

# European Social Fund in Estonia:

to one and all

2005



## **ESF – for the good of the Estonian people**

Estonia's greatest value is its people. Therefore, our main challenge is to provide Estonians with opportunities to learn and develop. The European Social Fund (ESF) helps create and expand these opportunities. There is already great interest in human resource development measures, and ESF's first year has provided us with much valuable experience. We must continue just as enthusiastically. Hopefully, this publication will help to formulate new ideas.

Various EU support application procedures, as well as the implemented projects, have been described below. The aid application conditions will be valid until the end of 2006; support applications are currently being accepted for all measures. The projects described on the following pages serve as an example. Good luck with project writing!

**Janno Järve,**  
Ministry of Social Affairs  
Deputy Secretary General on Labour Policy



## Implementation of the European Social Fund in Estonia?

The European Social Fund (ESF) is a European Union's (EU) structural fund which is aimed at increasing labour force potential and using it in a more effective way. EU member states have implemented different systems, and use different structures for obtaining these goals.

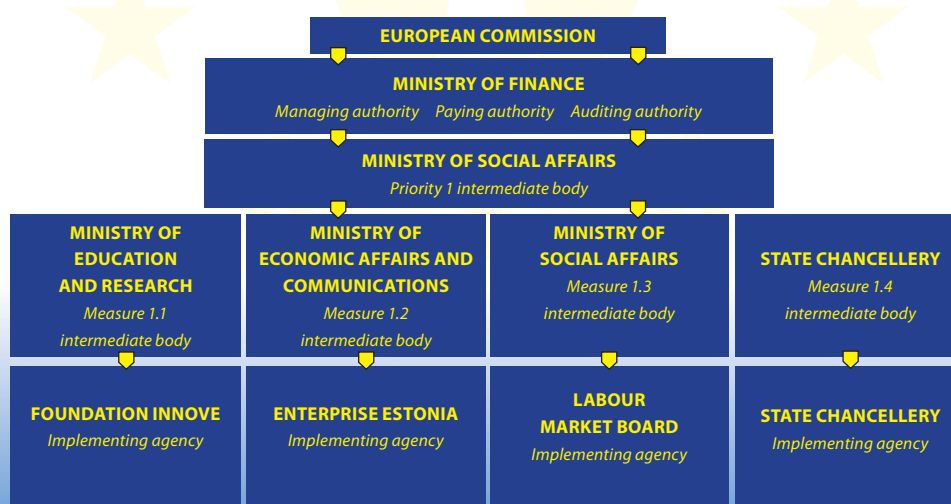
A separate document has been prepared in Estonia for planning EU structural fund aid — Estonian National Development Plan for the Implementation of the EU structural Funds - Single Programming Document 2004-2006 (NDP). Priority 1 of the NDP — human resource development — is co-financed from the European Social Fund. The primary objective of Priority 1 is to enhance and improve the employability of the Estonian labour force. This objective will be obtained by applying the following four measures:

- **Measure 1.1** - Educational System Supporting the Flexibility and Employability of the Labour Force and Providing Opportunities of Lifelong Learning for All
- **Measure 1.2** - Human Resource Development Increasing the Competitiveness of Enterprises
- **Measure 1.3** - Inclusive Labour Market
- **Measure 1.4** - Enhancing Administrative Capacity.

In addition to the above measures, the European Social Fund also co-finances the European Community initiative EQUAL, which aims at testing new ways of tackling discrimination and inequality experienced by those in work and those looking for a job.

Projects of the above measures and EQUAL have already been funded in Estonia, and the first results can already be seen. This publication provides a brief description of all measures, and provides examples of the implemented projects.

### EUROPEAN SOCIAL FUND IMPLEMENTATION STRUCTURE IN ESTONIA



## Measure 1.1 promotes education

In the last decade, Estonian educational life has been supported by various EU support and co-operation programmes of which the EU Phare programme, Socrates and Leonardo da Vinci are the most well-known. The EU structural funds were opened for Estonia in 2004, with the development of education being supported by Measure 1.1 of the National Development Plan (NDP) "Educational System Supporting the Flexibility and Employability of the Labour Force and Providing Opportunities of Lifelong Learning for All". The objective of the measure is to increase competitiveness of the labour market by raising the quality of education and training.

