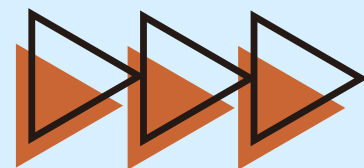




Estonia non-discrimination country report

Key highlights

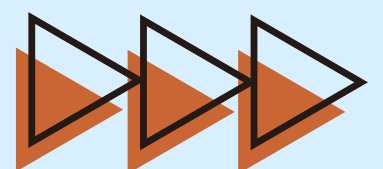


European network of legal experts
in gender equality and non-discrimination



Uneven Legislation

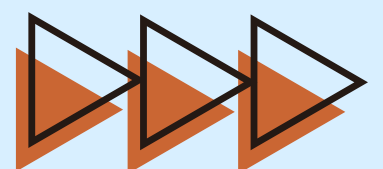
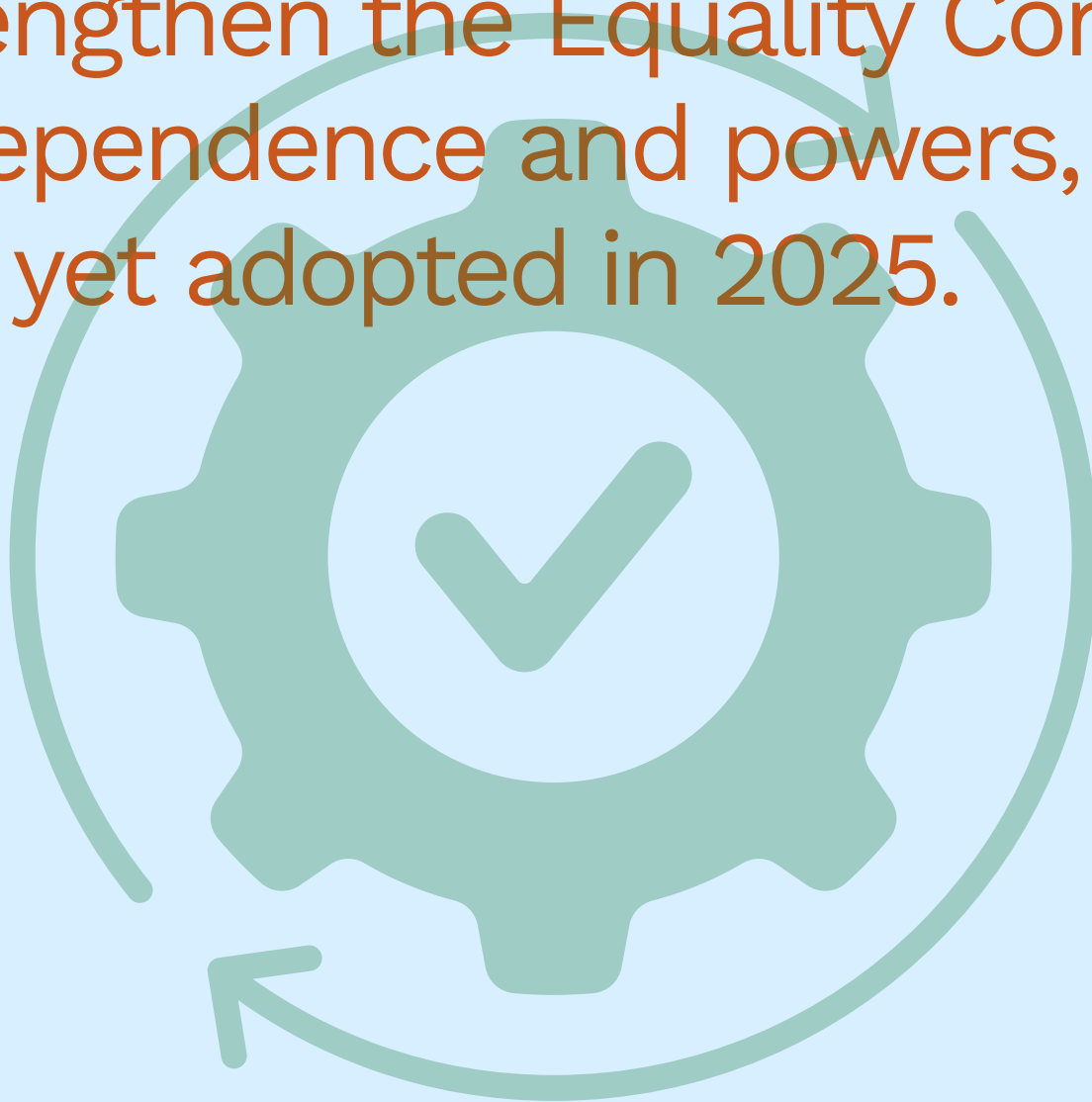
Estonia's Equal Treatment Act still provides different levels of protection depending on the discrimination ground, leaving significant gaps outside employment.





