

Legal Study on Homophobia and Discrimination on Grounds of Sexual Orientation – Luxembourg

François Moyse

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Executive summary

Implementation of Employment Directive 2000/78/EC

- [1]. The Employment Directive was transposed into the Luxembourg Law of 28 November 2006 on equal treatment (the “Law”).¹ It introduced the notions of direct and direct discrimination, as well as that of harassment with respect to sexual orientation into Luxembourg law. The Law amends the Labour and Criminal Codes, following very closely the provisions of the Employment Directive. By transposing both the Employment Directive and the Racial Equality Directive in the same piece of legislation, the Law broadens the Employment Directive’s material scope of application.

Freedom of movement

- [2]. Directive 2004/38/EC will be effectively transposed into Luxembourg Law once the draft bill on the free movement of citizens and immigration is passed and enters into effect. In the meantime, Luxembourg uses the Grand-Ducal Regulation of 28 March 1972, related to conditions of entry and stay of certain categories of foreigners which are the subject of international agreements, as last amended on 21 December 2007, to regulate the freedom of movement of EU Member State citizens and third-country nationals (the ‘Temporary Regulation’).² However, the Temporary Regulation’s provisions are limiting in that they make no allowance for family reunification rights of same-sex partners originating from countries that do not recognize any civil union or registered partnership, and thus there is no legal mechanism for a same-sex couple to otherwise substantiate a long-standing relationship. Also, because the Temporary Regulation does not apply to Luxembourg citizens, a reverse-discrimination situation has developed.

Asylum and subsidiary protection

- [3]. Luxembourg’s law of 5 May 2006 on the right to asylum and complementary forms of protection, as amended (the ‘Asylum Law’), provides for the granting of refugee

¹ Luxembourg/*Loi du 28 novembre 2006 sur l’égalité de traitement* (28.11.2006).

² Luxembourg/*Règlement grand ducal du 28 mars 1972 relatif aux conditions d’entrée et de séjour de certaines catégories d’étrangers faisant l’objet de conventions internationales* (RGD 28.03.1972), as last amended on 21 December 2007

status to any third-country national or stateless person.³ Under the Asylum Law, persecution on the grounds of sexual orientation may in theory lead Luxembourg to grant asylum. Moreover, the Luxembourg legal system appears to accept LGBT persons as family members in the context of asylum and/or subsidiary protection because the Asylum Law defines as a family member the unmarried partner of the beneficiary of international protection when that partner is engaged in a shared community of life (*vie commune*) recognized by the country of origin of one of the partners. But the Asylum Law as it is drafted does not allow for the fact that some countries do not recognize any civil union or registered partnership, thus the couple would not be in a position to substantiate any long-standing officially recognized relationship.

Family reunification

- [4]. Until Luxembourg's law on the free movement of people and immigration enters into force, the principle of family reunification in Luxembourg is governed by the Temporary Regulation, which is to be interpreted in conformity with the Council Directive 2003/86/EC of 22 September 2003, given that the Member States were to transpose the directive into national law by 3 October 2005. Family reunification suffers from the same issues with respect to the definition of family member and partner as does the applicable legislation for freedom of movement and international protection.

Freedom of assembly

- [5]. Article 25 of the Luxembourg Constitution guarantees the right to peaceful, unarmed assembly that respects the laws governing the exercise of that right without being subject to prior authorisation. However, the constitutional provision does not apply to outdoor, political, religious or other gatherings. Those gatherings remain entirely subject to the laws and regulations adopted under the police powers of the State.⁴ The Luxembourg LGBT community has had no problems obtaining the necessary governmental authorisations for those uses of public space.

Hate speech and criminal law

- [6]. Luxembourg's Criminal Code provides for sanctions for inciting discrimination, hate or violence against a natural or legal person or a group or community of persons, on

³ Luxembourg/*Loi du 5 mai relative au droit d'asile et à des formes complémentaires de protection* (05.05.2006), as last amended on 17.07.2007.