The activities supported by Measure 1.1 are listed in the annual action plan of the measure, serving as basis for both project writers and evaluators. EU support can be applied for through public project competitions, which are held, as a rule, twice a year — in the spring and in the autumn. All legal persons, who have operated in the particular field of activity for at least 12 months, are eligible to participate. Applications are submitted to the Foundation for Lifelong Learning Development Innove.

Measure 1.1 is concentrating on: vocational education, higher education, lifelong learning.

In 2005, the main focus lay in supporting the following activities: innovative study programmes, further education and in-service training of pedagogical staff in the field of study methods; development of an integrated advisory system; creating flexible learning opportunities (organisation of practical training; implementation of apprentice training; extensive co-operation with companies; implementation of the e-study system, etc.); activities implemented for prevention of drop-outs from primary school or vocational educational institutions, and inclusion of drop-outs in the education system; conducting research; other development activities designed for



raising the quality of and internationalising vocational education; creating lifelong study opportunities for adults with low competitiveness; training top specialists in the key economic areas in Estonia and in other specialties related to enhancement of economic competitiveness, etc.

Three rounds of application had been held by September 2005. A total of 101 projects were accepted eligible for support in the first three rounds. According to the results, a total of 58% of the ESF resources have been used, with 42% of the resources provided by the measure still possible to apply for. Round IV of the measure commenced in November 2005. The new regulation and application form for the measure were established in October.

The total financial volume of Measure 1.1 amounts to 838,986,651 kroons in 2004-2006 (with 75% provided by the EU structural funds and 25% by the Estonian public sector). As of the end of Round III, a total of 58% of the resources provided by the measure had been used, with 42% still available to apply for.

### GENERAL INFORMATION ON THE MEASURE 1.1

#### APPLICATION ROUNDS

(incl. application documents):

*Foundation for Lifelong Learning Development Innove web page:*

*[www.innove.ee/struktuuritoetused](http://www.innove.ee/struktuuritoetused)*

*E-mail: [struktuurifondid@innove.ee](mailto:struktuurifondid@innove.ee)*

## Students with special educational needs can count on new study materials

Students with special educational needs will soon be receiving new study materials, as training in the preparation of the material has already been launched. The National Examination and Qualification Centre has launched the "Training in Preparation of Study Materials for Students with Special Educational Needs" project within the framework of Measure 1.1 of the European Social Fund.

According to the project manager, Inga Kukk, the project aims to train a group of people in the preparation of study materials for students with special educational needs (SEN), and to prepare worksheets in two main subjects — mathematics and natural science — for students in higher grades, as well as to create a web page for SEN study materials.

"With our sights on the project objectives, the project engages people involved in the preparation of study materials, rather than schools. These people include both teachers and lecturers with institutes of higher education (Tallinn University and Tartu University)," Kukk explained. According to Kukk, 22 people are participating in the project from beginning to end. To increase the efficiency of the training, other interested parties, too, were invited to participate in the first theoretical seminars.

Kukk says there is great demand for SEN study material — up to 15% of the primary school students have special educational needs. "The number of SEN students is growing (according to the information gathered by the Estonian National Observatory); this is partly due to improvements in identification of special educational needs," Kukk said.

The number of SEN students in ordinary schools is also rising. "There is little SEN material available. On several subjects (e.g. natural science, geography, history), no material is available whatsoever," Kukk said.

Inga Kukk is critical about unsystematic way that study materials are compiled and published. According to Kukk, the Estonian open market for study materials does not favour development of the competence of the compilers of the material; nor does it ensure quality and systematic structure of the material, as publishing houses deem SEN material unprofitable. "So far, SEN material has been prepared randomly by the enthusiasts — on some subjects and for some grades only," Kukk said.

According to Inga Kukk, the feedback has been positive. "The interest groups acknowledge the need for the training and the study materials," Kukk said, adding that there have been problems and questions as to the project volume and subject selection.

"Financial resources set restrictions on the project volume. The subjects, however, are chosen based on the availability of SEN material. These are only our first efforts in the field; we plan to keep going," Kukk said.