Promising Reform

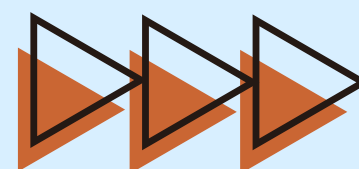
A draft law would ensure broader and more consistent protection, introduce intersectional discrimination and strengthen the Equality Commissioner's independence and powers, but it was not yet adopted in 2025.





Persistent Ethnic Inequalities

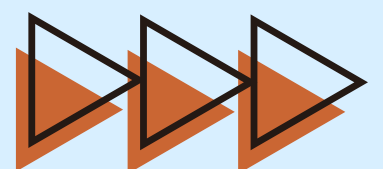
Non-Estonians experience higher unemployment and poverty rates, while racialised people report discrimination in public spaces, housing and employment.

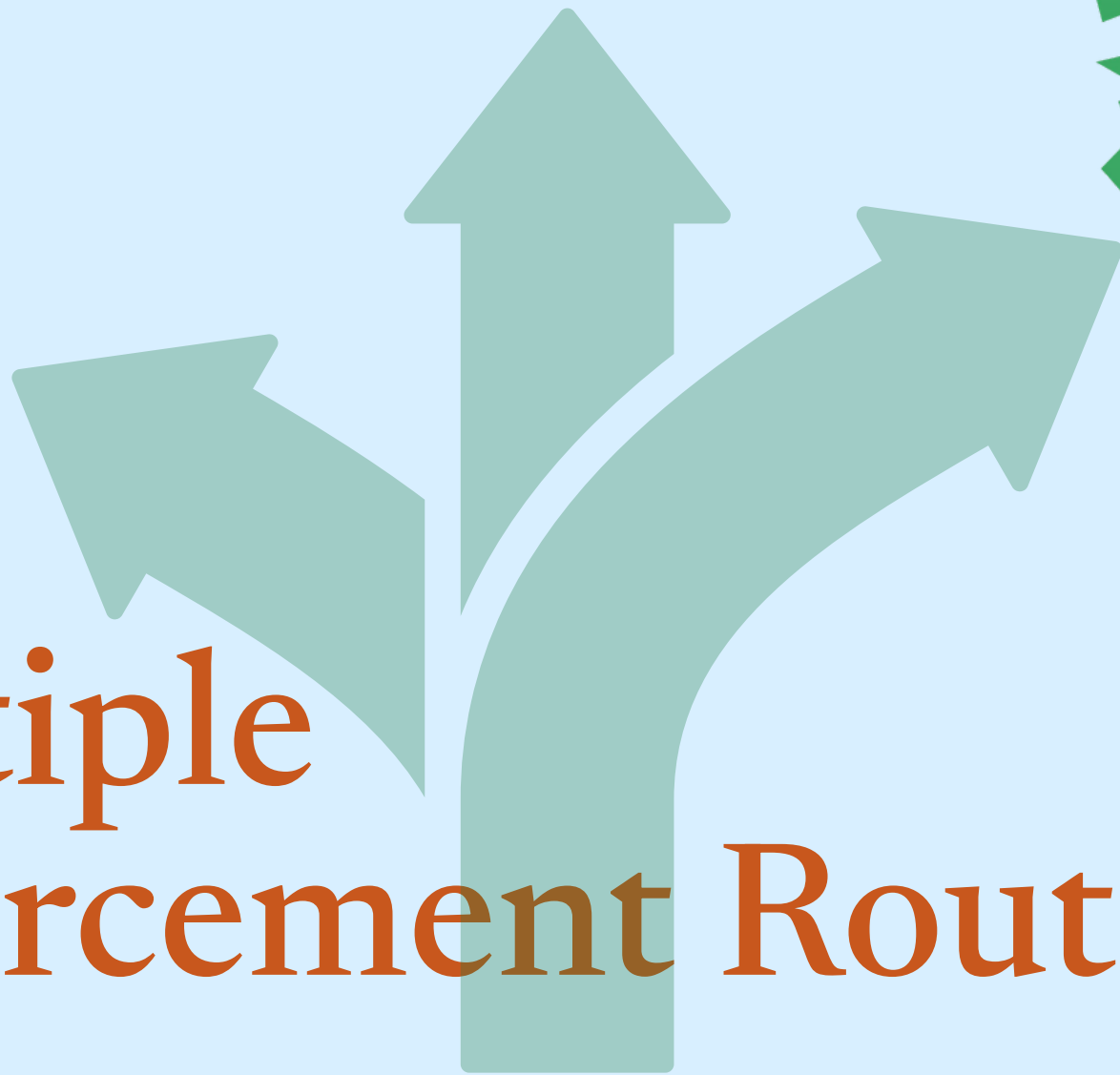




Disability Rights

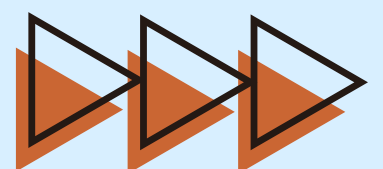
Employment law requires reasonable accommodation, and public initiatives continue to address accessibility, although protection remains limited outside employment.





Multiple Enforcement Routes

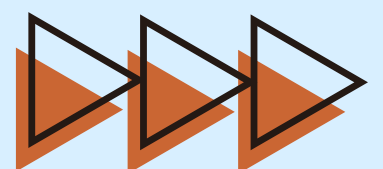
Victims can pursue complaints through courts, labour dispute committees, the Equality Commissioner and the Chancellor of Justice, although some decisions are not legally binding.





Weak Enforcement

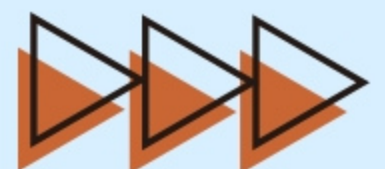
Court cases remain rare, evidentiary thresholds can be demanding, NGOs face barriers in representing victims, and sanctions may not be sufficiently effective or dissuasive.