⁴ Luxembourg/*Constitution du Grand-Duché de Luxembourg, texte à jour au 1^{er} septembre 2006*, Service Central de Législation, Art. 25 (01.09.2006)

the basis of their sexual orientation. The law neither specifically includes nor excludes homophobic hate crimes, thus the issue would be left to the court's interpretation.

Transgender issues

- [7]. Transgender issues are not specifically mentioned under Luxembourg law. If they are interpreted to be included in the Employment Directive's broad definition of sexual orientation as implemented in Luxembourg legislation, they would effectively be dealt with. If not, then only the criminal law provisions would apply, as transgender individuals would be considered as belonging to a particular social group. There are no legal provisions specifically addressing the change of name or sex with the Luxembourg Civil Status and Population Administration (*Etat civil et population du Luxembourg*) following an individual's gender reassignment surgery.

Miscellaneous

- [8]. Newly-proposed legislation indicates a strong policy in Luxembourg to include LGBT individuals, and particularly non-Luxembourg nationals that are members of the LGBT community. Yet, the LGBT community is still concerned with having rights equal to those of heterosexuals. Those rights would best be given if same-sex marriage were authorized in Luxembourg, and if joint adoption by the two same-sex spouses were authorized.

Good practices

- [9]. While some work environments are adopting practices that include the LGBT community, the extent to which those practices will actually be carried out remains to be seen.

A. Implementation of Employment Directive 2000/78/EC

- [10]. The Employment Directive was transposed into the Luxembourg Law of 28 November 2006 on equal treatment (the “Law”).⁵ The Law’s definitions of direct and indirect discrimination includes all of the elements in the definitions of the concept given in the Employment Directive, in particular less favourable treatment because of an individual’s sexual orientation as grounds for a finding of direct or indirect discrimination. Under the Law, harassment related to an individual’s sexual orientation that has the effect of undermining the dignity of the individual and creates an intimidating, hostile, degrading, humiliating or offensive environment, is also considered a form of discrimination. Moreover, any behaviour that consists of ordering or enjoining any other person to discriminate against someone else on the grounds of sexual orientation is itself considered discrimination.
- [11]. The notions of direct and indirect discrimination, as well as that of harassment in a sense broader than that traditionally used in the sexual harassment context were not integrated into Luxembourg law prior to the passage of the Law.⁶
- [12]. Retaliation for any form of protest against discriminatory treatment on the grounds of sexual orientation, including the bringing of legal action to enforce equal treatment or any testimony on unequal treatment related to sexual orientation, is prohibited. In particular, any firing of personnel in relation to the above is null and void under the Labour Code.
- [13]. Likewise, any provision in a contract or agreement that contravenes the equal treatment principle as defined in the Law is deemed null and void. This includes provisions in internal company, non-profit association, self-employed individual, worker or employee organisation regulations.
- [14]. The Law amends the Labour Code by providing it with a new Title V entitled ‘Equal Treatment in Employment and Occupation’ that includes the definitions of direct and indirect discrimination based on sexual discrimination, as well as the provisions prohibiting harassment or the ordering of someone to discriminate based on sexual orientation. The provisions apply to all salaried employees as defined in Title II, Book I, of the Labour Code in all areas of employment set forth in the Employment Directive, and include the defence of rights provisions, with specific provisions applicable to unions. The appropriate Labour and Mine Inspection Authority (*Inspection du Travail et des Mines*) is charged with the application of the Law’s

⁵ Luxembourg/*Loi du 28 novembre 2006 sur l’égalité de traitement* (28.11.2006).

⁶ Government Commission for Foreigners (2005) *Discrimination at work, Summarised version*, pp. 6-7, available at <http://www.cge.etat.lu/> (5 February 2007).

provisions, including those related to the exceptions, dismissals and labour contract terminations.

