intersectionality is a horizontal principle for its implementation.
- The furthercoming [Recommendation on Migrant and Refugee Women and Girls](#) which is currently being tasked to Drafting Committee on Migrant Women (GEC-MIG), a subordinate body to the Gender Equality Commission (GEC) of the Council of Europe.

5 PRIMARY QUESTIONS TO BE ADDRESSED BY THE STUDY

The study seeks to address four primary questions:

- What does the available data /research tell us about the migration channels, the level of integration of migrant women in the EU Member States and Norway, and their integration challenges and opportunities?
- To what extent are migrant women specifically addressed in national integration policies (e.g. strategies, action plans and government programmes)?
- To what extent are there targeted integration measures available in the EU Member States and Norway, specifically addressing migrant women at the national but also regional or local level, and what has been identified as a good practice in this area?
- Have special integration policies or measures been developed to counteract the negative consequences of COVID-19 for migrant women's integration, and if yes, what do these policies or measures look like?

6 DEFINITIONS

The following key terms are used in the Common Template. The definitions are taken from the EMN Glossary Version 6.0²⁰ unless specified otherwise in footnotes.

Dual approach to gender equality: complementarity between gender mainstreaming and specific gender equality policies and measures, including positive measures.²¹

Gender: The socially constructed attributes, roles, activities, responsibilities and needs predominantly connected to being male or female in given societies or communities at a given time.

Gender mainstreaming: Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.²²

Gender-sensitive: Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities and promote gender equality, including an equal distribution of resources, therefore addressing and taking into account the gender dimension.²³

Integration: In the *EU context*, a dynamic, two-way process of mutual accommodation by all immigrants and residents of EU Member States.

Integration indicators: Benchmarks used to measure the integration of migrants in specific policy areas, such as employment, education, social inclusion and active citizenship.

²⁰ EMN Glossary, https://ec.europa.eu/home-affairs/what-we-do/networks/european_migration_network/glossary_en, last accessed on 9 July 2021.

²¹ EIGE, 'Glossary & Thesaurus – dual approach to gender equality', <https://eige.europa.eu/thesaurus/terms/1092>, last accessed on 9 July 2021

²² EIGE, 'Glossary & Thesaurus - gender mainstreaming', <https://eige.europa.eu/thesaurus/terms/1185>, last accessed on 9 July 2021.

²³ EIGE, 'Glossary & Thesaurus - gender sensitive', <https://eige.europa.eu/thesaurus/terms/1211>, last accessed on 9 July 2021.

Intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.²⁴

Migrant: In the EU/EFTA context, a person who [...]: (i) establishes their usual residence in the territory of an EU/EFTA Member State for a period that is, or is expected to be, of at least 12 months, having previously been usually resident in another EU/EFTA Member State or a third country.

Third-country national: Any person who is not a citizen of the European Union within the meaning of Art. 20(1) of TFEU and who is not a person enjoying the European Union right to free movement, as defined in Art. 2(5) of the Regulation (EU) 2016/399 (Schengen Borders Code).

²⁴ EIGE, 'Glossary & Thesaurus – intersectionality', <https://eige.europa.eu/thesaurus/terms/1263>, last accessed on 9 July 2021.

Integration of Migrant Women in the EU and Norway: Policies and Measures

National Contribution from Estonia

Disclaimer: The following information is provided primarily for the purpose of contributing to this EMN study. The EMN NCP has provided information that is, to the best of its knowledge, up-to-date, objective and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of the EMN NCPs' Member State.

The national report of the European Migration Network study "Integration of Migrant Women in the EU and Norway: Policies and Measures" gives an overview of integration policies and practices of migrant women in Estonia. As there are no integration policies specifically aimed at migrant women, more broader information is provided. Nevertheless, the study aims to focus, as much as possible, on migrant women who reside in Estonia, when analyzing statistics, policies and measures in areas as education, employment, entrepreneurship, health care, integration courses, and social inclusion.

In Estonia top 3 third-country nationals who entered Estonia on the basis of a first-time residence permit in the period 2016-2020²⁵ were Ukraine, Russia and India. For migrant women the main reasons for entering Estonia were family reasons, followed by study reasons and remunerated activities. As a comparison, for migrant men the main reasons to enter the country were employment, followed by study reasons. In 2020, men accounted for 60% and women for 40% of the recipients of first-time temporary residence permits. Out of all those third-country nationals who came to Estonia for employment, 85% were men and 15% were women, at the same time 80% men and 20% women came for the purpose of entrepreneurship. However, significantly more women came to Estonia for family reasons compared to men, 67% women and 33% men respectively. Out of all those who came to study in Estonia 61% were men and 39% were women.

Mainly because of the travel restrictions caused by the spread of COVID-19, the number of first-time temporary residence permits decreased in 2020 compared to 2019 in all residence permit categories. The total number of first-time temporary residence permits dropped by 19% in 2020 compared to 2019. The number of first-time residence permits decreased by 12% in family migration, 60% in study migration, 3% in work migration and 9% for other reasons.

In 2020 the proportion of third-country migrant women from total of third-country migrants in the EU was the same as in Estonia - 49 %.

The aim of the Estonian integration policy is to contribute to the development of a cohesive and stable society, where people with various linguistic and cultural backgrounds have embraced Estonian identity and consider Estonia to be their homeland; actively participate in society, including in employment, lifelong learning and civil society; share democratic values, contribute to the development of the state and society, as well as orient in the Estonian cultural space. Integration is based on the openness of Estonian society and people's awareness and respect for different cultures and languages, and the acceptance of an Estonian identity.²⁶ Gender is not specifically addressed in national integration policies.

In the end of 2020, the Estonian Government approved the proposal for the preparation of the "Cohesive Estonia development plan 2021-2030", which replaces the previous development plan "Integrating Estonia

²⁵ European Migration Network study "Integration of Migrant Women in the EU and Norway: Policies and Measures" covers the time period from 2016 to 2021.

²⁶ <https://www.kul.ee/en/cultural-diversity-and-integration/integration>

2020”, sets the vision, aims and indicators for, among others, the adaptation and integration policy for the next 10 years. The new development plan is expected to be approved by the Parliament in early 2022.

According to the analysis arranged by the Ministry of Culture on adaptation and integration services provided by state, Estonia had 96 adaptation and integration services in 2019, including 67 direct, 23 indirect and 7 support services, which are intended for Estonians, permanent residents of another nationality, newly arrived migrants and to Estonians abroad.²⁷

There are several services developed to simplify the adoption of newly arrived foreigners:

- general adaptation programme for all newcomers (the Settle in Estonia Programme);
- teaching the Estonian language (several service providers, including public and private sector);
- migration advice in framework of International House activities (e.g. information provision on residence permits and other legal issues);
- programmes to attract foreign labour, foreign students and supporting employers (Work in Estonia, Study in Estonia etc.).

It concluded from the study that in Estonia there are very limited number of services aimed specially to migrant women. These are: Spouse programme “Re-invent yourself” (although the target group for that programme are both men and women, majority of participants are women) and women clubs for women to whom international protection is granted (but also other women with migrant-background are invited).

Newly-arrived migrants integration related monitorings have mapped that main challenges that migrants face in long term are related to language learning difficulties, educational system challenges (especially educational system segregation in the Estonian and Russian schools) and access to citizenship.

The main socio-economic challenge is the gender pay gap, which has been highest in the EU average for years. Migrant women are even more affected from gender pay gap as migrant women employment rates compare to migrant men are significantly lower in all age groups. Migrant women have also lower average wages than migrant men, and this gap is even more extensive than among locals.

Section 1: Integration of migrant women – data and debates

The study will start by providing some background information on the immigration channels of migrant women in the EU Member States and Norway as well as key integration indicators in order to understand the current situation and which integration opportunities and challenges are affecting migrant women in the EU Member States and Norway.

Q1 Please analyse the data on first residence titles issued by reason in 2016–2020 in your country as extracted from Eurostat and included in the statistical Annex (see Annex 1.1) and describe the main forms of immigration used by third-country migrant women compared to third-country migrant men. What are the top 3 countries of citizenship in the period of 2016-2020? Did any significant changes occur in 2020 that might be related to COVID-19?

Top 3 third-country nationals, who entered Estonia as residents in the period of 2016-2020 were Ukraine, Russia and India. For migrant women the main reasons entering Estonia was family reasons, followed by study reasons and remunerated activities. For men the main reason was employment, followed by study reasons.

²⁷ “Guidelines for local governments on how the adaptation and integration services are organised in Estonia”, 2020, the Ministry of Cultural Affairs

In 2020, men accounted for 60% and women for 40% of the recipients of first-time temporary residence permits. Out of all those who came on the basis of labour migration, 85% were men and 15% were women (at the same time 80% men and 20% women came for the purpose of entrepreneurship). On the basis of family migration, however, more women than men came, 67% women and 33% men, respectively. Out of all those who came to study in Estonia 61% were men and 39% were women. However, significantly more women came to Estonia for family reasons compared to men, 67% women and 33% men respectively.

	2016		Females % from total/total	2017		Females % from total/total	2018		Females % from total/total	2019		Females % from total/total	2020		Females % from total/total
	Males	Females		Males	Females		Males	Females		Males	Females		Males	Females	
Total	2 684	1 624	38%	2 802	1 578	36%	3 218	1 925	37%	3 668	2 532	41%	3 007	1 985	40%
Family reason	531	893	1 424	438	832	1 270	560	1 202	1 762	742	1 669	2 411	710	1 410	2 120
Education reasons	705	409	1 114	734	459	1 193	814	458	1 272	873	504	1 377	333	223	556
Remunerated activities															
Other reasons	1 170	169	1 339	1 387	144	1 531	1 620	171	1 791	1 827	275	2 102	1 762	273	2 035
Other	278	153	431	243	143	386	224	94	318	226	84	310	202	79	281

Figure 1. First permits by reason, age, sex and citizenship [migr_resfas] Eurostat

Mainly because of the travel restrictions caused by spread of COVID-19, the number of first-time temporary residence permits decreased in 2020 compared to 2019 in all residence permit categories. The total number of issued first-time residence permits decreased by 12% in family migration, 60% in study migration, 3% in work migration and 9% for other reasons. The total number of first-time temporary residence permits dropped by 19% compared to 2019.