### ADDITIONAL INFORMATION PROVIDED BY THE COORDINATOR:

- *The project will last for 25 months — from March 2005 to March 2007 — and has a budget of ~1.6 million kroons.*
- *A total of 8 group seminars will be held for the SEN material compilers, with the participation of experts from the Swedish Institute for Special Needs Education.*
- *Within the framework of the project, SEN worksheets in mathematics and natural science for grades 5-9 will be prepared and tested in schools.*
- *Within the framework of the project, an in-service training course will be developed in the field of SEN material preparation, and a web page will be created for SEN material.*
- *The project was launched on schedule and is conducted in co-operative mode.*

## Measure 1.2 increases competitiveness

Measure 1.2 of the European Social Fund bears the title “Human Resource Development Increasing the Competitiveness of Enterprises”. Within the framework of this measure, entrepreneurs can apply for employee training support. In addition, several notification and development activities will be conducted within the framework of this measure, helping to increase the knowledge, skills and awareness of both the management and the staff. Enterprise Estonia (EAS) is responsible for implementing Measure 1.2. The training support, which is designed for entrepreneurs, is not a new phenomenon — entrepreneurs received employee training support within the framework of state-financed programmes even before the EU structural funds were made available for Estonia. After the opening of the structural funds, the previous training aid for entrepreneurs was brought under a single programme. The number of support allocations, and the total volume of projects financed attest to a material increase in support opportunities. The volume of training support for entrepreneurs alone has increased 3.8 times, compared to 2003, amounting to 20.37 million kroons in 2005.

With the programme launched on 1 July 2004, we have been providing EU-co-financed training support for a little over a year. Various training in different fields was organised with the help of these funds during the year. Training applicants mostly include small and medium-sized companies. As can be expected, enterprises operating in Tallinn and Harju County make up the majority of the applicants — that is where most Estonian business is centered. But training is also actively carried out in Southern Estonia and Eastern Estonia.

Training support is undoubtedly convenient for applicants, since the application process is not divided into rounds — applications can be filed at all times. The support also helps cover the main expenses related to training organisation: the trainers’ remuneration, trainees’ and participants’ transport and accommodation as well as training material expenses.

Similarly to many other types of support, training support serves the objective of developing Estonian economy, with the preference on projects that help increase our companies’ turnover outside Estonia and support implementation of innovative technology or management methods and creation of new jobs.

The notification and development activities designed for increasing management and staff awareness have been brought under a common name, “Training Programme”, which was launched in May 2005. The Training Programme is conducted by EAS. Entrepreneurs cannot therefore apply for support within the framework of the measure directly. Still, the initiated activities serve the purpose of corporate development, and enabling the companies’ staff to participate in various activities initiated by EAS. The following programmes were launched under the Training Programme this year:

- mentorship programme designed for improving sustainability of companies which are just starting out, and promoting the principles of co-operation;
- management quality programme designed for developing the knowledge of the heads of Estonian companies, as well as promoting new management skills;
- innovation audit programme designed for increasing the innovation awareness of the management of Estonian companies, motivating them to initiate, conduct and support innovative activities in their companies;
- tourist agency awareness and training programme designed for expanding training opportunities in the tourism sector, increasing the entrepreneurs’ competence in tourist service quality management and promoting the principles of sustainable tourism;
- basic training for companies that are just starting out and for regional development centers, designed for increasing the knowledge of entrepreneurs, who are just starting out, in various entrepreneurship-related opportunities and risks, and enhancing the competence of regional entrepreneurship development centers.

*Detailed information on Measure 1.2 is available on the EAS web page at [www.eas.ee](http://www.eas.ee)*

## “20 Keys” involves the entire staff

Under Measure 1.2 of the European Social Fund, Estonian entrepreneurs can apply for support for raising the company's competitiveness. The project will involve the entire staff of the company.

Almar Proos, Chairman of the Management Board of AS Favor, a company specializing in suspended ceilings and sheet metal, commented on the «20 Keys» project launched under Measure 1.2 of the European Social Fund.

According to Proos, the system used for the project to be conducted by Deloitte & Touche Estonia consists of 20 highly practical and mutually combined core methods, which are of critical importance for raising the competitiveness of the organisation by improving the products and services through making their production swifter and less expensive.

According to Proos, the core methods are divided into five groups: energizing the workplace; quality improvement; cost cutting; process flow enhancement, and technology development.

As usually, the «20 Keys» project does not merely involve the company's management, but also the staff, including workers, middle management and top management, said Proos.

The first stage has been completed. «Three keys were activated,» Proos said. At the same time, Proos remained modest. «No increase in efficiency could be detected yet, as the first stage was the most voluminous of the stages, involving general and introductory training».



