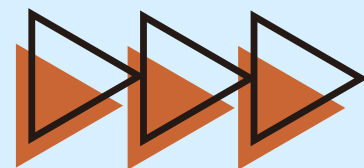




Luxembourg non-discrimination country report

Key highlights

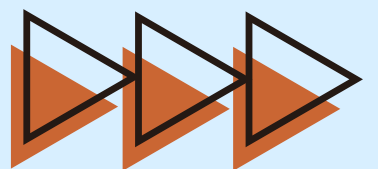


European network of legal experts
in gender equality and non-discrimination



Broad Legal Protection

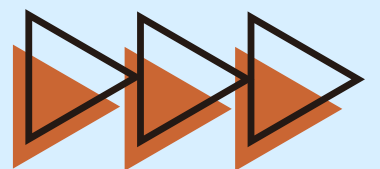
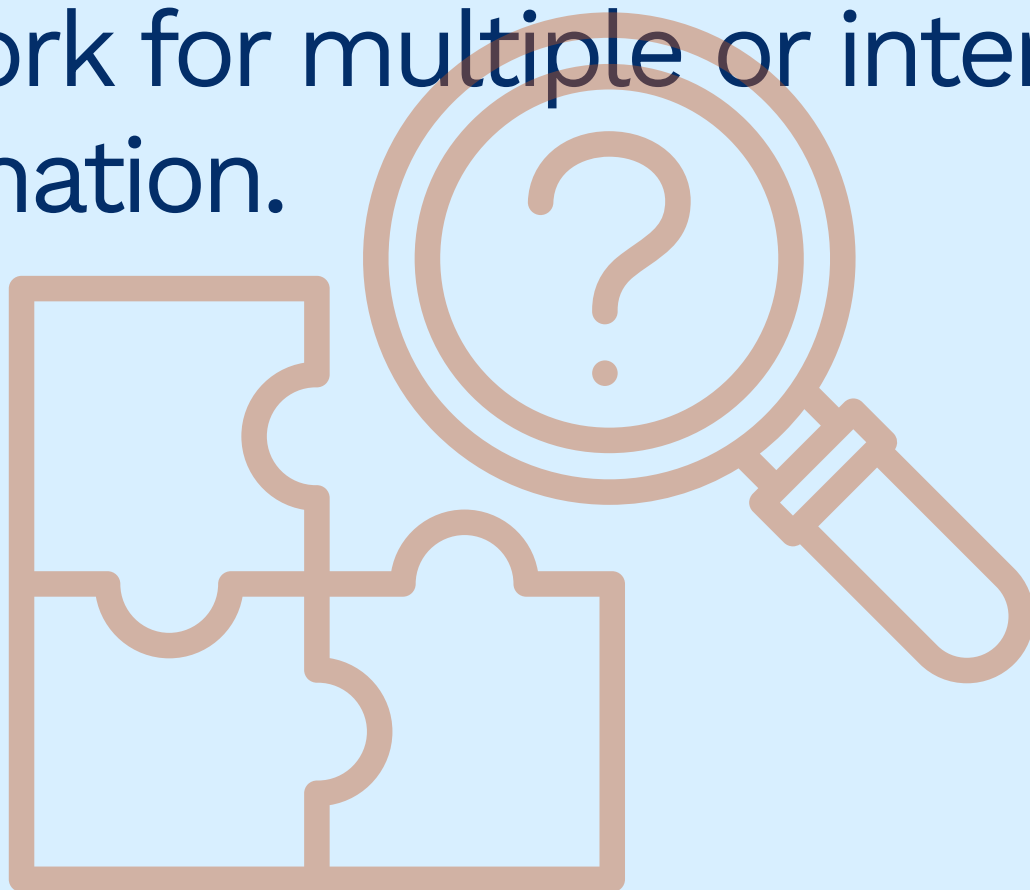
Luxembourg's anti-discrimination legislation covers religion or belief, disability, age, sexual orientation, racial or ethnic origin across employment and several other areas.