The total number of 2057 residence permits were issued for permanently settling in Estonia (prior launching an application, person had to live in Estonia for at least three years) in 2020 from which 34% were issued to women (703 permits).²⁸

In Estonia the number of asylum applicants and beneficiaries of international protection has remained low. The number of beneficiaries was slightly augmented by the people in need of international protection who were accepted under the European Agenda on Migration for 2015-2017 and the European Commission's call of 2017. Since 1997 1316 third-country nationals (of which 28% were women) have requested international protection in Estonia and international protection has been granted in total (refugee status + subsidiary protection status) to 554 third-country nationals. Residence permits for the family members of beneficiaries of international protection have been issued to a total of 96 people. In 2020, a total of 322 beneficiaries of international protection and their family members lived in Estonia.²⁹ Focussing on study covering period 2016-2020 there were 565 asylum applications submitted in Estonia, of which 39% were submitted by women and 315 persons received positive decisions, of which 43% were women³⁰.

Q2 Please analyse the data on population in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.2) and describe the share of third-country national migrant women among the total population compared to third-country national migrant men. Please include any evidence for changes related to COVID-19 if available.

As of 1 January 2021, Estonian population was 1 330 068, which is 0.08% more than at the same time previous year when Estonian population was 1 328 976. According to Statistics Estonia, the population decreased by

²⁸ Source: PBGB

²⁹ Ibid

³⁰ Eurostat migr_asyappctza and migr_asydcfsta

2602 people in 2020 due to the natural growth rate (the number of deaths exceeded the number of births) and increased by 3781 people due to positive net migration (more people came to live in Estonia than left).

According to Eurostat statistics in the year 2016, a total of 1 315 944 persons – from which 616 708 males and 699 236 females were living in Estonia. There were 90 689 migrant women in the Estonia, which was approx. 6,9 percent of the total population residing in the Estonia and approx. 50% of migrant population.

In the year 2017, a total of 1 315 635 persons – from which were 617 538 males and 698 097 females living in Estonia. There were 89 321 migrant women in the Estonia, which was approx. 6,8 percent of the total population residing in the Estonia and approx. 50% of migrant population.

In the year 2018, a total of 1 319 133 persons – from which 621 084 males and 698 049 females were living in Estonia. There were 88 156 migrant women in the Estonia, which was approx. 6,7 percent of the total population residing in the Estonia and approx. 49% of migrant population.

In the year 2019, a total of 1 324 820 persons – from which 625 635 males and 699 185 females were living in Estonia. There were 87 654 migrant women in the Estonia, which was approx. 6,6 percent of the total population residing in the Estonia and approx. 49% of migrant population.

In the year 2020, a total of 1 328 976 persons – from which 629 277 males and 699 699 females were living in Estonia. There were 87 493 migrant women in the Estonia, which was approx. 6,6 percent of the total population residing in the Estonia and approx. 48,9% of migrant population.³¹

It derives from the statistics that there is about the same number of migrant women as migrant men in Estonia, but the amount of migrant women has fallen by 1%, while the number of male migrants has risen by 1% in recent years.

In European Union, third-country migrant women proportion from total third-country migrants is 49 %, in Estonia this percentage was the same, 49% in 2020.

If should be noted, that Eurostat data on migrant population concerning Estonia includes also statistics on non-citizens (persons with undetermined citizenship) living in Estonia. The proportion of these persons is around 5,2 % from total population, 69 113 non-citizens were registered in the beginning of 2020, 47% of them were women³².

Q3 Please analyse the data on labour market, entrepreneurship, education, housing and health indicators in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.3) and describe the main findings with specific focus on third-country national migrant women compared to third-country national migrant men and non-migrant women. Did any significant changes occur in 2020 that might be related to COVID-19?

According to Eurostat data, there is no significant difference in unemployment rate between third-country national men and third-country national women. But there is significant difference between third-country national migrant women compared to non-migrant women. In 2016-2020 the average unemployment rate for migrant women was 10,8 % compared to 5,0% for non-migrant women.

There are also some differences in third-country national men and third-country national women activity rate, as the migrant women average activity rate is 76%, compared to third-country national men 86,3%, which is even more than non-migrant women activity rate 80,6% for period 2016-2020.

Rates for self-employment are quite low for third-country national men as well as third-country national women with the average rate being 4,4 % and 2,1 % respectively (which is also explained by low number of

³¹ Eurostat: Population on 1 January by age group, sex and citizenship [migr_pop1ctz]

³² Statistics Estonia, database: RV069U

issued residence permits on basis of entrepreneurship). The average rate for self-employment of non-migrant women for period 2016-2020 was 17,1 %.

Population by educational attainment level was significantly different:

Average rate for period 2016-2020	Males TCN	Woman TCN	Non-migrant woman
Less than primary, primary and lower secondary education (levels 0-2)	13,6 %	11,0 %	8,9 %
Upper secondary and post-secondary non-tertiary education (levels 3 and 4)	64,8 %	57,9 %	42,8 %
Tertiary education (levels 5-8)	21,5 %	31,2 %	48,3 %

Figure 2. Population by educational attainment level. Eurostat

Thus for migrant women the highest level is a upper secondary educational (levels 3 and 4) level, compare to non-migrant's women for whos the highest level is tertiary education (levels 5-8).

Q4 What are the key opportunities and challenges for migrant women's integration as identified in national statistical sources (e.g. integration monitors, census, administrative data) or available research (e.g. surveys among migrant women)?

Work related and socio-economic challenges

RITA-RÄNNE Project-report on "Estonian dependence of work migration and adaptation challenges" brought out that majority of those migrants who come to Estonia are at their younger working age (20–39 years old), more men than women are coming, and majority of them have higher education. Generally direct taxes for women are generally lower than for men, as their employment rates and pay levels are generally lower than for men. Although the differences between migrant women and men are partly due to differences in reasons for migration (is it for work, study or family migration), as in all European countries, the average salary of non-migrant women is lower than that of men, in Estonia the pay gap is the largest in Europe.

The gender pay gap also affects the migrant-population. In addition to the lower average wage, the employment rates of local women at child-caring age are also lower than those of men. Migrant women employment rates compared to migrant men are significantly lower in all migrant women age groups. Migrant women also have lower average wages than migrant men, and this gap is even wider than among local population. Differences in employment rates and wages mean that the taxes paid by migrant women are about a third lower than that of men of the same age and education.³³

In 2020 the gender pay gap difference in average gross hourly wages and salaries of male and female employees (data is not based on nationality) was 15,6%, in 2013 this percentage was 25%. Highest was sectoral (economic activity) pay gap for men and women in 2020 in healthcare, 24%, mining and quarrying 26,1% and in financial and insurance activities 29,4%; and lowest in transportation and storage – 6,2 %.³⁴

Language learning difficulties

³³ <https://www.etag.ee/wp-content/uploads/2021/03/L%C3%B5pparuanne.pdf>

³⁴ Statistics Estonia PA5335: Gender pay gap by economic activity (EMTAK 2008)

The Estonian language is constitutionally the state language, as well as being the sole official language. Other main spoken languages are Russian, Ukrainian, Belarusian and Finnish. According to the data of 2011 census, Estonians make up 68,7% of population, the major minority language is Russian with 372 480 speakers 29.6% of the population (Russian-speakers form the majority of local population). In 2011, the total number of people whose mother tongue is other than Estonian and Russian was 22 103 people or 1.3% of the population. Estonian and Russian are used as languages of instruction in general education schools; but also English, French, German, Finnish and Swedish in schools with profound language studies. Representatives of the German, Russian, Swedish and Jewish national minorities as well as representatives of other national minorities in Estonia, of which there are more than 3,000, may establish their minority cultural autonomies.

According to the 1989 census data, only 14% of the local Russian population knew Estonian to any extent. According to the 2011 census those proficient in the Estonian language among native non-Estonian speakers constitute 42%, according to their self-assessment. But also age makes a difference in language acquisition. Younger persons have acquired Estonian in early childhood and at school. Among 65-year-olds and older, one third has never studied Estonian. The reason for this is usually due to being first-generation immigrants, who have acquired their education outside Estonia.

The main obstructing factor for improving language skills is segregation: the Russian-speaking population is of considerable size in Estonia and has concentrated in the cities of Ida-Viru county and in specific districts of Tallinn. Social networks in Estonia are language-specific, together with information and media preferences and virtual entertainment. Estonian broadcasts are not the most popular among Russian-speaking population. Estonian media channels are neither watched nor trusted by them, while Russian media is trusted by 33%, the corresponding number for Estonian media is only 5%. Living in the Russian media space results in their alienation from the rest of Estonian society. It leads to concern that Russian speakers with insufficient Estonian language proficiency are in a more vulnerable position compared to Estonians. Thus one of the main dividing factors in the Estonian population is linguistic segregation, which might influence also segregation by residential area, school and labour market.³⁵

Newly-arrived migrants' integration related monitorings have mapped that main challenges that migrants in long term face are related to language learning difficulties, educational system challenges (especially how to minimize the educational system segregation in the Estonian and Russian schools and reforme them into a unified Estonian school that takes into account the linguistic and cultural diversity of students) and access to citizenship.³⁶

Organisations working closely with refugees see that although there are specific programs designed for refugees for language learning to foster entering to labor market, these programs do not take into account the specific needs of refugee women. Especially vocational training is unreachable because already rather high level Estonian language knowledge is needed to get into such training programs. Higher education (some curriculums) are available if women concerned knows English language. In general, those sectors do not address specifically refugee women.³⁷

More general adaptation and integration challenges

In 2019 an intermediate assessment on adaptation and integration activities during 2014-2018 was conducted. According the report newly arrived migrants face several challenges after arriving to a new host country. There is a lack of knowledge on the information about and availability of the services, including what has to be done to access these services and where and when. These challenges relates to many areas with which the newcomers come into contact during their stay in Estonia: health services, finding accommodation

³⁵ Estonian Human Development Report 2016/2017, M. Rannut The legal and actual status of the Estonian language in the labour market

³⁶ Mid-Term Evaluation of the Welcoming Programme <https://www.kul.ee> › media › download

³⁷ Refugee Council written correspondance on 17.11.2021

and/or a job, language learning, attending lifelong learning to be competitive, finding spare-time activities (e.g. volunteering) and persons with whom to communicate or socialise.³⁸

According to the Ministry of Culture conducted analysis on adaptation and integration services provided by state, the state was providing 96 adaptation and integration related services in 2019, including 67 direct, 23 indirect and 7 support services, which are meant for Estonians, permanent residents of other nationalities, newly arrived migrants and to Estonians abroad. One conclusion of the analysis was that foreigners are often unaware of existing services and thus access to services is limited due to fragmentation of information. Analysis also highlighted the need to intensify the co-operation within actors in a field and involve more actively local governments. Local governments play keyrole in successful integration of foreigners. More support, attention and allocation of additional resources to local governments should be foreseen, that they could organize non-formal language and cultural learning courses in youth work- and hobby education and to ensure better access of public services (medical care, school education and kindergartens) to foreigners.³⁹

Q5 Are more disaggregated data or research available at national level (compared to what is available through Eurostat), e.g. by resident status/reason for migration, by number of children in households or by first/second generation of migrants?