### TRAINING SUPPORT: 1.07.2004 - 30.06.2005

Number of applications filed:	972
Number of applications deemed eligible:	646
Total volume of supported projects:	35.2 million kroons
Total volume of disbursements:	22.3 million kroons

Source: EAS database for applications

## Measure 1.3 alleviates unemployment

Measure 1.3 of the European Social Fund (ESF), "Inclusive Labour Market", is designed for providing all-around assistance to the unemployed, restoring their professional skills, and finding them a job. The support serves the aim of improving the risk group's integration to the labour market.

The measure supports in-service training and re-training of the unemployed and persons declared redundant; enhancement of the work capacity and employability of risk groups; providing labour market-related Estonian language training to persons with insufficient knowledge of Estonian; creation of subsidized jobs, assisted or sheltered jobs and other transitional employment arrangements; start-up aid for entrepreneurs; development of measures for inclusion of and re-integration of women into the labour market; further development of labour market services.

Measure 1.3 is implemented by the Labour Market Board in co-operation with the Ministry of Social Affairs. Support can be applied for via open call for proposals. Applications need to be submitted to the Labour Market Board by the established deadline. The project will be implemented by payments for eligible costs, but the project promoter must have sufficient current assets of his own.

The European Social Fund has allocated a total of 413.6 million kroons for implementation of Measure 1.3 in 2004-2006. 20% will be added by the Estonian public sector. Two rounds of application have been held so far. Of the total of 144 projects submitted, 68 have been deemed eligible at the total cost of 492.6 million kroons, of which the share of the European Social Fund amounts to 386.6 million kroons. Over 17,000 job seekers will be helped within the framework of these projects



The submitted projects for integrating the unemployed into the labour market include projects designed for all the main target groups: disabled persons, persons unemployed for a long period of time, persons declared redundant, people with criminal records, young job seekers without primary education, middle-aged and elderly job seekers with low competitiveness.

Helping the unemployed requires a personal approach. People who need assistance, are provided with psychological counselling, adaptation training, job training and language training. New professions and specialities are taught as well. Job seekers involved in the projects may also receive transport compensation and lunches during the training.

The next round of application has been scheduled for the last quarter of 2005. Applications can be submitted within two months. The ESF department of the Labour Market Board provides consulting in the field of project preparation in the first month of the application round. Project applications designed for job seekers made redundant may be submitted consecutively.

#### ADDITIONAL INFORMATION:

*Labour Market Board – <http://www.tta.ee/esf>*

*Ministry of Social Affairs – <http://www.sm.ee/esf>*



## Art helps the return to society

Estonian Academy of Arts (EAA) is helping job seekers by launching the „Handicraft for a Job” project within the framework of Measure 1.3 of the European Social Fund (ESF), „Inclusive Labour Market”.

According to Kärt Summatavet, the project manager and a lecturer with the EAA, the project involved several lectures and a course in textile design. The participants were given a home assignment for the summer — collecting the tales told in their home place and family.

According to Summatavet, participants at the training included women, who are interested in handicrafts, are good in it, and motivated to do handicrafts for a living — women at home with children and women, who have lost their capacity to work, and for whom it is extremely difficult to find a job outside the home.

„The participants themselves actively contacted the organisers. We also got a lot of help from the local employment offices, case managers and organisations for disabled persons,” Summatavet said. Summatavet points out that the participants at the training are women with sights sets on their goals, who want to work, regardless of the slings and arrows of life, and try to overcome a feeling of hopelessness affecting people living in rural areas. „These women were over 40 years of age, or women with small children — people for whom it is especially difficult to find work in their home place,” Summatavet said.

According to Summatavet, women with disabled children cannot work eight-hour shifts. Doing handicrafts at home is a good way for them to earn a living. „To my surprise, the women themselves claimed having learned at the seminar that people, who love handicrafts, have more in common than just handicrafts,” said Summatavet. „They found out, to their own surprise, that they are not alone in their efforts and pursuits.”

Summatavet adds that these women are expecting professional guidance and assistance, as many of them have taken their work to local stores before, but have failed to sell them.

Summatavet also commends the participants’ skills. The results produced in the textile design class were very daring, creative and artistic, she said. „Naturally, this had much to do with their professional supervisor, Maasike Maasik.”

According to Summatavet, the seminar was not merely a gathering. „Our training sessions are not merely gatherings aimed at arousing enthusiasm in handicraft,” Summatavet said. We plan to make further efforts to increase competitiveness and give these women a chance to make a living selling their work. „Among other things, we provide them with a sense of self-worth,” Summatavet said. „Two women have already received orders for their handicraft work after the training.”