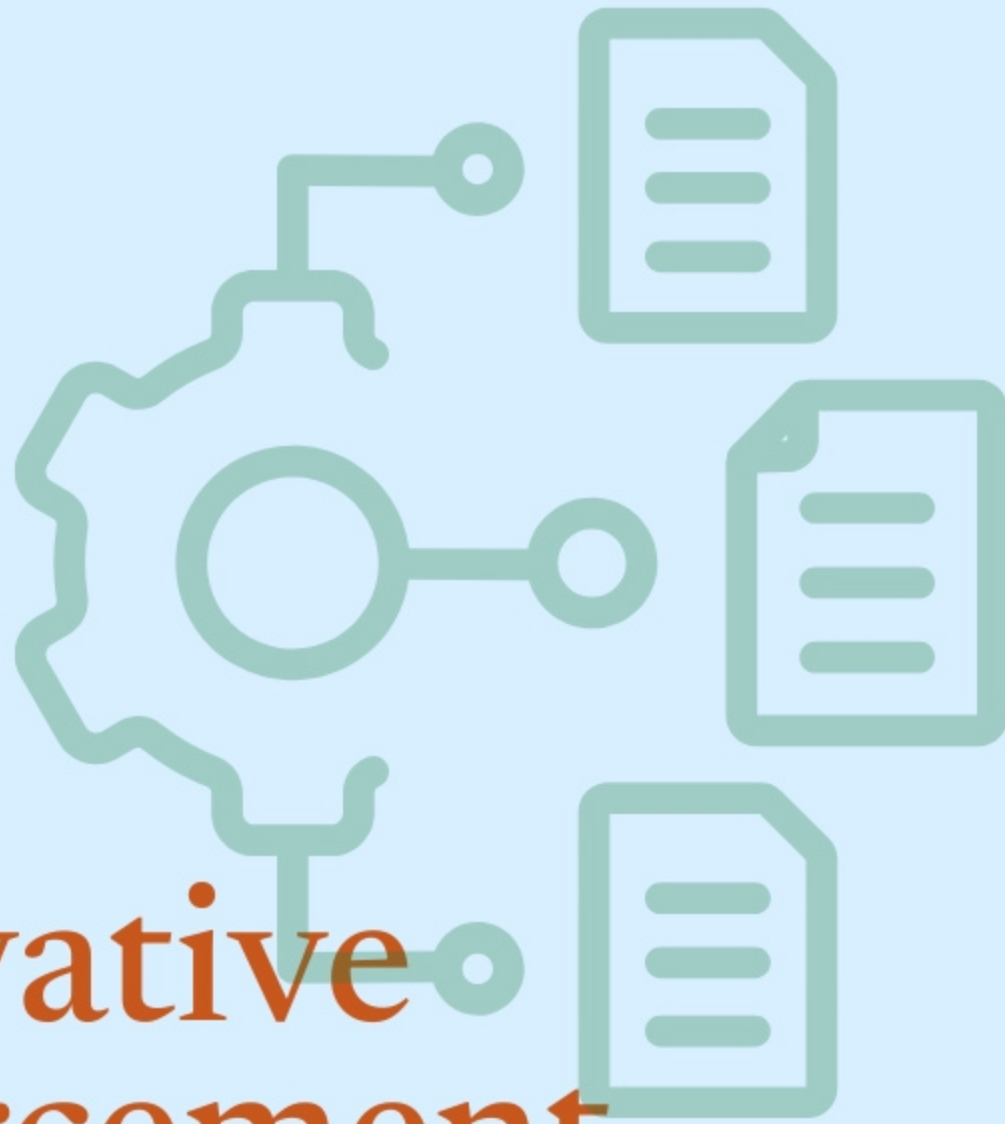




Growing Civil Dialogue

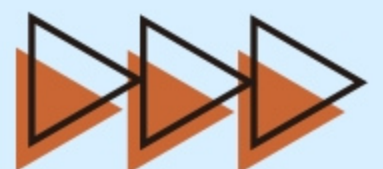
A new advocacy council, continued NGO funding and cooperation with equality bodies strengthened civil society participation in equality policy.





Innovative Enforcement

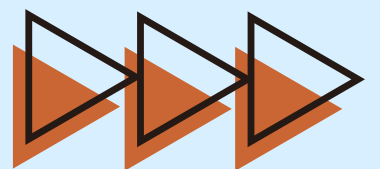
The VALDUR artificial intelligence tool screened thousands of job advertisements and identified discriminatory wording, particularly unnecessary language requirements.

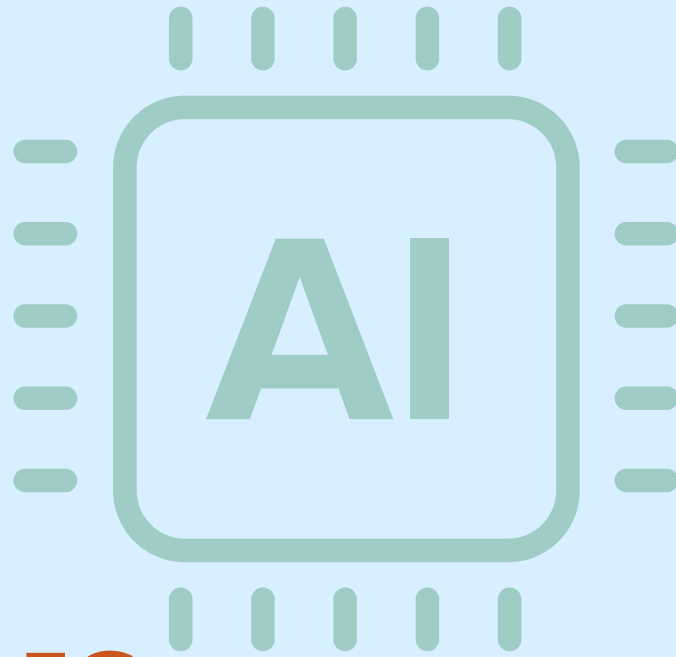




Positive Diversity Initiatives

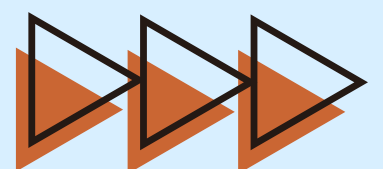
The Diversity Charter, Diversity Day and strategic NGO partnerships continued to promote inclusive workplaces and broader public awareness.





AI Risks

Research and training improved awareness of algorithmic discrimination, but transparency, intersectionality and accountability gaps remain in public-sector AI systems.





See the full report on
non-discrimination
in Estonia on our website.



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