According to the Estonian education information system (EHIS), in academic year 2019/2020 there were 5,528 foreign students (incl. EU nationals) studying in Estonian higher education institutions, of which 3,172 were men and 2,356 (43%) were women. This amount of foreign students is in line with the goal of the “Estonian Higher Education Internationalisation Strategy for 2015–2020”, according to which the share of foreign students in all tertiary education students will be 10% by 2020.

The Unemployment Insurance Fund is providing the work-related services for unemployed persons (some services are also for youth, job-seekers or employee) as counselling, coaching, work trial, language courses, career counselling etc. According to the information provided by the Fund during the period 2016-2020 42 841 third-country nationals registered themselves as unemployed, from which 19 525 (45%) were women. Largest amount of them were non-citizens (in total 21 240 persons, 42% women), Russian Federation (in total 17 284 persons, 48% women) and Ukrainian citizens (in total 1846, 65% were women). Different employment-related services were provided to 24 246 persons from which 11 936 were women. Women were more actively participating in services as career counselling (15 141 persons participated, from which 54% were third-country national women). Work practice was provided to 4997 third-country nationals, from which 52% were women.⁴⁰

The Unemployment Insurance Fund provides the assistance also for employers who employ (person may already work for them or is planning to start working) an applicants for international protection or beneficiaries of international protection. This service My First Job in Estonia has been provided since 2017 to 2021 for 41 persons. Among this service a wage subsidy was provided for 27 persons, from which 7 were women; professional mentoring was provided for 11 persons, from which 5 were women and possibility to use language learning courses, was used in 3 cases, of which 1 was a woman. Employers have applied for the wage subsidy within the My first job in Estonia for women working for them in the following positions: seamstress-assistant, medical caretaker, cook, photographer's assistant, assistant chef-waiter etc. ⁴¹

According to Migrant Integration Policy Index (MIPEX) Estonia has continuously improved its integration policies. Estonia's MIPEX score is 50, this result means comprehensive integration (halfway favourable), which is 1 point more than EU average score (49 p). From 2014 to 2019 Estonia's integration policies

³⁸Mid-Term Evaluation of the Welcoming Programme <https://www.kul.ee › media › download>

³⁹ Ministry of Cultural Affairs (2020) Overview of the adaptation and integration services in Estonia. Guide for local governments (in Estonian), available at: www.kul.ee/sites/kulminn/files/ulevaade_loimumis_ja_kohenemisteenustest_eestis_kohalikele_omavalitsustele.pdf

⁴⁰ Written correspondance with the Unemployment Insurance Fund, received on 26.11.2021

⁴¹ Written correspondance with the Unemployment Insurance Fund, received on 12.11.2021

improved by +5 points. MIPEX analysis pointed out that immigrants in Estonia enjoy slightly more equal opportunities and security across different areas of life, from the labour market to health family reunification and permanent residence. Most significantly, Estonia reduced the obstacles for separated families to reunite and settle long-term, thanks to changes in the residence requirement, permit duration and autonomous permits.⁴²

According to European Institute for Gender Equality Estonian gender equality index is 60,7 out of 100 points. Estonia ranks in 18th place in the EU based on the Gender Equality Index and it's below the EU's average score which is 67,9 p. The Gender Equality Index for Estonia highlighted some positive improvements as in Estonia the full-time equivalent (FTE) employment rate rose among both women and men. But also some deficits were stressed. For example the gender gap in FTE employment rate has grown from 8 % to 15 % since 2010, which means the gap is much bigger between women and men in couples with children than in couples without children. But also that women earned 29 % less than men in 2014. This is the widest gender gap in monthly earnings in the EU. Women in couples with children earn even less than women in couples without children.⁴³

Q6 What are the main public and policy debates regarding migrant women's integration (opportunities and challenges)?

In Estonia, there have not been public or policy debates regarding specifically migrant women. Hence, overall discussion on integration of migrants and migrant-background population is topical. Especially when it comes to integration-monitorings or surveys. The main debates are on challenges that migrants face in Estonia, as language learning, segregation in educational system and access to citizenship through naturalization.⁴⁴

Section 2: National integration policies in the Member State

This part of the study describes the Member State's organisational approach towards integration policy and analyses how migrant women are addressed in national integration policies.

Q7 Please describe your country's overall organisational approach with regard to integration policy: who are the competent authorities for integration policy? Is integration policy a national, regional, local or shared competency and which responsibilities come with that competency?

In Estonia, the Ministry of Culture is the main authority responsible for developing integration policies, including topics concerning cultural diversity and ethnic minorities. Its subordinate institution Integration Foundation offers various language learning and consulting possibilities, and coordinates the activity of Tallinn and Narva Estonian Language Houses. Ministry of Culture is planning integration related policies in close co-operation with two consultative bodies - the steering committee of the integration development plan and the steering group, which compose of the ministries involved in the field of integration and representatives of the executive agencies, the State Chancellery and the Ministry of Finance. Integration development plan steering group is composed of public sector experts, representatives of civil society and research institutions.

Authority responsible for policy-making in the area of migration, asylum, citizenship and religious associations is the Ministry of the Interior, whose policies are mainly implemented by the Police and Border Guard Board (hereinafter the PBGB), subordinated under the Ministry. The PBGB is involved in processing of all applications of third country nationals and citizens of the European Union. The PBGB provides through its migration advisers assistance and consultations in matters concerning the rights, obligations and

⁴² MIPEX homepage: <https://www.mipex.eu/estonia>

⁴³ Competence centre for equality <https://kompetentsikeskus.sm.ee/> <https://eige.europa.eu/publications/gender-equality-index>

⁴⁴ Uussisserändajate kohanemine Eestis, 2019

possibilities of persons staying in Estonia. By the Ministry of the Interior developed adaptation program "Settle in Estonia", which offers to newcomers (persons settled to Estonia less than five years ago), different thematic adaptation courses are provided. Referral to adaptation courses are organised through the PBGB. Legislative act regulating third country nationals possibility to participate in adaptation courses is the Aliens Act. Persons, to whom international protection is granted, participation in the adaptation courses is mandatory, and it is regulated by the Act on Granting International Protection to Aliens.

The Ministry of Social Affairs is responsible for policy-making regarding services for the beneficiaries of international protection, unaccompanied minors, victims of trafficking in human beings and other vulnerable groups including women who faces violence (through victim support). Its subordinate organisation, the Social Insurance Board coordinates organisation and persons referral to those services. The Act on Granting International Protection to Aliens stipulates variety of services provided to applicants and beneficiaries of international protection. The integration of beneficiaries of international protection is supported by the support person service currently provided by the Estonian Refugee Council. The Social Insurance Board plays keyrole also in coordination of services provided at the local municipality level, according to Social Welfare act.

The Ministry of Social Affairs is responsible also for the coordination of equal treatment (concerning sexual orientation, age, disability), preparation of the respective draft legislation and implements policies that directly promote gender equality. The Equal Treatment Act specifies eight characteristics (nationality (ethnic origin), race, colour, religion or other beliefs, age, disability, sexual orientation and gender), discrimination on the grounds of which is regarded as unlawful. Discrimination on grounds of gender is regulated by Gender Equality Act, which elaborates that equal rights, obligations, opportunities and responsibilities are ensured for men and women to participate in all aspects of social life. The prevention of violence against women is an important prerequisite for achieving equality in Estonian society.

The Unemployment Insurance Fund offers professional Estonian language training, career counselling and other services to legally residing unemployed persons or job-seekers on the same grounds as for Estonians. The Estonian Unemployment Insurance Fund carries out its labour market measure for beneficiaries of international protection under service "My First Job in Estonia".

The Ministry of Justice coordinates policy-making and implementation of policies in relation to victims of human trafficking, exploitation or violence. They are working closely with NGOs active in the field as MTÜ Living for Tomorrow and the Atoll Centre of MTÜ Eluliin⁴⁵.

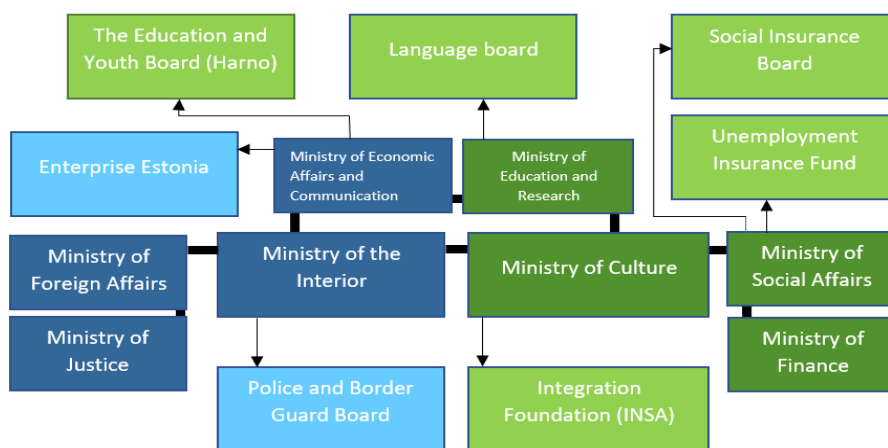
In close cooperation with the Ministry of the Interior, the Ministry of Economic Affairs and Communications develops policies in relation to skilled migration. The subordinate agencies responsible for executing these policies are Enterprise Estonia (responsible for talent attraction and retention of foreigners), which also coordinates the Work in Estonia programme and the International House of Estonia.

