Ensuring equal opportunities for all is one of the prerequisites and objectives for successful integration. Unfortunately, other nationalities living in Estonia do not perceive that their opportunities are equal to those of Estonian speakers. Inequality in opportunities is felt in all areas of life that were analysed throughout the monitoring - participation in civic society, work-, educational- and cultural life.

When interpreting the results, it is important to be mindful of the fact that the monitoring is considering individuals’ personal judgements. Whilst an important overall indicator about equal treatment and integration, these are not in one-to-one correspondence with actualities in opportunities and unequal treatment.

**Opportunities for engagement in politics, community life and NGO’s**

90% of Estonians find that the Estonian state protects their rights and offers public benefits, whilst 79% of representatives of other nationalities share this opinion (74% thought so in 2015).

Representatives of other nationalities view their opportunities for participating in political activities, local level decision-making and engagement in NGO’s to be lesser than opportunities available for Estonians, however, they also find that these opportunities have improved in the last 2 years. Moreover, views on available opportunities for political participation do not differ between those representatives of foreign ethnicities who have Estonian citizenship, and those who don’t.

**Perception of having equal opportunities with Estonians, other ethnicities, 2015 and 2017**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engagement in political activities</td>
<td>12</td>
<td>19</td>
</tr>
<tr>
<td>Involvement in the decision-making regarding life in their local town or municipality*</td>
<td>27</td>
<td>32</td>
</tr>
<tr>
<td>Involvement in NGO’s</td>
<td>36</td>
<td>48</td>
</tr>
</tbody>
</table>

*Difference is not statistically significant

More than half (53%) of representatives of other nationalities agree with the statement that they lack opportunities to make an impact in society. However, this view is adapted noticeably less by representatives of other nationalities with Estonian citizenship (48%) than by citizens of other countries (60%). The belief is supported by 42% of Estonians. On a positive note, it can be added that within the last couple of years there has been a drop of 8 percentage points in the proportion of those representatives of other nationalities, who believe that there are no possibilities for them to have an influence in the society (this opinion was taken by 61% in 2015).

**Perceiving inequality in employment**

People of other nationalities are also sensing inequalities in relation to income and employment. For example, two thirds of them find that Estonians are in a better position in terms of income and economic wellbeing, and 71% find that in comparison to Russian speaking residents, Estonians have better opportunities to get a good job. The attitude towards opportunities to get a good job is more positive amongst other nationality residents with good proficiency in Estonian (64% find that Estonians have better opportunities) than the attitudes of non-Estonian speakers (77% think that Estonians have better opportunities).

Other nationalities are also sensing unequal treatment in their working lives, and approximately half of them have either experienced unequal treatment in employment, or heard from others that someone has received preferential treatment due to their nationality or native language. 15% of individuals from other nationalities have, within the last couple of years, had first-hand experience, or heard that someone has received preferential treatment at work-place due to the person’s nationality or native language. In comparison to the monitoring results of 2015, there has been neither an increase or decrease in relation to connection to inequality in employment.

“Integration of Estonian Society: Monitoring 2017” final report and more information here: www.kul.ee/et/EIM2017
The opportunities for Estonians and Russians for getting a good job and attain a leading role at a state- and local government institution or in private sector, according to the opinions of residents of other ethnic backgrounds (Monitoring of Integration in Estonian Society 2017)

Perceiving inequality in cultural life

20% of residents from other nationalities feel that there is a threat to the conservation of their national culture in Estonia, and 13% perceive a direct threat in learning the Estonian language, as they view this as a step towards alienation from their national culture. However, 58% of people from other nationalities (mainly those in Ida-Virumaa) do not sense any pressure to abandon their national culture or to fully adapt to Estonian culture, and 85% find that there is room for various languages and cultures in Estonia.

Inequalities in labour market and social life participation is felt more by young people

Inequalities in the labour market, including career opportunities, are felt more by representatives of other nationalities in a younger working age who have recently entered the labour market. For example, only 8% of representatives in this group, between the age of 25 and 39, view their chances of getting a managerial role in public sector as equal to Estonians (the average across all age groups is 16%). In addition, people from other nationalities who are in their younger working age perceive inequalities in participation of political life and local level decision-making considerably more often than their counterparts in older age groups.

In approximately last 10 years, there has been a noticeable reduction in the proportion of respondents who believe that nationality is an important factor in career progression. A particularly visible drop in this indicator - from 72% down to 44% - has taken place in the perceptions of respondents from other nationalities.

Estonians have a more positive perception of the opportunities available for other nationalities to engage in social life, than the latter themselves. At the same time, most Estonians acknowledge that such inequalities do exist.

Closer interaction with other nationalities reduces perceived inequality

Regionally, inequalities are perceived the most at locations with higher ethnic segregation, i.e. Tallinn and Ida-Virumaa. Inequality is felt less in areas where other nationalities are more closely mixed with Estonians. Equally, more inequality is sensed by local Russians, and other nationalities with other- or undefined citizenships.

Integration of Estonian Society: Monitoring 2017” final report and more information here: www.kul.ee/et/EIM2017