Summatavet is optimistic of the unemployed women’s chances to re-integrate into the labour market. „Otherwise, we wouldn’t have taken such a bold step,” she said, adding that final results cannot be seen until next year.

From September on, two-day training sessions will be held twice a month in Tallinn, Tartu, Pärnu, Viljandi, Rakvere, Võru and Värskä. Summatavet says there are at least ten unemployed women in each activation centre, of whom at least two are women with additional or special needs or women raising a disabled child.

The unemployed will be assisted by volunteer handcrafters. The participants will be provided with inspiration from study portfolios prepared on the basis of the local folk art and oral heritage, and will fulfill the tasks assigned by the supervisors.

„They will design different products, souvenirs and items for today’s consumers, and prepare competition works,” said Summatavet.

According to Summatavet, the best works will go into production. The products developed within the framework of the project will be marketed in the existing marketing system. Those who get an order on their work, or a job, will leave the programme. We already have people lining up for vacancies,” said Summatavet. The project will end with an exhibition in 2007.

## Measure 1.4 enhances administrative capacity

Measure 1.4 of the European Social Fund supports projects designed to develop professional competence of civil servants and improve management quality in state agencies. The European Union and Estonia are interested in ensuring continual development of public administration in Estonia and enhancement of the capacity of the agencies and civil servants to act as a successful EU member state.

The total financial volume of the measure for enhancing administrative capacity is 29.1 million kroons for 2005-2006. The ESF supports projects in the amount of up to 75% of total eligible costs; the applicant's self-financing must amount to 25%. The State Chancellery is responsible for implementation of the measure, including application processing and applicant consulting.

As regards its structure, the measure for enhancing administrative capacity has been divided into sub-measures in order to group and specify the eligible activities, thus helping attain the general objective of the measure.

State agencies and local government associations may apply for support for training projects designed for enhancing management capacity. The projects will involve the applicant's officials, whose training in the field of management systems and methods as well as other management development areas benefits the entire agency, or supports execution of particular activities or projects.

The stipend programme supports the civil servants' practical training in the administrations of foreign countries. The aim of these projects is to learn from the experience and best practice of other countries, acquiring knowledge and skills in the field of management and public administration, and putting these skills into practice in the Estonian public administration system.

In addition to the above, the Measure also supports civil servant training, which is to be organised and financed by the State Chancellery. The State Chancellery plans training in the primary areas approved by the government ("Civil service training priorities 2005"). All civil servants in state and local government agencies can participate at the training free of charge.

In order to enhance efficiency of the civil servant training system, the measure also supports development of the Centre for Public Service Training and Development and the in-service training centre of the Public Service Academy of Estonia, incl. the training of training providers. These training establishments have specialized in organising the training of the Estonian public sector.

The first round of application was held in May 2005, with a total of 36 project applications filed by state agencies and local government associations, of which 20 were deemed eligible. A total of 6.9 million kroons was allocated from ESF for Round I. The self-financing of the institutions will be added to this amount.

The measure financed projects that have a major effect on the administrative capacity of the entire country, systematically develop the organisation, and help harmonize management quality both within the organisation and in different regions. The projects of several state agencies that help introduce rearrangements within the agencies were also supported.

A total of over 1,800 civil servants are planned to be trained within the framework of the measure.

*Additional information is available at  
[www.riigikantselei.ee/haldusmeede](http://www.riigikantselei.ee/haldusmeede)*

## Efficiency of the Estonian probation supervision system to be enhanced

The project implemented within the framework of Measure 1.4 of the European Social Fund is designed to enhance the efficiency of the Estonian probation supervisions system, and to improve regional management.

According to Rait Kuuse, Head of Probation Supervision Division of the Ministry of Justice, the immediate goals of the project include training of the key persons responsible for probation supervision so as to establish four probation supervision areas. According to Kuuse, this means regional training in the field of strategic management, development plan preparation and work process planning.

„The key persons of the probation supervision areas must start implementing new management methods for organising team work through analyses of particular cases, and changes,” said Kuuse.

Regional development plans must also be worked out, while testing the management schemes that consider the changed nature of management responsibility.

The planned training is linked with the probation supervision system reform. The probation supervision system of the Republic of Estonia was established in the county courts and city courts of first instance, located within the jurisdiction of the Ministry of Justice, in 1998.

