



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

Non-discrimination country report 2025: highlights



Luxembourg





Restrictive Legal Definitions:

Discrimination based on a perception or assumption of a person's characteristics is prohibited only as regards the grounds of ethnic origin, nationality, race or specific religion in national law. Discrimination based on association with persons with particular characteristics is not prohibited in national law.



Equality Body Limitations:

The Centre for Equal Treatment (CET) has no mandate to assist victims or initiate legal proceedings. The Human Rights Consultative Commission (CCDH) also has limited impact.



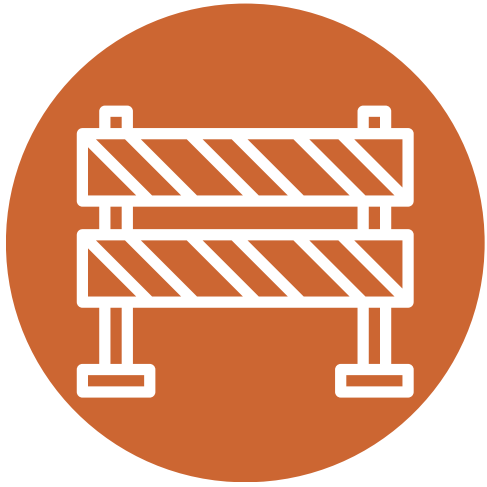
Draft Law on Equality Body Reform:

A long-awaited draft law (since 2022) to strengthen the CET's independence and mandate is still pending. Delays hinder effective protection.



Inadequate Data Collection:

Luxembourg lacks comprehensive disaggregated data by race/ethnicity or religion, which limits the ability to monitor and address structural discrimination.



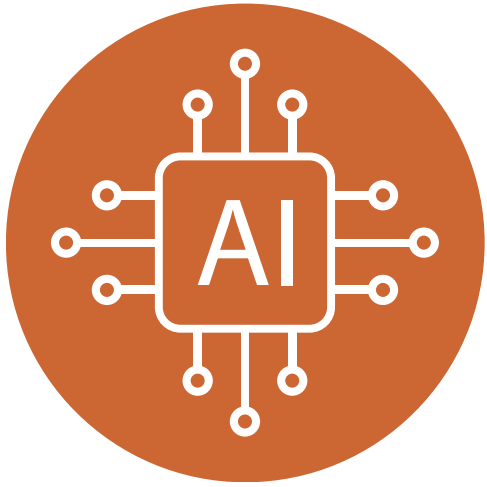
Barriers to Accessing Justice:

Victims face high evidentiary burdens, short deadlines, and low levels of legal assistance, deterring them from pursuing complaints.



Emerging Case Law:

Courts are slowly addressing discrimination cases (e.g. racist speech and dismissal), but few judgments are available, and decisions remain limited in scope.



AI and Discrimination:

No specific legal framework exists to address AI-based discrimination, though the issue is starting to gain attention in public discourse.



Absence of Positive Action:

There are no proactive equality duties or legal incentives for employers and public institutions to address systemic discrimination.



Civil Society Gaps:

NGOs are not entitled to act on behalf of victims of discrimination and are hardly involved in proceedings in support of victims of discrimination.