- [15]. The Labour Code amendments also contain the exception to the equal treatment principle whereby a difference of treatment based on sexual orientation will not constitute discrimination when, for reasons of the exercise of a professional activity, or related conditions, the characteristic in question is a genuine and determining professional requirement, and to the extent that the objective is legitimate, and the necessity of the requirement proportional to the degree in which the particular characteristic is necessary to the profession.
- [16]. The Law amends the Criminal Code to include the definition of discrimination on the basis of sexual orientation as a distinction made between natural persons, and any distinction made between legal persons, groups or communities of persons on the basis of sexual orientation. The Law also includes sanctions of imprisonment of eight (8) days to two (2) years, and a fine of 251 EUR to 25,000 EUR, for any discrimination against a natural or legal person, or a group or community of persons, when that discrimination affects a person's access to employment, vocational training, employment conditions, and affiliation with or membership in a worker or employers organisation.
- [17]. There has been virtually no implementation of the Law thus there is no case law issued from, or any currently before, the Luxembourg courts as a result of the Law at this time. Our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no cases.⁷
- [18]. There are two main gaps in the Law. First, the Law does not specify the period for which the judicial/administrative procedures for the enforcement of obligations under the Directive 'are available to all persons who consider themselves wronged by failure to apply the principle of equal treatment to them'. The Employment Directive provides that such period shall continue 'even after the relationship in which the discrimination is alleged to have occurred has ended'.⁸ And second, the Law does not include specific measures for engaging in social dialogue and dialogue with non-governmental organizations.
- [19]. The complaints procedure includes two possible means of resolving the dispute. The first is through a friendly settlement procedure that includes all means of alternative dispute resolution, and the second is through litigation.

⁷ Search performed on 04.04.2008, using the following search terms: 'discrimination', 'equal treatment', 'homosexual' and 'sexual orientation'.

⁸ Under the Luxembourg Labour Code, the statute of limitations for bringing a court action for unfair employment contract termination is three months, unless the employee has requested a written explanation of the termination from the employer within one month of the duly received termination notice. If the employee requests the explanation within one month, the statute of limitations is one year. Luxembourg/*Code du Travail* – 2008, Art. L- 124-11(2) (05.02.2008). For all other matters, the common law statute of limitations of 30 years would apply.

- [20]. The means of alternative dispute resolution include use of the Equal Treatment Centre, assignment of a public mediator, hiring a lawyer to mediate between the parties and notifying the Labour and Mine Inspection Authority. Alternatively, a party could take legal action.
- [21]. The use of litigation may take the form of filing a criminal complaint, with or without acting jointly with the public prosecutor, and filing separate, purely civil or administrative actions. The civil and administrative proceedings protect against retaliation by allowing for the annulment of any action that discriminates against a person on the basis of sexual orientation, particularly dismissals. Those provisions also allow for the annulment of discriminatory clauses in labour contracts, collective agreements, internal company regulations, non-profit or for-profit association articles of association, articles for self-employed workers and those for worker and employer organisations.
- [22]. The remedies available when litigation is used include the ability to request a reinstatement to one's position in the event of a dismissal, and file an action for damages and interest.
- [23]. When an employment contract has been unfairly terminated, the worker or private employee to whom the appropriate Labour Code provisions apply can, request annulment of the dismissal and an order for the contract's continuation, or if necessary, reinstatement under the applicable Labour Code provisions. This must be done within 15 days of notice of the termination, and by direct petition to the president of the labour tribunal deciding on summary matters provided that the parties are duly convened. The labour tribunal's order is provisionally enforceable and, within 40 days of notice being given by the court clerk, may be appealed by direct petition to the magistrate presiding the appeals court chamber sitting in labour law appeal matters. When the parties are duly convened, the matter is decided in emergency proceedings.
- [24]. In Luxembourg, the Employment Directive 2000/78/EC regarding discrimination on the grounds of sexual orientation was transposed into the same domestic law as the Racial Equality Directive 2000/43/EC, thus the Law of 28 November 2006 on equal treatment deals with a range of areas of application, including employment, social welfare benefits, social security, health care, education, access to and provision of public goods and services, including those related to housing. However, as authorized under the Employment Directive, the Luxembourg Law provides that discrimination with respect to all social security payments and benefits provided by public or assimilated entities is not within the Law's scope as regards the elements listed in the definition of discrimination (religion or belief, physical or mental disability, age, sexual orientation, real or assumed belonging or non-belonging (*de l'appartenance ou la non appartenance, vraie ou supposée*) to a particular race or ethnicity), but rather only as regards discrimination based on race or ethnicity. Nonetheless, the transposition of the two directives into a single law has operated to broaden the field of application of the non-discrimination provisions in the Employment Directive.