„The purpose of the probation supervision system is to impose punishments without imprisonment (e.g. community service, behavior management), so as to ensure a safe society,” Kuuse explained. The probation supervision system currently employs nearly 200 people, with over 8,200 people with criminal records subjected to the system.

„Four regional courts of first instance will be established as of 1 January 2006. Preparatory work, co-ordinated by the Probation Supervision Division of the Ministry of Justice of the Republic of Estonia, is currently under way for establishing the four probation supervision areas as of the above date.” Kuuse said.

The existing thirteen probation supervision departments will be transformed into four probation supervision areas. According to Kuuse, these areas will be headed by a regional director, who will be appointed in the last quarter of 2005. The current heads of departments will start serving as heads of regional divisions. Kuuse emphasizes that the regional director will pay more attention to strategic management than the current heads of departments, and will have greater responsibility for resource planning. „Significant changes will be introduced in the current work arrangement. In order to ensure a smooth transition, we must make sure that the above key persons are competent, and that the co-operation between them is efficient,” Kuuse said.

According to Kuuse, the importance of the training lies in ensuring that the regional key persons are capable of fast work. The training:

- 1) provides standardized knowledge of various management methods;
- 2) enables to transform the key persons into a close team;
- 3) shapes collective attitudes and provides a sense of mission.

„In other words, we aim at creating an environment where the upcoming major changes — i.e. merger of the departments — would not cause hindrances in the probation supervision system and everyday work of probation supervision officials,” said Kuuse.

A total of 63 probation supervision officials will be trained within the framework of the project.

Study groups are formed according to the size of the region (15-20 people), and by taking into account the co-ordination of regional work on the state level. „It is especially important for us to provide our officials with the maximum support under strict budget conditions,” said Kuuse.

## European Community initiative EQUAL

European Community initiative EQUAL aims at testing new ways of tackling discrimination and inequality experienced by those in work and those looking for a job. A total of 84.9 million kroons have been allocated for implementation of the EQUAL programme in Estonia, including 78.1 million kroons for project activities. The Ministry of Social Affairs, Labour Market Board and the Ministry of Finance are responsible for implementation of the programme.

In comparison with the EU structural funds measures system, within the framework of which the member states establish their own priorities and measures, most of the EQUAL rules are established by the European Union. This also applies to the themes between which the member states can make a selection.

Estonia resolved to develop the following areas:

Theme A - Facilitating access and return to the labour market for those who have difficulty in being integrated or re-integrated into a labour market which must be open to all.

Theme G - Reconciling family and professional life, as well as the reintegration of men and women who have left the labour market, by developing more flexible and effective forms of work organisation and support services.

Theme I - Supporting the social and vocational integration of asylum seekers.

Another difference between the EQUAL programme and other measures of EU structural funds lies in international co-operation — all projects have international partners whose experience can prove beneficial, and who can, in turn, benefit from Estonia's experience. Old EU member states have been using EQUAL support since the year 2000. The only round of application held in Estonia and other EU member states was announced in the autumn of 2004. A total of 65 applications were submitted, 35 of them by non-profit associations. The applicants included state agencies, foundations and local governments. The following 13 projects were supported from the EQUAL programme:

PROJECT NAME	IMPLEMENTING AUTHORITY
We Friends — West Estonian Development Partnership	Tuuru Foundation
RE-START (Comprehensive Measures for Integrating Youth with Criminal Records into the Labour Market)	NGO Caritas Eesti
Integration of Women Involved in Prostitution Including Victims of Human Trafficking into the Legal Labour Market	National Institute for Health Development
Re-integration of Gambling Addicts into the Labour Market and Prevention of their Social Exclusion	Liider Grupp OÜ
Handicapped People Employed in Cooperatives (HAPECO)	NGO Eurohouse
Choices and Balance	Estonian Employers's Confederation
Connected Services for Integrating Young Mothers into the Labour Market	Viljandi County Government
WHOLE — Work and Home in Our Life in Europe	Tartu Folk High School Training Centre Foundation
Development of Multifunctional Care Service to Enhance Employment	Tartu County's Board of Disabled People
Children Well Taken Care of, Mothers at Work	State Chancellery
Models of Distance Working for Estonian Islands	Arhipelaag Island and Coast Research Centre
Development and Application of Farmers' Replacement Service	Estonian Farmers' Federation
Increasing the Readiness of the Estonian Society for Integrating Asylum Seekers	Jaan Tõnisson Institute

*No more rounds of application will be announced in Estonia or other EU member states within the framework of the EQUAL programme — support can be applied for, under similar principles, from the European Social Fund from 2007 onwards. Additional information on the projects or EQUAL principles is available on the web page of the Labour Market Board at [www.tta.ee/equal](http://www.tta.ee/equal)*



## **EQUAL enables flexible work**

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The „Children Well Taken Care of, Mothers at Work“ project helps decrease the number of people signed up for kindergarten spaces, especially in major Estonian cities, and to provide parents with a sense of security.

