



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

Non-discrimination country report 2025: highlights



Sweden





Comprehensive but Siloed Framework:

Sweden has an advanced Discrimination Act covering multiple grounds, but enforcement and implementation remain weak due to systemic gaps and legal silos.



Equality Ombudsman (DO):

1. The DO emphasised that enforcement is a necessary foundation for promoting equality and ensuring compliance, and while only two court cases were pursued in 2024, the number of settlements - often involving compensation and admission of discrimination - increased to 29 alongside continued outreach to civil society.



Disability Rights Progress:

Key Supreme Court rulings expanded the understanding of reasonable accommodation and inadequate accessibility, strengthening protections for people with disabilities.



Under-Enforcement in Courts:

Despite broad legal protections, few discrimination cases succeed in court - especially on ethnicity - due to high proof burdens and the "loser pays" rule.



Roma and Racial Discrimination:

Discrimination against Roma and Afro-Swedes in education, housing, and labour markets remains entrenched, with limited institutional response.



No Protection in Official Duties:

The Discrimination Act does not cover actions by public officials carrying out official duties (e.g. police conduct), weakening protections.



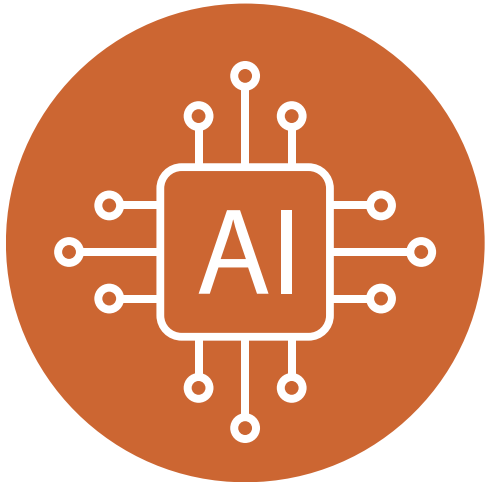
Intersectionality Gaps:

Intersectional discrimination is not formally recognised, though some government proposals seek to address it in the context of pay transparency.



Public Procurement Rules:

Anti-discrimination conditions in public contracts exist but have limited enforcement, reducing their impact on employer practices.



AI and Legal Gaps:

Sweden lacks a legal framework for algorithmic discrimination, though public and legal awareness is growing.



Civil Society and Strategic Litigation:

NGOs are beginning to engage in strategic litigation, but cultural, financial, and legal barriers persist.