The Ministry of Education and Research is ensuring the efficient and proper development of educational, research, youth, and language policies and high-quality and competitive research and development activities in Estonia. The Education and Youth Board (Harno) manages the international education and youth program's (Study in Estonia, Erasmus +), assess documents certifying foreign higher education- or qualification certificates, organizes citizenship and Estonian language proficiency exams. Harno acts under the administration of the Ministry of Education and Research. Language board is a national policy competence center for national language.

⁴⁵ Eluliin: <https://www.eluliin.ee/en>

The requirements of Estonian language skills, their assessment and their testing are set by the Language Act. The structure and procedure for the conducting of the state exams are approved by a regulation of the Ministry of Education and Research. Language levels required in specific professional positions are established by a regulation of the Government of the Republic. Professional language skills are measured and state exams are administered in Estonia at four levels: A2, B1, B2 and C1. The determination of language skills requirements is informed by the category of public servant, the main group of the profession, the attestation requirements of the main groups of professions, the language skills requirements set out in professional standards and the nature of the job in question.⁴⁶

The Ministry of Foreign Affairs is responsible for visa issues in embassies, development cooperation and humanitarian aid policy, and via the diplomatic corps, advances relations with third countries. The Ministry of Finance implements and co-ordinates regional and administrative policy and is active in development of local governments.



Explanatory legend: Blue - more active in adaptation process; Green- more active in integration process.

Exception: Ministry of Culture is active in both processes (blue and green).

▪ cooperation → coordination

Figure 3: The institutional framework for adaptation and integration

All issues concerning local life are decided and managed by local governments that act independently in compliance with laws. The functions of a local government include the organisation in the rural municipality or city of social assistance and services, welfare services for the elderly, youth work, housing and utilities etc. The functions of a local government include the organisation, in the rural municipality or city, of the maintenance of pre-primary institutions, basic, upper secondary schools, hobby schools, libraries, community centres, museums, sports facilities, shelters, care homes, health care institutions and other local agencies if such agencies are in the ownership of the local government. Law may prescribe payment of specified expenses of such agencies from the state budget or other sources.

Some, for newly arrived migrants addressed, adaptation service-initiatives has been already taken also by local municipalities – in 2020, the Ministry of Interior initiated collaboration with the Tallinn City Centre (local municipality) to develop a local level approach towards newcomers' adaption. In a longer perspective, the implementation of adaption policy, mainly that bringing the service providing to the local level and raise the

⁴⁶ Integration Foundation <https://integratsioon.ee/en/language-proficiency-and-testing-language-skills>

role of municipalities in the process of adaptation, is foreseen. The Tallinn City Centre activities are funded through the European Social Fund.⁴⁷ Year before, in 2019, Tartu City Government, Tartu University, Tartu Academy of Life Sciences with support of Ministry of the Interior opened, Tartu Welcome Center. As in Tallinn International House, Tartu center has an information hotline and special reception hours for individual consultations for newly arrived foreigners.⁴⁸

Q8 Is the integration of migrant women a policy priority in your country?

Overall successful integration of migrants living in Estonia is one of the national policy priorities, but there is no gender-based distinction made. Only national development plan “Coherent Estonia Development Plan 2021-2030” foresees necessity to improve and focus more intensely on integration of migrant women, who arrive to Estonia within family migration and to facilitate and encourage their active participation in labour market.

Also from the Ministry of Economic Affairs and Communications perspective, integration of migrant skilled labour (without distinction regarding women) is seen as a policy priority. Work in Estonia programme under the Ministry has a Spouse programme which is aimed at both men and women who moved to Estonia because their husband/wife found a job here. The programme aims to help the partner that came along, who are usually highly skilled, to find a professional output in Estonia (e.g. job, studies, volunteering, etc.). Most of the participants, however, are women.

Q9 Is gender mainstreamed in national integration policies? Is this approach also complemented by gender specific policies (dual approach to gender equality)?

Yes. In Estonia, the obligation to implement the gender mainstreaming is stipulated in the Gender Equality Act. The objective of such mainstreaming is to design policies, plan activities and initiatives of the state in a manner that they would take into consideration the interests, necessities and opportunities of men and women, and would not place one of the gender groups in a worse position than the other. In Estonia the Gender Equality and Equal Treatment Commissioner monitors the performance of the requirements established by the Gender Equality Act and the Equal Treatment Act.⁴⁹

And No, despite that there is a national integration policy, gender is not addressed in policies separately.

Q10 Are migrant women specifically addressed in national integration policies (e.g. strategies, action plans, government programmes)?

No.

Estonian Parliament decision “**Starting points of Estonian national integration policy for the integration of non-Estonians into Estonian society**” entered into force on 1998, sets the overall goals of Estonian integration policy:

- changing attitudes towards non-Estonians;
- development of the Estonian education system as a central integration factor;
- a sharp improvement in the Estonian language skills of non-Estonians in the coming years;
- adaptation of non-Estonians to the Estonian cultural space, their involvement into active social life;
- reducing the regional isolation of non-Estonians;
- supporting to define their citizenship;

⁴⁷ <https://www.emn.ee/wp-content/uploads/2021/08/arm2020-part-ii-estonia.pdf>

⁴⁸ <https://www.emn.ee/wp-content/uploads/2020/06/arm2019-part-ii-ee-final.pdf>

⁴⁹ <https://www.sm.ee/en/gender-equality-and-gender-based-violence>

- political integration of non-Estonian Estonian citizens into the legislature and executive power structures.⁵⁰

The national long-term development strategy ‘**Estonia 2035**’ focuses mainly on the health of Estonian citizens, preparedness for change and relationship with the living environment. The strategy sets out five long-term strategic goals:

- Estonia’s people are smart, active and care about their health;
- Estonia’s society is caring, cooperative and open;
- Estonia’s economy is strong, innovative and responsible;
- Estonia offers a safe and high-quality living environment that takes into consideration the needs of all its inhabitants;
- Estonia is innovative, reliable and peoplecentred.

In national cohesive society policy document “**Coherent Estonia Development Plan 2021-2030**”, prepared by the Ministry of Culture and the Ministry of the Interior and which replaces the previous development plan “Integrating Estonia 2020”, integration of migrant women is included in overall integration policies stating the necessity to improve and focus more intensely on integration of migrant women, who arrive within family migration and to facilitate and encourage their active participation in employment. As a development compared to previous development plans, adaption and integration policy are brought together in one strategical document. Previous development plan “Integrating Estonia 2020” programme was aimed mainly at permanent residents of other nationalities who are barely integrated as well as new immigrants and the society as a whole, including Estonians. The overall goal was an integrated and socially cohesive Estonian society, in which people from various linguistic and cultural backgrounds actively participate in society and share the same democratic values. New development plan focuses more on the promotion of adaptation and integration, Global Estonia, the civil society and population accounting. More attention will be paid also to civil society and supporting the development of NGOs active in a field. One of the spheres of planned activities is to reduce the gap between Estonian-speakers and non-Estonian speakers in socio-economic indicators such as unemployment and the employment rate, average salary, etc.. Efforts will be made to ensure that jobs will be diversified in the public sector as well.

Document is expected to be approved by the Government by the end 2021, early 2022.

The strategic goals of the employment policy are covered in the **Welfare Development Plan 2016-2023**. As the strategy covers a wide area of social issues, the new strategy has been under preparation since 2021. The strategic goals of the plan include achieving an inclusive labour market, a high employment rate among the entire population and high compliance between the supply and demand of the workforce.

Lifelong Learning Strategy 2020 expired in 2020, Estonia started the longterm strategic planning of the fields of education in spring 2018. **The Education Strategy 2021-2035**, which sets out the key educational goals for the next 15 years, is the follow-up to the Estonian Lifelong Learning Strategy 2020. The strategy focuses on the key strengths and challenges that need to be addressed to be able to keep pace with changes both in Estonia and worldwide and to prepare the education system and its participants for the future in the best way possible. Planning for future development should take into consideration the ageing population, people’s changing preferences, climate change, globalisation and technological progress.⁵¹

Please tick the appropriate box in the table below and – according to your answer – continue with the indicated questions.

Table 1: Policies addressing migrant women

⁵⁰ „Sidusa Eesti arengukava 2021–2030“ lisa 1.

⁵¹ Lifelong Guidance in Estonia 2021 https://eeagentuur.ee/wp-content/uploads/2021/04/veebi_lifelongguidancezinzestoniaz21zveebz03-19z3.pdf

Yes		No ⁵²	n/a (no national integration policy available)
Third-country nationals	Migrants in general (that might also include EU citizens with migrant background and third-country nationals)		
		No, In Estonia there are no policies addressed specifically to migrant women.	
Please continue with Q11		<i>Please continue with Q10a</i>	<i>Please continue with Q10b & Q11</i>

a) If migrant women are not specifically addressed in national integration policies, what is the reason or underlying approach (e.g. mainstreaming approach)?

Main reason for this is that there is no gender-based disaggregation, all integration policies and services are available and planned both for migrant women and men. According to national integration strategy Coherent Estonia Development Plan 2021-2030, there is concern about integration of foreigners who are arriving to Estonia within family migration (regardless of their gender), who are accompanied by a foreign (top)specialist. Spouses of foreign workers may face adaptation difficulties, as their stay is not supported by employer (colleagues etc) and they might not have nation-based community.

In Estonia the so-called good policy-making practice foresees, that all aspects and characteristics of target groups (including gender) must be taken into account, when planning labor market, social life, healthcare, educational and etc. policies. It is important to treat all newcomers equally based on their skills (competences etc.), not on gender.

b) If no national integration policy is available in your country, are migrant women specifically addressed in national policies across different sectors relevant to integration?