Remaining Protection Gaps

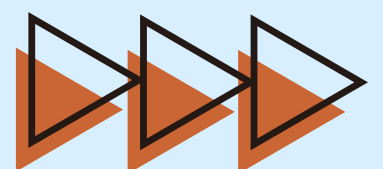
Discrimination by association is not explicitly prohibited, perceived discrimination is covered only for certain grounds, and there is no specific framework for multiple or intersectional discrimination.





Disability Rights

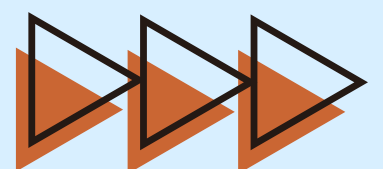
Employers must provide reasonable accommodation, but eligibility is restricted to people with an officially recognised disability level of at least 30%, potentially conflicting with EU law.





Limited Enforcement

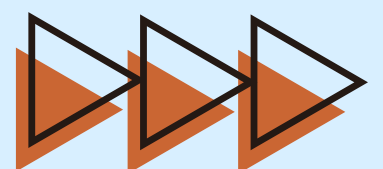
Luxembourg has very little discrimination case law, partly reflecting financial barriers, limited public awareness and difficulties in assessing whether sanctions are effective.





Equality Body Constraints

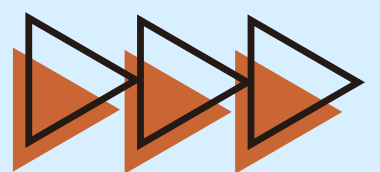
The Centre for Equal Treatment (CET) operates independently and produces well-regarded recommendations, but lacks legal standing, binding powers and sufficient authority to compel cooperation.

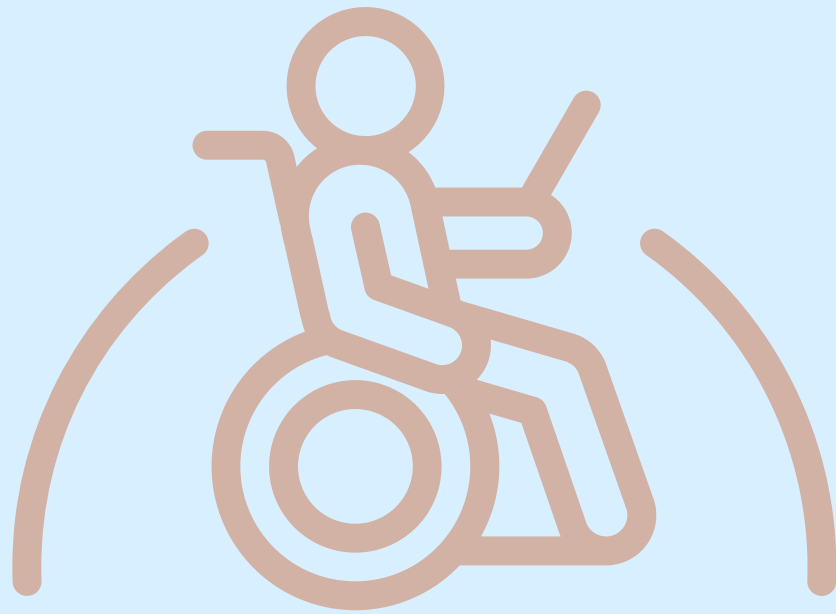




New Anti-Racism Strategy

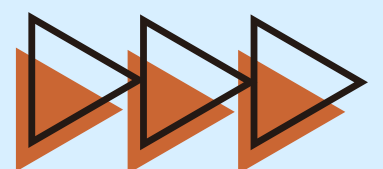
Luxembourg adopted its first National Action Plan against Racism in December 2025, covering data, victim support, awareness-raising and coordination across housing, employment and education.





