



European network of legal experts
in gender equality and non-discrimination

Non-discrimination country report 2025: highlights



Estonia





Legal Framework:

Estonia's Equal Treatment Act covers discrimination on EU grounds but protection outside employment is limited to race and ethnicity.



Equality Body:

The Chancellor of Justice functions as the equality body but has a broad mandate, leading to limited visibility and capacity for discrimination cases.



Gaps in Protection:

Key shortcomings remain, including uneven protection across grounds and fields, weak sanctions, and lack of multiple discrimination recognition.



Problematic Scope of Exceptions:

Different treatment on racial or ethnic origin is permitted to a wider extent than explicitly allowed under EU law.



Access to Justice

Victims rarely bring cases due to low awareness, limited legal aid, and lack of confidence in remedies.



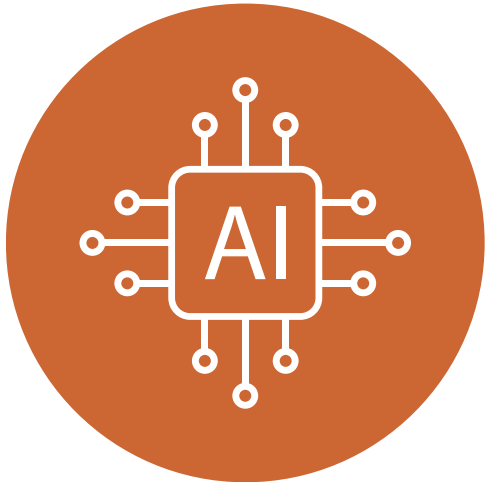
Case Law:

Few court cases are reported;
sanctions are low and rarely
dissuasive.



Intersectionality:

No explicit recognition of multiple or intersectional discrimination, despite real-life relevance.



AI and Algorithmic Bias:

No specific legal safeguards exist yet, but concerns are growing, especially in recruitment and automated services.



Positive Action:

Legally permitted but seldom applied, with limited initiatives to address structural disadvantages.



Civil Society:

NGOs play a vital role in monitoring and awareness-raising, but their capacity is constrained by scarce funding and limited political responsiveness.