There is a national integration policy, but gender is not addressed separately. Statistics shows and practitioners working in a field has experienced, that those arriving within a family migration are mainly women, and activities (trainings, groups, programmes) that are aimed to migrant women, must be taken into account when designing migrants integration measures. For example, when designing a national talent policy, it is important to take into consideration also possible integration steps of an accompanying family member as the top-specialist may decide to leave Estonia in case their family member does not find employment in Estonia.

In addition, gender might be important aspect in the context of beneficiaries of international protection, in cases where persons country of origin or the country of destination, make distinction between women and

⁵² If women are not specifically mentioned but if the policy implies women. (e.g. as parents), that should be reported as “yes”. But if the policy is not specific to women but addresses everyone (men, women, boys, girls) this should not be reported and the answer should be “no”.

men, where so called cultural diversity (including gender roles) are deeply rooted. Such aspects are important to address when planning integration activities. Although it is not relevant for all beneficiaries of international protection.

Q11 How are migrant women addressed with regard to the following sectors: labour market, entrepreneurship, education and vocational training, language training, housing, health, civic integration, other?

Please fill out the tables for each focus area by answering the questions included in the tables for each policy (i.e. integration policy or – if not available – sector specific policy). Please add columns, as necessary. Please include information such as the competent authority, the aim of the policy, and the target group.

Table 2: Labour market integration

Labour market	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
<p>How are migrant women addressed with regard to labour market integration?</p>	<p>Spouse Programme managed by International House of Estonia.</p> <p>Work in Estonia introduced a spouse career programme in 2019. Mainly attendees are educated female professionals (usually they are highly-skilled women).</p>	<p>Estonian Unemployment Insurance Fund (hereinafter EUIF) provides services.</p> <p>EUIF provides persons (including migrants) labour market services, as counselling, coaching, work trial, language courses, career counselling etc. that help to eliminate barriers to securing employment and increase the chances of employment. When focussing on the target groups to broaden their job prospects and decrease employment gaps, also job-seekers and employees without Estonian language skills are taken into account.</p> <p>Different employment-related services were provided by the EUIF in 2016-2020 to 24 246 third country nationals, from which 11 936 were women.</p> <p>EUIF advisors help companies to find employees and support them in hiring a diverse workforce, including people with reduced capacity to work.</p> <p>One of employers supportive measure is the service My First Job in Estonia, which includes the package of services for those employers who hire (or person may already work) an applicant or beneficiary of international protection. The service My First Job in Estonia, has been provided since 2017-2021 for 41 persons.</p> <p>The aim of the My First Job in Estonia service is to boost the rate of employment among beneficiaries of international protection and assist their integration into Estonian society. As part of the service, employers can apply for a wage subsidy; compensation of the cost of obtaining qualifications; compensation of the cost of work-related translation services; compensation of the cost of Estonian language training and/or payment of a professional mentoring fee.</p>

Labour market	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No Spouse programme is for professionals (usually they are highly-skilled women).	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No Service is targeted for employer, who is planning or already has hired an applicant or beneficiary of international protection.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	No differentiation. Measure starts as soon as persons arrive in Estonia. Persons has been residing legally in Estonia for a shorter period than 5 years) to adapt and become accustomed to local life more easily.	Overall no differentiation is made, except for the applicants for international protection - who may work in Estonia if a decision has not made with regard to his/her application (for no reason dependent on the applicant) within six months of the application being submitted and a certificate of an applicant for international protection allowing them to work in Estonia has been issued. Persons are entitled to take part also the Settle in Estonia programme, in International protection module.

Table 3: Entrepreneurship

Entrepreneurship	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II	Name of integration policy or sector specific policy III
How are migrant women addressed with regard to entrepreneurship?	Startup Estonia is a governmental initiative aimed to supercharge the Estonian startup ecosystem. Startup Estonia's program is powered by Foundation	The Unemployment Insurance Fund provides a business start-up subsidy, an financial aid (up to 6000 euros) to an unemployed person or a job-seeker,	Social Enterprise "Siin & Sää" ('Here & There') established by the Estonian Refugee Council and refugees living in Estonia.

Entrepreneurship	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II	Name of integration policy or sector specific policy III
	<p>KredEx and financed from the European Regional Development Fund.</p> <p>To simplify and improve the foreign founders or start-up companies to enter Estonia a specific start-up visa (both short-term or long-term) or a temporary residence permit for startup business has been developed.</p> <p>Since the beginning of the Startup Visa programme in 2017-2020, 697 founders and 2237 employees have received the temporary residence permit (TRP) or a visa.</p> <p>Ministry of Economic Affairs and Communications is planning to increase number of (foreign) female founders in startup sector. There are also plans to start an active female founders club.⁵³</p>	<p>whose objective is to start a business. The subsidy is granted for the commencement of economic activity through a new company being founded or as a sole proprietor.</p>	<p>“Siin & Sääl” started its activities in 2019 and it helps refugees start a business in Estonia by providing space and know-how to carry out business ideas.</p> <p>Siin & Sääl main activities are a cafeteria, that also offers catering, organizing various workshops from African dance classes to Sri Lankan food and Syrian crafts. The workshops are designed for both children and adults.</p>
<p>Are migrant women specifically targeted or are they addressed as part of a wider group?</p>	<p><input type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	<p><input type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	<p><input type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p>

⁵³ Written correspondence with the Ministry of Economic Affairs and Communications on 17.11.2021

Entrepreneurship	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II	Name of integration policy or sector specific policy III
			<input type="checkbox"/> Migrant women addressed as part of a wider group of women
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No Target group is third-country nationals whose engagement in start-up business in Estonia is related to foundation or development of a start-up company in Estonia.	<input checked="" type="checkbox"/> Yes If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed? <input type="checkbox"/> No Services are available to unemployed persons or job-seekers.	<input checked="" type="checkbox"/> Yes If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed? <input type="checkbox"/> No Mainly beneficiaries of international protection.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	Persons are entitled to the Settle in Estonia programme, if they have been residing legally in Estonia for a shorter period than 5 years.	No differentiation. The Unemployment Insurance Fund services are available to third- country nationals who are holding permanent or temporary residence permit and who are registered in Fund as unemployed persons or jobseekers.	No differentiation.

Table 4: Education and vocational training

EDUCATION AND VOCATIONAL TRAINING	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
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<p>How are migrant women addressed with regard to education and vocational training?</p>	<p>Estonian Unemployment Insurance Fund provides labour market trainings and support for obtaining qualifications.</p> <p>Within courses as a supportive measure Estonian language courses, computer related training programmes (e.g. basic computer skills trainings, courses for a specific programme etc.); labour market training which supports employment in the professions in which there is a growing need for workers and the demand for workforce exceeds supply according to the OSKA applied research surveys on sectoral needs for labour and skills conducted by the Estonian Qualifications Authority.</p> <p>Support for obtaining qualifications will compensate costs related to obtaining a qualification (e.g. a vocational or competence certificate) to the value of up to 500 euros over three years.</p>	<p>Free professional training courses for adults are accessible for all permanent residents residing in Estonia. Courses are financed from the European Social Fund.</p> <p>Foreigners who have a valid temporary residence permit for study reason, must pay for their studies in higher education institution.</p> <p>Adult beneficiaries of international protection have the same rights as other third country nationals living in Estonia to access vocational education. There are no special programmes or measures for providing them secondary or vocational education. All measures are the same, as for Estonian citizens.</p>
<p>Are migrant women specifically targeted or are they addressed as part of a wider group?</p>	<p><input type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	<p><input type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>
<p>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</p>	<p><input type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p> <p><input checked="" type="checkbox"/> No</p> <p>Person has to hold a permanent residence permit.</p>	<p><input type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p> <p><input checked="" type="checkbox"/> No</p>
<p>At what stage of the integration process does the policy start (e.g.</p>	<p>No differentiation.</p>	<p>No differentiation.</p>

recently arrived or no differentiation)?		
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Table 5: Language Training

LANGUAGE TRAINING	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II	Name of integration policy or sector specific policy III
<p>How are migrant women addressed with regard to language training?</p>	<p>Integration Foundation Estonian Language Houses provides language-learners a supportive Estonian-language environment in which to practise the national language, boost their confidence in speaking and make themselves more familiar with life in the country.</p> <p>Estonian Language Houses offer several services as language-learning consultation; language and culture courses (levels A1-C1); language cafés (gives opportunity to talk about a range of interesting topics in a relaxed format); Estonian language and culture clubs (persons are invited to cultural events); digital studies (possibility to study online independently (Keeleklikk, Keeletee, Speakly or WalkTalk) and they organize events supporting language-learning (conversation groups, film nights, educational field trips, workshops).</p> <p>In 2020, 5870 people participated in language courses (932 participated in the Language House course). The courses are held on A1-C1 levels. 3907 people took part in activities which support language learning, e.g.</p>	<p>The Unemployment Insurance Fund (EUIF) provides a training grant for companies to develop employees' Estonian language proficiency.</p> <p>The volume of the training must be at least 50 academic hours and the programme may last up to one year.</p> <p>The training grant reimburses the employer for the training costs and, at the request of the employer, also covers allowance for the hours the employee attended the training in the amount of minimum hourly wage valid at the time of the training allowance decision. EUIF compensate up to 80% of the total costs, but no more than EUR 2500 per employee.</p>	<p>Language learning courses for applicants and beneficiaries of international protection.</p> <p>There is no single coordinating authority for the provision of Estonian language courses for these persons, but usually an initial language learning course will be provided in Vao Accommodation Centre both for applicants and for beneficiaries of international protection.</p> <p>After receiving protection status, person has several options for learning Estonian free of charge:</p> <ul style="list-style-type: none"> • Work-related Estonian language courses provided by EUIF after registration as an unemployed person or a job-seeker. These language courses are aimed at supporting the person to find a job. • Language learning courses offered by private training companies, which are reimbursed to person through Vao Accommodation Centre. The total amount of the support is 12 times the subsistence limit and it can be used for up to two years after recognition of status. This sum is available regardless of whether the person is working or not. Expenses are covered through the State Budget. • Estonian courses for beneficiaries of international

LANGUAGE TRAINING	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II	Name of integration policy or sector specific policy III
	movie night, board-game evenings or talk nights.		protection provided by Tartu Folk High School (Tartu Rahvaülikool). They provide Estonian language training on level A1-A2 up to 300 hours and on level B2 up to 400 hours. During two year period (2020-2022) courses will be provided up to 100 beneficiaries of international protection person (incl. they family members). Courses are financed through AMIF.
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No Applicants and beneficiaries of international protection.
At what stage of	No differentiation.	In order to obtain the compensation, the	No differentiation.

