



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

Non-discrimination country report 2025: highlights



Latvia





Constitutional protection but weak in private sphere:

The equality clause in Article 91 of the Constitution is broad but has no direct effect between private parties, making sectoral laws essential.



Uneven legal coverage:

Several fields (education, consumer protection, housing) still omit key protected grounds such as sexual orientation, age, and disability, resulting in incomplete safeguards.



Labour Law central but limited:

While the Labour Law offers the widest protection, it allows broad exceptions (e.g. religious employers) and sometimes goes beyond EU directives in permitting differential treatment.



Patchy EU directive transposition:

Vague national provisions mean courts often have to rely directly on EU law when interpreting discrimination cases, creating legal uncertainty.



Weak access to justice:

Short deadlines for filing complaints (three months in employment), very low compensation levels, and no use of situation testing or statistics hinder effective enforcement.



Hate crime protection incomplete:

Grounds such as sexual orientation remain absent in hate crime provisions, despite some expansion of aggravating circumstances.



Ombudsman strengthened but limited:

The Ombudsman's Office gained record funding in 2024 and set up a Discrimination Prevention Unit, but its powers remain advisory and it cannot enforce or issue sanctions.



Sparse case law:

Few discrimination cases beyond gender reach courts; litigation on race, disability, age and sexual orientation remains rare.



Civil society's role curtailed:

NGOs lost standing at cassation level, weakening victim support and diverging from EU equality standards.



Low public awareness and limited dialogue:

State–civil society consultation is inconsistent and largely limited to disability and gender; public understanding of rights remains poor.