[25]. The Law also provides for the establishment of a Centre for Equal Treatment, which began to set up the elements necessary to its operation at the end of 2007. The Centre's purpose is to promote, analyse and supervise equal treatment of all persons without discrimination on the basis of race, ethnic origin, sex, religion or beliefs, disability and age. The text of the Law does not specifically refer to the Centre's mission as it relates to sexual orientation, but rather the broader rubric of discrimination based on sex that may be interpreted to include discrimination based on sexual orientation. The Centre is empowered to publish reports, opinions, recommendations and carry out studies regarding discrimination issues, as well as any other form of information and documentation useful to its mission. The Centre can also assist persons who consider themselves victims of discrimination as defined in the amended Labour Code, and provide those individuals with counselling and information services on their individual rights, the applicable legislation and case law as well as the means available to enforce their rights. The Centre's members can request any information or documentation necessary to accomplish their mission with the exception of that subject to medical or other professional obligations of confidentiality. The Centre's members are themselves subject to a confidentiality obligation, but that obligation does not prohibit communication with legal authorities that would allow the Centre to assist an individual in building a case for discrimination. When the Centre begins to exercise its functions, it will do so without actually intervening in legal proceedings. Thus, another weakness in the Law is that it does not provide for the Centre to intervene directly in legal proceedings against discriminatory action, or unfair treatment, based on sexual orientation.

[26]. Due to the Law's recent passage and the Centre's still being in the initial phase of its establishment, there are no statistics available that permit the assessment of the body's effectiveness at this time. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no information on the Centre's effectiveness. The information on actions adjudicated is presented in the aggregate and classified solely by adjudicating body and type of action (e.g., civil, commercial or criminal).⁹ Neither is there any case law available for the same reason as our JurisEDIT search revealed.¹⁰

[27]. The Law gives nationally-recognized non-profit associations the object of which is to combat discrimination as defined by the Law, who obtained their legal personality at least five (5) years prior to the date of the facts giving rise to the discrimination allegation, and have Ministry of Justice accreditation,¹¹ the power to exercise the rights of a victim of discrimination. This includes the exercise of victims' rights with respect to the facts constituting a direct or indirect violation of the collective rights the association is statutorily empowered to defend, even when that association has no material or moral interest in those rights. However, if the violation is committed

⁹ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

¹⁰ Search performed on 04.04.2008, using the following search terms: 'discrimination', 'equal treatment', 'equal treatment centre', 'homosexual' and 'sexual orientation'.

¹¹ Once obtained, this accreditation is valid for all legitimate interventions the association undertakes.

against persons the rights of whom are to be considered individually (e.g., not under a collective bargaining agreement), the non-profit association can only exercise those rights through the main legal channels when the affected persons expressly and in writing declare their non-opposition to that exercise of their rights.