LANGUAGE TRAINING	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II	Name of integration policy or sector specific policy III
the integration process does the policy start (e.g. recently arrived or no differentiation)?		company is required to have paid the employee's unemployment insurance premium for at least two years during the three-year period prior to submitting the language learning application.	

Table 6: Housing

HOUSING	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to housing?	<p>There is no any specific integration services for housing.</p> <p>Third-country nationals while applying for a long-term visa or temporary residence permit, must provide evidence that they have sufficient financial resources to cover the costs of accommodation and stay during their stay in Estonia.</p>	<p>Persons who are beneficiaries of international protection are entitled to remain at the accommodation centre for asylum-seekers for up to four months, by which time they have to settle in a local community. While organizing the settlement for persons several aspects are taken into account: person's state of health, the place of residence of any family members and other significant circumstances. The housing situation and employment opportunities, including the proportional allocation of refugees among the local governments, should also be considered. But also a person him/herself may participate in the selection of the local government most suited to him/her. One-time payment to cover the costs related to the rental agreement is paid from the State Budget. The amount of the one-time payment is six times the subsistence level per family. Any further support for rental costs must be borne by the local government on an equal basis with support for other people who</p>

HOUSING	Name of integration policy or sector specific policy	Please add columns as necessary
		cannot afford to pay for their housing. ⁵⁴
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No Beneficiaries of international protection
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?		As soon as person is granted residence permit in Estonia.

Table 7: Health

HEALTH	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
How are migrant women addressed with regard to health (including mental health)?	<p>A third-country national, in order to obtain a temporary residence permit, is required to have a valid health insurance policy guaranteeing that any costs related to person's medical treatment as a result of illness or injury during the period of stay in Estonia are covered.</p> <p>Person, who is employed in Estonian for whom the employer pays social tax, has the right to receive health care</p>	<p>Counselling service related to healthcare matters.</p> <p>Foreigners access to the family doctor service in Estonia has been a challenge for several years. In 2020, the Ministry of Interior has started strategic cooperation with the Estonian Health Board with a purpose to raise capacity of English and Russian healthcare-related</p>

⁵⁴ Integration of refugees in Estonia Participation and Empowerment, UNHCR 2016

HEALTH	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
	<p>services within the framework of compulsory state health insurance.</p> <p>Also the spouse of an employed third-country national who holds a temporary residence permit has the right to receive state paid health services if he or she is raising a child under seven years of age or at least three children under 15 years of age.</p>	<p>counselling service and make general healthcare service more accessible for foreigners. The activities are funded by European Social Fund with an aim to raise the access to the family doctor service (incl. developing IT systems, reorganizing the system etc). The duration of the project is until the end of 2022.⁵⁵</p>
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	The insurance cover will commence upon expiry of such a waiting period (fourteen days) from the date of commencement of work entered in the employment register.	No differentiation.

Table 8: Civic integration⁵⁶

CIVIC INTEGRATION	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
How are migrant women addressed with regard to civic integration?	<p>The Settle in Estonia Programme.</p> <p>This is a free educational programme provided by the Estonian state to help the foreigners who have arrived in Estonia to</p>	<p>Support person service for beneficiaries of international protection.</p>

⁵⁵ <https://www.emn.ee/wp-content/uploads/2021/08/arm2020-part-ii-estonia.pdf>

⁵⁶ For example validation of skills, civic courses, political participation or other.

CIVIC INTEGRATION	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
	<p>adapt and become accustomed to local life more easily. The programme, which is comprised of various training courses, gives an overview of how the state of Estonia and its society function and how daily life is organised.⁵⁷ The Settle in Estonia programme consists of modules (courses) of different subjects as:</p> <ul style="list-style-type: none"> ➤ Basic module - provides most essential information for newly arrived migrants. ➤ Studying module - primarily meant for foreign students who have moved to Estonia in order to study. ➤ Family life module – provides most important topics for people who come to Estonia for family reasons, having taken along their children. ➤ Research module - useful tips for foreign researchers living in Estonia. ➤ Work module – gives an overview of the issues and questions related to working in Estonia. ➤ Entrepreneurship module - related to questions who to start or engage in entrepreneurship in Estonia. ➤ Language training module - Estonian language courses at level A1 and A2. The A1 level course lasts approximately 3 months (100 academic hours) and the A2 level course approximately 5 months (150 academic hours). ➤ International protection module - essential information for people who have been granted international protection in Estonia. The trainings are held in English, Russian, Turkish and Arabic. The duration of the training is 4 days (about 8 hours a day).⁵⁸ <p>During the courses additionally the Estonian language courses are provided⁵⁹. During the courses activities specifically</p>	<p>Service is provided by the Estonian Refugee Council and its aim is providing counselling and information to beneficiaries of international protection. If support is needed, persons may accompany beneficiaries in meetings with authorities, help with finding employment and support with reunifying with their family members.</p> <p>The support person services are central in helping beneficiaries of international protection settle in the municipalities, and become aware of the mainstream services and benefits available to them. By supporting persons they become more self-sufficient and independent.</p> <p>The support person service consists of four different parts of service, which on average, last for about one year:</p> <ol style="list-style-type: none"> 1. For first 3-4 months, initial adaptation period, support person assists family on daily basis; 2. After initial period, counselling will be provided at the reception of the service coordinator in Tallinn or Tartu; 3. Person (or family) will be referred to the adaptation mentor who is specialized in social and cultural integration; 4. Counselling will be provided by an experienced advisor, who has similar experiences as newcomers.⁶⁰

⁵⁷ Within the programme, the participants can learn Estonian and receive information about working and studying here as well as family-related matters. In addition, they can take part in discussions, share their experiences and ask questions. Service is provided in English and Russian languages.

⁵⁸ Integration of refugees in Estonia. Participation and Empowerment

⁵⁹ Beneficiaries of international protection can receive Estonian language training organised by the Ministry of Social Affairs under the Act on Granting International Protection to Aliens.

⁶⁰ Estonian Refugee Council homepage <https://www.pagulasabi.ee/en/node/76>

CIVIC INTEGRATION	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
	<p>aimed at children and/or childcare are offered. Service providers are Estonian Refugee Council and IOM Estonia.</p>	<p>According to the AGIPA⁶¹, the use of the support person service is compulsory if the service has been assigned to person. Refusal to use the service could result in loss of social benefits.</p> <p>Additionally, the Estonian Refugee Council organizes various group activities for beneficiaries of international protection.</p> <p>One activity is women's club which supports women's self-reliance and independence.</p> <p>Estonian Refugee Council started provision of womens group in 2017, initially activity was financed by state, since August 2018 with co-funding of AMIF fund. This is a specific group which is supporting (especially) beneficiaries of international protection women and their mental health and it is organized together with them. Thous groups meet regularly both in Tallinn and Tartu. During these group events different things are organized as joint handicraft workshops, visiting museums, having lectures (for example about parenting, mental health etc). Those groups provide safe place to discuss about problems and share experience and knowhow. It is also very powerful for the newcomers to see some other women who has overcome lots of obstacels and may share its experiences. Those groups act as get-together events but they are active also as Whatsap groups.</p> <p>During COVID-19 pandemic the Refugee Council used those groups also as ad-hoc information channel to provide information about different</p>

⁶¹ Article 75 of the Act on Granting International Protection to Aliens

CIVIC INTEGRATION	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
		restrictions, vaccination possibilities etc. ⁶²
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No Newly arrived foreigners. The Settle in Estonia programme launched in August 2015 and in the past year, men and women who participated in the programme were divided almost equally in terms of the numbers (In 2020 789 women and 817 men participated). ⁶³ Target group for international protection module is only persons to whom international protection has been granted. Participation in the adaptation programme (international protection module) is compulsory for beneficiaries of international protection if the Police and Border Guard Board has referred them to the programme. ⁶⁴ Persons are entitled to the Settle in Estonia programme, if they has been residing legally in Estonia for a shorter period than 5 years.	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No Beneficiaries of international protection.

⁶² Refugee Council written correspondence on 17.11.2021

⁶³ Overview of Migration Statistics 2016-2020 <https://issuu.com/settleinestonia/docs/randestatistika-eng-issue>

⁶⁴ AGIPA § 75 p 4⁵ (1)

CIVIC INTEGRATION	Name of integration policy or sector specific policy I	Name of integration policy or sector specific policy II
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	Person will be directed to the adaptation programme by the Police and Border Guard Board as soon as person arrives.	Support person service is covered within first two years after arrival to Estonia. There is no time limitation if it concerns the womens groups.

Table 9: Other⁶⁵

OTHER	Name of integration policy or sector specific policy	Please add columns as necessary
How are migrant women addressed with regard to other areas?	<p>International House of Estonia (IHE) provides a wide range of essential information, consultations and state services for international newcomers and local employers, all in one service-center. Services are provided by different authorities or local municipality.</p> <p>In the framework of the IHE, foreigners are provided with several different services:</p> <ol style="list-style-type: none"> 1. The Estonian Population register provide information on entering foreign vital statistics documents in the Estonian population register. 2. Residence permit consultation - migration advisers from the Police and Border Guard Board offer counselling for the process of obtaining a residence permit and residing in Estonia. 3. Personal ID code consultation – how to get personal ID code. Service is provided by the City of Tallinn. 4. Residence registration consultation - every person residing in Estonia has to register their address of residence. Citizens of non-EU countries have to register their address after receiving their temporary residence permit. Service is provided by the City of Tallinn. 5. Career counselling - career counselling, provided by the Estonian Unemployment Insurance Fund, helps person plan their career in Estonia. Counselling comprises topics related to studies, work and choosing a specialisation. 	

⁶⁵ For example anti-discrimination measures, measures against racism, hate speech and violence against women, measures to enhance exchanges with the majority population, measures focusing on specific groups e.g. parents/families, or other.

