



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

Non-discrimination country report 2025: highlights



Spain





Fractioned legal frameworks:

Protection against discrimination is scattered among various legal frameworks, including Constitutional, criminal and labour law as well as specific laws on disability and on equality for LGBTIQ people.



Legal reform in 2022:

Law 15/2022 completed the transposition of the EU Directives. It expanded discrimination grounds (e.g. language, socio-economic status), established the creation of a new independent equality body and established sanctions across all fields and grounds.



Constitutional reform on disability:

Article 49 of the Constitution was amended in 2024 to replace outdated terminology and to strengthen rights for persons with disabilities.



Forms of discrimination recognised:

Since Law 15/2022, discrimination by association and by assumption (“by error”) are explicitly prohibited, as are multiple and intersectional discrimination.



LGBTI workplace rights:

Royal Decree 1026/2024 requires companies with more than 50 employees to adopt equality measures for LGBTI workers, including anti-harassment protocols and inclusive collective agreements.



Persistent underreporting:

Despite progress, discrimination remains underreported due to lack of awareness, fear of reprisals, and limited knowledge of rights and complaint mechanisms.



Equality bodies:

The Council for the Elimination of Racial or Ethnic Discrimination increased victim support in 2024, but its independence and visibility remain limited.



Slow progress on the Independent Authority:

The new Independent Authority for Equal Treatment and Non-Discrimination, mandated by Law 15/2022, has been delayed beyond deadlines.



Religious diversity tensions:

The situation of religion teachers in state schools remains unresolved due to the 1976 agreement with the Holy See, raising ongoing equality concerns.



Best practices:

Positive initiatives include the adoption of the 2022–2030 Disability Strategy, creation of a coordinating prosecutor for hate and discrimination crimes, and continued support measures for Roma inclusion.