- [28]. Both parties share the burden of proof in civil proceedings, When a person directly or indirectly through a duly competent non-profit association or union establishes facts permitting the presumption of an act of direct or indirect discrimination, thus establishing a *prima facie* case of discrimination, it is incumbent upon the defending party to prove that there has been no breach of the principle of equal treatment. This shifting of the burden of proof does not apply in criminal cases, or those in which it is for the court or competent body to investigate the facts of the case. While this may appear to provide an incentive for a party to chose to file a civil rather than a criminal suit, in a criminal suit the public prosecutor has more means at his or her disposal to introduce evidence than would an individual filing a civil suit.
- [29]. Moreover, the Law's Labour Code amendments provide for legal representation and intervention by union organisations when the harmful action is carried out by a person associated through a collective bargaining contract or agreement concluded under the relevant Labour Code provisions, when the settlement of that litigation would serve the collective interest of its members, unless the person filing the action duly expresses written disagreement. The union organisations may carry out such representation and intervention without proof of any material or moral interest in the matter. Thus, in the specific context of upholding collective rights under a collective bargaining agreement, the aggrieved employee's consent to the union organisation's action is presumed, but that consent can be withdrawn by the aggrieved employee's expresses written disagreement to the union organization's action.
- [30]. At this time, there is no available statistical data on the number of civil society organisations that can actually engage on behalf or in support of complainants. Neither is there any data on how often those organisations actually make use of that possibility. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such statistical data.¹² However, we are aware of one association, the Association for Support of Immigrant Employees (*Association de Soutien aux Travailleurs Immigrés*), or ASTI, that has requested permission from the Ministry of Justice to file an action on behalf of a homosexual employee. To our knowledge, the Ministry has not yet ruled on the request.
- [31]. According to our information, there is one civil society organisation that provides psychological and support services primarily to the LGB population but the purpose of that organization is not to seek government certification to engage on behalf or in support of complainants. The organisation, CIGALE, the Centre for Gay and Lesbian

¹² Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

Information (*Centre d'information gay et lesbien*) was originally created to deal with issues associated with “coming out”. Following the formation of a working group to fight discrimination, made up of public actors such as Infant handicap, the Government Commission for Foreigners, the Red Cross Refugee Service, and some lawyers, among others, CIGALE has become increasingly active in the promotion and sensitisation aspect of the equal treatment principle as it relates to sexual orientation. However, there remains very little statistical data regarding this topic for two interconnected reasons. First, sexual orientation remains a taboo subject, thus individuals wishing to file a complaint against perceived discrimination will often not do so on the grounds of sexual orientation because they do not want their sexual orientation to be made public; they deem that type of complaint mechanism as making them too visible. Rather, they will file a complaint on some other grounds that can usually be found in the allegedly discriminatory act.

- [32]. Additionally, as part of Luxembourg’s awareness-raising programme in the fight against discrimination, and in preparation for Luxembourg’s transposition into national law of the European Anti-discrimination Directives, Luxembourg’s Government Commission for Foreigners published a 2005 report on Discrimination at Work. The report contains a section dedicated exclusively to discrimination based on sexual orientation, but that section contains very little statistical information on the topic. The report cites an ESS (European Social Survey) finding that in Luxembourg, 66 inhabitants out of 1552, or 4.3%, stated they were part of a group that suffered from discrimination. Of that group, five (5) individuals stated that the discrimination they perceived was based on sexual orientation. The report concludes that there are few reported cases of discrimination based on sexual discrimination, and attributes that to (1) the low number of ‘minority sexual orientation’ individuals within the Luxembourg population, and (2) the fact that the practice remains ‘taboo’, and is thus less openly discussed.¹³
- [33]. At the end of December 2007, a bill regarding the reception and integration of foreigners to the Grand Duchy of Luxembourg was put before the Chamber of Deputies. Among other things, the bill’s purpose is to promote the fight against discrimination. The bill expressly includes preventing and combating the denial of equal treatment to individuals on the basis of sexual orientation in its definition of the fight against discrimination.¹⁴ This indicates a strong policy in Luxembourg to include LGBT individuals, and particularly non-Luxembourg nationals that are members of the LGBT community. This position is consistent with the work done by CIGAL and the Government Commission for Foreigners. CIGALE continues its collaboration with the Government Commission for Foreigners.
- [34]. For the reasons cited above, there has been no case brought before a competent tribunal to date, and thus there is no case law or jurisprudence on the matter. Our

¹³ Government Commission for Foreigners (2005) *Discrimination at work, Summarised version*, pp. 8, 70, available at <http://www.cge.etat.lu/> (5 February 2007).