	<p>6. Business counselling - City of Tallinn Enterprise Centre provides person with essential information regarding business environment in Estonia.</p> <p>7. Social and cultural adaptation consultation - during consultation, provided by the Integration Foundation, person get initial information regarding Estonian language learning possibilities and topics related to adjusting into Estonian society.⁶⁶</p> <p>But people also contact House if they need some advice specific to women (e.g. giving birth / becoming a mother in Estonia and what type procedures or support this includes / how it relates to work/maternity leave etc) based on the questions they have about living in Estonia.</p>	
Are migrant women specifically targeted or are they addressed as part of a wider group?	<p><input type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<p><input checked="" type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p> <p><input type="checkbox"/> No</p> <p>Services are mainly targeted for expats and their family members.</p>	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	<p>Services are mainly provided to persons already residing in Estonia or shortly after arriving to Estonia.</p>	

Section 3: Integration measures in the Member State

This part of the study looks at available funding and provides examples of integration measures targeting migrant women that have been identified as a good practice.

⁶⁶ <https://workinestonia.com/internationalhouse/>

Q12 Is national funding available in your Member State for measures to support the integration of migrant women? Do structural funds / EU programmes fund integration measures targeting or addressing migrant women and if yes, to what extent (as a share of total funding)?

In Estonia, additionally to national funding, different EU structural funds are used when implementing integration measures, but they are aimed as a general integration measures, including for women. More relevant in context of this study are:

- Integratation Foundation, who reiceve funding from the European Social Fund to implement projects supporting integration in Estonian society. Language cources are provided with the support of the Asylum, Migration and Integration Fund.
- Settle in Estonia Programm activities are supported by the European Social Fund.
- Estonian Refugee Council support person service and womens group are co-financed by the Asylum, Migration and Integration Fund. Starting with social enterprise “Siin & Sääl” was supported by the US Embassy in Estonia and UNHCR.
- Range of activities and “Spouse programm ‘Re-Invent Yourself’” provided by the International House of Estonia are financed from the state budget allocated to Work in Estonia programme.
- Services provided by the Unemployment Insurance Fund are financed by European Social Fund. Service My first job in Estonia is co-financed by the European Social Fund, but starting from 01.01.2022 activity is co-financed in the framework of the COVID-19 pandemic react fund (REACT).
- Adoption activities for newly arrivers provided by the Tallinn City are funded by the European Social Fund.

Q13 What integrationn measures (systematic initiatives, projects or legislative measures) are available in the Member State that specifically address migrant women and have been identified as “good practice”? Please provide, if possible, up to three examples from the period 2016-2020 and note why the example was selected.

For methodological guidance on identifying “good practices” please refer so Section 10 (Methodological onsiderations) of the Common Template.

Note: A mapping of all reported integration measures will be provided in an annex. The study will include an analysis of the reported measures, including examples.

Please fill out Table 10 below describing the first good practice measure, and copy Table 10 to fill out to describe up to three further measures from the period 2016-2020.

Table 10

Measure 1	
a) Overview	
Name	Spouse Programme ‘Re-Invent Yourself’
Type	<input checked="" type="checkbox"/> Systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure
Area	<input checked="" type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input type="checkbox"/> Education and vocational training <input type="checkbox"/> Language training

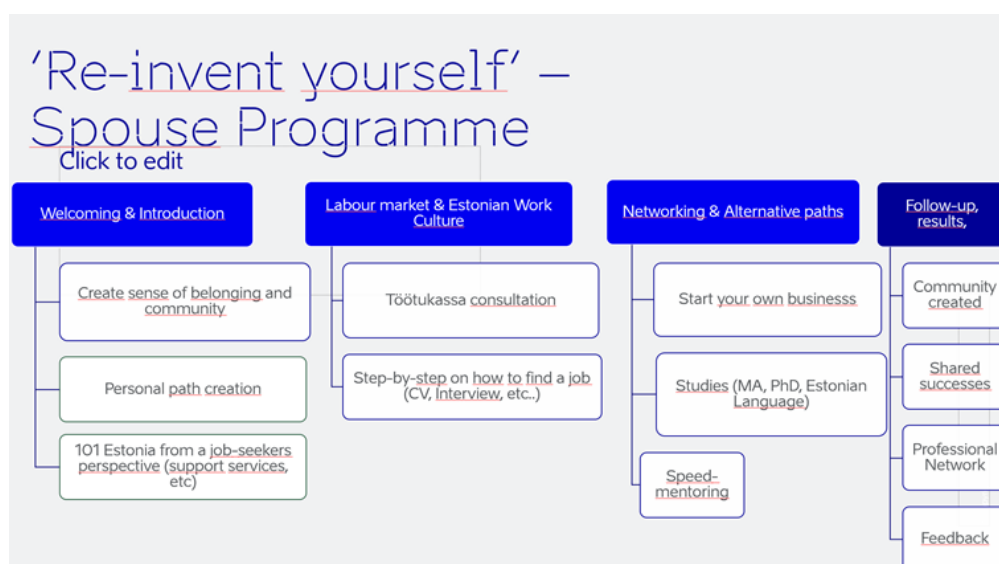
	<input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)						
Access	<input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals)						
	<table border="1" data-bbox="395 566 1426 763"> <thead> <tr> <th data-bbox="400 566 738 640">2019</th> <th data-bbox="745 566 1083 640">2020</th> <th data-bbox="1090 566 1422 640">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 642 738 763">73 participants (no gender-based statistics available)</td> <td data-bbox="745 642 1083 763">0 (due to pandemic year)</td> <td data-bbox="1090 642 1422 763">From participants 55 were women/ 5 men</td> </tr> </tbody> </table>	2019	2020	2021	73 participants (no gender-based statistics available)	0 (due to pandemic year)	From participants 55 were women/ 5 men
2019	2020	2021					
73 participants (no gender-based statistics available)	0 (due to pandemic year)	From participants 55 were women/ 5 men					
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <p>Spouses (no distinction men or women) of highly-skilled migrants specialists who work and live in Estonia. Example of the prgramm schedule:</p> <div data-bbox="395 1016 1394 1937" style="background-color: #e0e0e0; padding: 10px;"> <p style="text-align: center; background-color: #0056b3; color: white; padding: 5px;">"RE-INVENT YOURSELF IN ESTONIA"</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="background-color: #808080; color: white; padding: 10px; vertical-align: top;"> <p style="text-align: center;">Session 1, 24.05 (10.00-13.00) Introductions. Ready, set, go!</p> <ul style="list-style-type: none"> Getting to know the group Managing transition and culture shock Planning your career path in a meaningful way </td> <td style="background-color: #808080; color: white; padding: 10px; vertical-align: top;"> <p style="text-align: center;">Session 4, 07.06 (10.00-13.00) Estonian business culture</p> <ul style="list-style-type: none"> Learning about Estonian business culture Meeting with a local employer, getting to know their recruitment process </td> </tr> <tr> <td style="background-color: #808080; color: white; padding: 10px; vertical-align: top;"> <p style="text-align: center;">Session 2, 31.05 (10.00-13.00) Presenting yourself at the Estonian labor market</p> <ul style="list-style-type: none"> Overview of Estonian labor market and presenting yourself CV, cover letter, interview, LinkedIn </td> <td style="background-color: #808080; color: white; padding: 10px; vertical-align: top;"> <p style="text-align: center;">Session 5, 09.06 (10.00-13.00) Speed mentoring</p> <ul style="list-style-type: none"> Preparing your professional networking plan Speed networking with local professionals </td> </tr> <tr> <td style="background-color: #808080; color: white; padding: 10px; vertical-align: top;"> <p style="text-align: center;">Session 3, 02.06 (10.00-13.00) Becoming an entrepreneur</p> <ul style="list-style-type: none"> Learning about opening a company in Estonia Hearing the experiences of an expat entrepreneur </td> <td style="background-color: #808080; color: white; padding: 10px; vertical-align: top;"> <p style="text-align: center;">Session 6, 16.06 (10.00-13.00) Let's celebrate the success!</p> <ul style="list-style-type: none"> Reflections and feedback Setting future individual goals </td> </tr> </tbody> </table> </div>	<p style="text-align: center;">Session 1, 24.05 (10.00-13.00) Introductions. Ready, set, go!</p> <ul style="list-style-type: none"> Getting to know the group Managing transition and culture shock Planning your career path in a meaningful way 	<p style="text-align: center;">Session 4, 07.06 (10.00-13.00) Estonian business culture</p> <ul style="list-style-type: none"> Learning about Estonian business culture Meeting with a local employer, getting to know their recruitment process 	<p style="text-align: center;">Session 2, 31.05 (10.00-13.00) Presenting yourself at the Estonian labor market</p> <ul style="list-style-type: none"> Overview of Estonian labor market and presenting yourself CV, cover letter, interview, LinkedIn 	<p style="text-align: center;">Session 5, 09.06 (10.00-13.00) Speed mentoring</p> <ul style="list-style-type: none"> Preparing your professional networking plan Speed networking with local professionals 	<p style="text-align: center;">Session 3, 02.06 (10.00-13.00) Becoming an entrepreneur</p> <ul style="list-style-type: none"> Learning about opening a company in Estonia Hearing the experiences of an expat entrepreneur 	<p style="text-align: center;">Session 6, 16.06 (10.00-13.00) Let's celebrate the success!</p> <ul style="list-style-type: none"> Reflections and feedback Setting future individual goals
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Stage of the integration process (e.g. recently arrived or no differentiation)	Generally people who have stayed in Estonia between 3 months to 2 years.
Coverage	<input checked="" type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local
Link	https://www.workinestonia.com/reinvent-yourself/
Source and justification	The program is one of the national programs which has been successful and got positive feedback.

b) Description

i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?

The main objective is to help the spouses who joined highly-skilled migrants in Estonia to find a professional output in Estonia, e.g. a job, volunteering or other occupation. The measure aims also to attract and retain highly skilled professionals themselves and to adapt and integrate highly skilled professionals families in Estonia.



ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?

Programme started in 2019, but in 2020 the program was paused due to the pandemic and was restarted in 2021. The Work in Estonia project, part of which is also the Spouse programme, has funding until 2025.

iii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?