Limited Disability Rights Progress

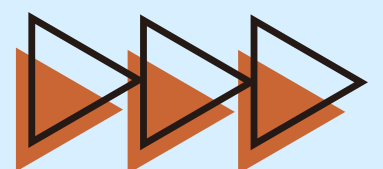
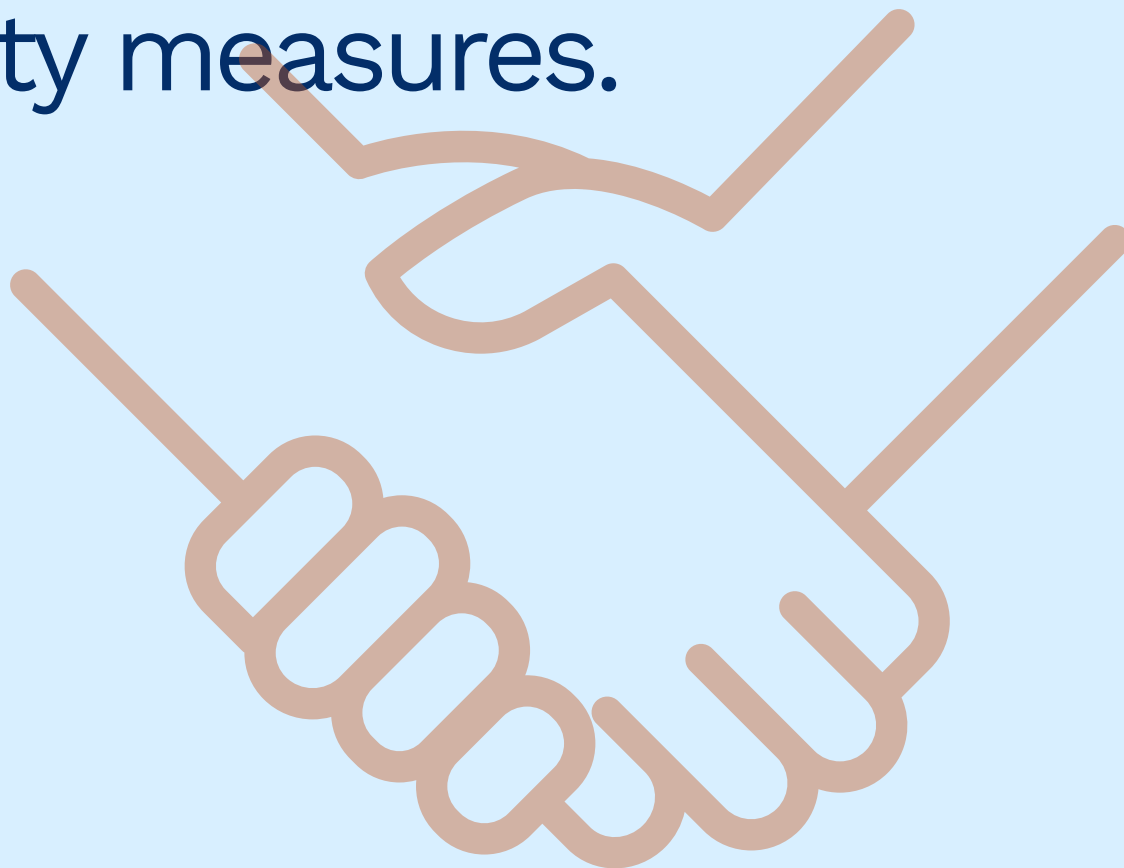
Luxembourg's disability action plan achieved substantial implementation or progress across many measures, while weaknesses remain in monitoring, indicators, interministerial coordination and data collection.





Promising Workplace Practices

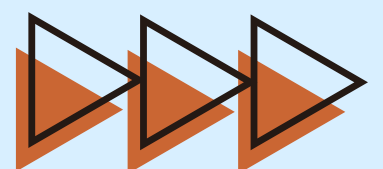
The Diversity Charter Lëtzebuerg and the Actions Positives programme encourage organisations to audit practices and adopt structured equality measures.





Persistent Underreporting

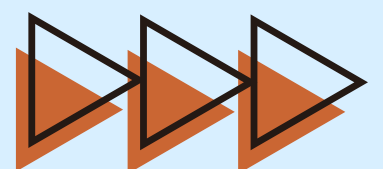
Only 18% of surveyed victims reported discrimination to the police, while limited case law and uncertainty about sanctions continue to weaken effective enforcement.





Limited Legislative Change

No significant anti-discrimination legislation was adopted in 2025, although a court conviction for ethnic-origin hate speech demonstrated the application of criminal protections online.





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



European network of legal experts
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