Within the framework of the European Community initiative EQUAL, NGO Institute of Family Issues and NGO Põlvamaa Children Social Welfare Association will conduct a project designed for increasing the employment of parents through creating a system of flexible childcare services.

According to the web page of the Institute of Family Issues, the „Children Taken Care of, Mothers at Work“ project means establishing a family day-care centre in local governments, and training service providers in the issues related to such form of business, as well as mapping out the difficulties and expenses to be incurred upon the provision of childcare services.

In the current stage of the project, the implementing authority is looking for local governments interested in the project, and concluding contracts on essential co-operation. At least 15 family day-care service providers will be selected among the chosen local governments. These service providers will be provided, from the project budget, with the relevant training and assistance in bringing the location for the service provision (the service provider's home or some other location) into line with the Estonian health care and other requirements. If necessary, the service providers will be provided with consulting during the first year of activity.

According to the project manager Erika Vahtmäe, there has been great interest in the project. „We have been contacted by several local governments and many private individuals interested in rendering the service,“ Vahtmäe said, admitting that publicity work for the project is still in its early stages.

There are many local governments in Estonia which require the service, says Vahtmäe. „More people are queuing to kindergartens in Tallinn and its vicinity, as well as in Kohtla-Järve, Rakvere and Elva.“

According to Vahtmäe, an information day has been held for private individuals in order to introduce the project.

Vahtmäe describes the different stages of the establishment of a private kindergarten. The project participants must first pass the training, which will end with the professional examination of a babysitter. Thereafter, the future service provider must be registered as an entrepreneur. Afterwards, the project participants will be provided with assistance in bringing the location for the service provision into line with the requirements of the law, while receiving consulting in how to provide solutions to arising problems.

According to Vahtmäe, the service provider's task is to find the children and conclude the corresponding contracts with their parents. „The term of the service, the programme etc. will be separately agreed between the parents and the service provider“, Vahtmäe said.

At the same time, Vahtmäe excludes the possibility that the number of children signed up for a kindergarten space will drop to zero — „the children are signed up before they reach kindergarten age“. According to Vahtmäe, family day-care helps to reduce the number of sign-ups for the crèche. „As the queues do not reflect the actual need, the project does not aim at eliminating the queues,“ Vahtmäe said. „We need to set up a flexible, high-quality and child-friendly day-care system so as to provide parents with a sense of security and with an opportunity to return to the labour market at their own discretion“.

## The present and future of the European Social Fund

The system for implementing the measures described in this publication will be used in Estonia until the end of 2006. A new budgetary period will commence in the European Union in 2007. Consequently, the Government of the Republic of Estonia will negotiate with the European Commission on what will be supported from the EU structural funds in the programming period 2007-2013, and how. Estonia will take the relevant standpoints in 2005 and 2006 after conducting a thorough analysis in the course of co-operation with social partners.

We have reason to believe that the range of eligible activities will be further expanded in the next

programming period, and that Estonia will have the opportunity to apply for structural aid proportionate to that of the previous period. The structure for implementation of the measures is bound to be reorganised. Among other things, the authorities responsible for the corresponding fields of activity are liable to change, as well.

During the current programming period, support can be applied for until depletion of the financial resources. The project activities can be carried out, depending on the measure, until the middle of 2008.