It was implemented by Work in Estonia which belongs to the Foreign Direct Investment department at Enterprise Estonia, under the Ministry of Economic Affairs and Communications. Enterprise Estonia is a public body.

iv) How/by whom is/was the measure funded?

Programme funds come from the state budget allocated to Work in Estonia programme.

v) What strategies have been adopted to reach migrant women?

Most of the marketing is done online and by using social media, so the groups are reached in social media for migrants.

vi) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?

The goal has been that after 6 months of finishing the programme, 51% or over half of the spouses would have found a meaningful professional activity in Estonia. The goal has been reached in 2019, results for 2021 are not available yet.

vii) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?

Sometimes getting the groups that are heterogenous are difficult. Migrants from different countries and work areas are encouraged, but this has sometimes been an obstacle.

Section 4: Responses to COVID-19

This part of the study focuses on changes in integration policies or measures for migrant women in light of the COVID-19 pandemic.

Q14 Were integration policies or measures developed to counteract the negative consequences of COVID-19 specifically for migrant women's integration?

No, there weren't any new policies or measures to support migrant women's integration related to COVID-19 situation in 2020 and 2021 developed.

Integration (or sector specific) policies

Please describe the key features of the policy(ies), for the areas / sectors set out in Q11 (i.e. labour market, education and vocational training, entrepreneurship, language training, etc.)

There weren't any specific policies developed.

a) Integration measures

The Ministry of Foreign Affairs started to publish weekly information related to travel restrictions caused by spread of the COVID-19, but also information on testing requirements and period of self-isolation after arrival to Estonia (in case entry to Estonia was allowed). The information was based on Government orders related to emergency situation as well as measures and restrictions needed to prevent the spread of COVID-19.

In addition, due to the COVID-19 pandemic, the Estonian Government allocated a website kriis.ee to gather all up-to-date information on the virus and the restrictions, incl. on travelling and border-crossing, put in

place due to the pandemic. The information is available in Estonian, English and Russian. Information regarding the COVID-19 related restrictions can be inquired also from a free info line 1247.⁶⁷

Estonian Refugee Council was concerned that there was not enough sufficient information about COVID-19 situation and they started to take initiative to share information on their own WhatsApp groups.

The Ministry of Interior carried out survey in 2020 on how the information concerning emergency situation reached foreigners living, studying and/or working in Estonia and whose communication language is English or Russian. As a positive reflection people found, that staying in Estonia in a crisis situation was better than elsewhere, as they felt that Estonia is a safe country. Most confusing for those people were news and mixed messages about uncertainty in national migration policy, as people were worried that they are not allowed to stay in Estonia and had to leave.⁶⁸ Survey was conducted by the communication agency Akkadian.

Section 5: Plans and future outlook

This part of the study will provide information on policies and measures planned in the EU Member States and Norway. This is particularly relevant for those countries that identified specific challenges for migrant women's integration as identified in Eurostat and in national statistical sources (Q3 and Q4), or where migrant women were particularly affected by the impact of COVID-19.

Q15 Please provide information on planned policy developments as well as plans to introduce new measures, also in light of the impact of COVID-19:

a) Does your Member State plan to develop new or revise existing national integration policies that address challenges faced by migrant women?

According to information provided by the Ministry of Economic Affairs and Communications, they are planning to continue supporting the activities related to migrant women as Women's Entrepreneurship Day, Spouse Programme and in a future they may also contribute to other initiatives that emerge in cooperation with the private sector (e.g., female founders club). In the future Ministry is planning to start promoting Estonia as a work destination country among women in tech/engineering.

Estonian Refugee Council is concerned that migrant women (incl refugee women) are not specifically addressed in national integration policies and the specific needs for services, integration programmes of this heterogeneous group have not been investigated at the national level. This should be taken into account when planning new development plans.⁶⁹

b) Does your Member State plan to develop any new integration measures that address challenges faced by migrant women?

There aren't any new integration measures addressed specifically to challenges faced by migrant women.

In 2020, national stakeholders (incl. Integration Foundation, Ministry of Culture, Ministry of Interior, Ministry of Education and Science, Unemployment Fund, Ministry of Social Affairs, etc.) collaborated in an innovation programme aimed at public sector organisations with an idea "Need-based Estonian language learning and counselling for foreigners". The aim of the project is to improve the accessibility of language learning, improve the understanding of available options for both long-term residents as well as newly arrived immigrants, and improve the cooperation of organisations who carry out language classes.

Within the project, a digital gate concept will be prepared. It aims to:

⁶⁷ Measures and restrictions necessary for preventing the spread of COVID-19; www.riigiteataja.ee/viitedLeht.html?id=7 and kriis.ee

⁶⁸ Emergency Awareness Survey of foreigners living in Estonia 2020 (survey is available only in Estonian)

⁶⁹ Refugee Council written correspondence on 17.11.2021

- Consolidate the free Estonian language (as a second language) learning services offered by the state (if possible, including the language learning services offered by private companies) and existing e-solutions for Estonian language learning, including registration for courses.
- Provide the language learners with an environment where s/he can move easily between different language learning opportunities, find suitable opportunities and monitor the learning progress, including assessing his/her language skills and finding comfortable language learning information. Digital gate would be a starting point to find more suitable, available and accessible language learning solution for language learners. According to project plans, digital gate is ready for use in December 2023.⁷⁰

Section 6: Conclusions

This part of the study compiles the main findings from sections 1-5.

Q16 Please synthesise the findings of your national report by drawing conclusions from your responses to Q1–Q15:

a) What are the main integration opportunities and challenges for migrant women identified in your country (Section 1)?

Firstly, the gender pay gap, which is one of aspects affecting migrant-population. As in addition to the lower average wage, the employment rates of local women at child-caring age are also lower than those of men. Migrant women employment rates compare to migrant men are significantly lower in all migrant women age groups. Migrant women also have lower average wages than migrant men, and this gap is even wider than among locals.

Secondly, the insufficient knowledge of Estonian language which causes segregation. According to the 2011 census, Estonians make up 68,7% of population, the major minority language is Russian with 372 480 speakers (29.6% of the population). As the Russian-speaking population is of considerable size in Estonia and has concentrated in the cities of Ida-Viru county and in specific districts of Tallinn, they might not feel the essential need for language learning. Although younger persons have acquired Estonian in early childhood and at school, among 65-year-olds and older, one third has never studied Estonian. The reason for this is usually due to being first-generation immigrants, who arrived here during Soviet Union times and they acquired their education outside Estonia.

Newly arrived migrants face several challenges after arriving to a new host country. There is a lack of knowledge on the information about and availability of the services, including what has to be done to access these services and where and when. These challenges relate to many areas with which the newcomers come into contact during their stay in Estonia: health services, finding accommodation and/or a job, language learning, attending lifelong learning to be competitive, finding spare-time activities (e.g. volunteering) and persons with whom to communicate or socialize.

b) What are the key characteristics of the national integration policies (Section 2) and measures (Section 3) presented in terms of categories, focus area, stage of the integration process, etc.?

Integration policies specially targeted to migrant women are not policy priority in Estonia, as no gender-based distinction is made. Overall successful integration of migrants living in Estonia, is one of the national policy priorities. The national development plan “Coherent Estonia Development Plan 2021-2030” foresees necessity to improve and focus more intensely on integration of migrant women, who arrive to Estonia within family migration and to facilitate and encourage their active participation in employment.

Also from the Ministry of Economic Affairs and Communications perspective, integration of migrant skilled labour (without distinction regarding women) is seen as a policy priority. Work in Estonia programme under

⁷⁰ https://www.facebook.com/watch/live/?ref=watch_permalink&v=922101574984708

Ministry has a Spouse programme “Re-invent yourself” which is aimed at both men and women who moved to Estonia because their husband/wife found a job here.

Although Estonia has wide range of adaptation and integration services provided by state (Estonia had 96 adaptation and integration services in 2019, including 67 direct, 23 indirect and 7 support service), which are thought to Estonians, permanent residents of another nationality, newly arrived immigrants and to Estonians abroad, there are very limited number of services provided specifically to migrant women. These are Spouse programme “Re-invent yourself” (although that programme target group are both men and women, majority of participants are women) and women clubs for women to whom international protection is granted (but also other migrant-background women are invited).

c) How do special integration policies or measures developed to counteract the negative consequences of COVID-19 (Section 4) differ from those previously in place (Sections 2 and 3)?

There weren't any specific policies or measures in place. Due to the COVID-19 pandemic, the Estonian Government allocated a website kriis.ee to gather all up-to-date information on the virus and the restrictions, incl. on travelling and border-crossing, put in place due to the pandemic. The information is available in Estonian, English and Russian.

d) How do planned new integration policies and measures (Section 5) link to the main opportunities and challenges identified (Section 1 / Q16a) and/or responses to COVID-19 (Section 4)?

One of the national development plan “Coherent Estonia Development Plan 2021-2030” spheres of planned policies is to reduce the gap between Estonian-speakers and non-Estonian speakers in socio-economic indicators such as unemployment and the employment rate, average salary, etc.. Also efforts will be made to ensure that jobs will be diversified in the public sector as well. This should have positive effect on migrant-population integration and on reduction of national-based segregation.

Annex: Eurostat statistics

Eurostat Data for each EU Member State and Norway will be extracted centrally by the Service Provider and an Excel-Sheet prepared for each country and shared with the NCPs.

The Statistical Annex consists of the following:

- Annex 1.1:** Eurostat data on first residence titles issued to third-country nationals disaggregated by sex and reason [[migr_resfas](#)] and first permits issued for other reasons by reason, length of validity and citizenship, [[migr_resoth](#)].
- Annex 1.2:** Eurostat data on population disaggregated by sex and age group [[migr_pop1ctz](#)].
- Annex 1.3:** Eurostat data on labour market, entrepreneurship, education, housing and health indicators disaggregated by country of citizenship and sex [[lfsa_urgan](#)], [[lfsq_argan](#)], [[lfsa_esgan](#)]. [[edat_lfs_9911](#)], [[ilc_lvho15](#)], [[hlth_silc_30](#)].