### Upcoming European Social Fund application rounds

MEASURE	APPLICATION ROUND	PROJECT APPLICATION FUNDS	DUE PLACE FOR SUBMISSION OF APPLICATIONS (as of 31 August 2005)
1.1 – Educational System Supporting the Flexibility and Employability of the Labour Force and Providing Opportunities of Lifelong Learning for All	November 2005	225,000,000 kroons	Foundation Innove (www.innove.ee)
1.2 – Human Resource Development Increasing the Competitiveness of Enterprises	ongoing	4,944,080 kroons (until the end of 2005)	Enterprise Estonia (www.eas.ee)
1.3 - Inclusive Labour Market	autumn 2005	26,991,914 kroons	Labour Market Board (www.tta.ee)
1.4 - Enhancing Administrative Capacity	November 2005	22,300,000 kroons	State Chancellery (www.riigikantslei.ee)
European Community initiative EQUAL	No more rounds of application will be held for the European Community initiative EQUAL	0	Labour Market Board (www.tta.ee)

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<b>Implementation of the European Social Fund in Estonia</b>	<b>3</b>
<b>Measure 1.1 promotes education</b>	<b>4</b>
<b>Students with special educational needs can count on new study materials</b>	<b>5</b>
<b>Measure 1.2 increases competitiveness</b>	<b>6</b>
<b>„20 Keys” involves the entire staff</b>	<b>7</b>
<b>Measure 1.3 alleviates unemployment</b>	<b>8</b>
<b>Art helps return to society</b>	<b>9</b>
<b>Measure 1.4 enhances administrative capacity</b>	<b>10</b>
<b>Efficiency of the Estonian probation supervision system to 11 be enhanced</b>	<b>11</b>
<b>European Community initiative EQUAL</b>	<b>12</b>
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## CONTACT INFORMATION

### MEASURE 1.1

Educational System Supporting  
the Flexibility and Employability of the Labour Force  
and Providing Opportunities of Lifelong Learning for All

#### Foundation for Lifelong Learning

##### Development Innove

Address: Liivalaia 2, 10118 Tallinn  
Telephone: +372 699 8060  
<http://www.innove.ee/>  
E-mail: [struktuurifondid@innove.ee](mailto:struktuurifondid@innove.ee)

#### Ministry of Education and Research

Munga 18, 50088 Tartu  
Telephone: +37 7 350 279  
<http://www.hm.ee/>  
E-mail: [struktuurifondid@innove.ee](mailto:struktuurifondid@innove.ee)

### MEASURE 1.2

Human Resource Development  
Increasing the Competitiveness of Enterprises

#### Enterprise Estonia

Address: Liivalaia 13/15, 10118 Tallinn  
Telephone: +372 627 9739  
<http://www.eas.ee/>  
E-mail: [Anu-Maaja.Pallok@eas.ee](mailto:Anu-Maaja.Pallok@eas.ee)

#### Ministry of Economic Affairs and Communications

Harju 11, Tallinn 15072  
Telephone: +372 6 256 374  
<http://www.mkm.ee/>  
E-mail: [pirko.konsa@mkm.ee](mailto:pirko.konsa@mkm.ee)

### MEASURE 1.3

Inclusive Labour Market

#### Labour Market Board

Address: Gonsiori 29, 15156 Tallinn  
Telephone: +372 516 1809  
<http://www.tta.ee/esf>  
E-mail: [esf@tta.ee](mailto:esf@tta.ee)

#### Ministry of Social Affairs

Address: Gonsiori 29, 15027 Tallinn  
Telephone: +372 6269187  
<http://www.sm.ee/esf>  
E-mail: [sotsiaalfond@sm.ee](mailto:sotsiaalfond@sm.ee)

### MEASURE 1.4

Enhancing Administrative Capacity

#### State Chancellery

Address: Rahukohtu 3, 15161 Tallinn  
Telephone: +372 693 5467  
[www.riigikantselei.ee/haldusmeede](http://www.riigikantselei.ee/haldusmeede)  
E-mail: [haldusmeede@riigikantselei.ee](mailto:haldusmeede@riigikantselei.ee)

#### European Community initiative EQUAL

#### Labour Market Board

Address: Gonsiori 29, 15156 Tallinn  
Telephone: +372 516 1809  
<http://www.tta.ee/esf>  
E-mail: [esf@tta.ee](mailto:esf@tta.ee)

#### Ministry of Social Affairs

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Telephone: +372 6269187  
<http://www.sm.ee/esf>  
E-mail: [sotsiaalfond@sm.ee](mailto:sotsiaalfond@sm.ee)

#### Useful links:

EU structural funds home page: [www.struktuurifondid.ee](http://www.struktuurifondid.ee)  
European Social Fund home page: [www.sm.ee/esf](http://www.sm.ee/esf)  
European Commission's ESF home page:  
[http://europa.eu.int/comm/employment\\_social/esf2000/index-en.htm](http://europa.eu.int/comm/employment_social/esf2000/index-en.htm)

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