¹⁴ Luxembourg/*Projet de Loi concernant l'accueil et l'intégration des étrangers au Grand-Duché du Luxembourg* (31.12.2007)

search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no cases.¹⁵ Neither are there any case statistics or complaints data. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no relevant information. The information on actions adjudicated is presented in the aggregate and classified solely by adjudicating body and type of action (e.g., civil, commercial or criminal).¹⁶ The author is aware of only one out of court example.

¹⁵ Search performed on 04.04.2008, using the following search terms: 'discrimination', 'equal treatment', 'homosexual' and 'sexual orientation'.

¹⁶ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

B. Freedom of movement

- [35]. Directive 2004/38/EC will be effectively transposed into Luxembourg Law once the draft bill on the free movement of citizens and immigration is passed and enters into effect. The bill was put before the Chamber of Deputies at the end of 2007, and is set to be voted on at the end of 2008. In the meantime, Luxembourg uses the Grand-Ducal Regulation of 28 March 1972, related to conditions of entry and stay of certain categories of foreigners which are the subject of international agreements, as last amended on 21 December 2007, to regulate the freedom of movement of EU Member State citizens and third-country nationals (the ‘Temporary Regulation’).¹⁷
- [36]. The Temporary Regulation, which applies to citizens of the European Economic Area Member States (the 27 European Union Member States, Iceland, Lichtenstein and Norway) and the Swiss Confederation, provides that partners of EU citizens in Luxembourg under circumstances which allow the EU citizen not to be a burden to the Luxembourg social welfare system, whatever their partner’s citizenship, are considered members of the family when the EU citizen residing in Luxembourg has duly registered the partnership as required under the Law of 9 July 2004 on the legal effects of certain partnerships (the ‘Partnership Law’).¹⁸ The Partnership Law is primarily about the recognition of the partnership under Luxembourg law and sets forth the conditions under which two people can enter into a partnership; the requirements for their registration or declaration before a civil status officer; and, the way in which the partnership will be treated in such areas as insurance, taxes and probate. It is intended to be the equivalent of the French PACS. The Partnership Law defines the partners as a community of two persons of a different or the same sex who live together as a couple, and the partnership itself as the registration of that relationship as prescribed in the Partnership Law. Thus, the inclusion of same-sex couples in the definition of partner expressly includes LGBT partners. The Temporary Regulation provides that the partner’s direct descendants under 21 years of age, or who are dependent on the partner accompanying or coming to join the EU citizen in Luxembourg, fall within the definition of family members, as do direct ascendants of that duly-registered partner who are dependent on that partner. The exception to these provisions is that when an EU citizen is in Luxembourg as a student or for professional training, only the duly-registered partner and that partner’s dependent children, regardless of their nationality, who accompany or join the EU citizen in Luxembourg have the right to reside in Luxembourg as family members.

¹⁷ Luxembourg/*Règlement grand ducal du 28 mars 1972 relatif aux conditions d’entrée et de séjour de certaines catégories d’étrangers faisant l’objet de conventions internationales* (RGD 28.03.1972), as last amended on 21 December 2007

¹⁸ Luxembourg/*Loi du 9 juillet 2004 relative aux effets légaux de certains partenariats* (09.07.2004)

- [37]. The family members of nationals of the countries to which the Temporary Regulation applies who are themselves members of countries to which the Temporary Regulation applies may enter Luxembourg upon the simple presentation of government-issued identification or a valid passport. Nationals in this category wishing to reside in Luxembourg beyond the three-month period must request a registration certificate from their local communal government within three months of arrival. Among their documentation, the partner family members must submit certification of the registered partnership. The Temporary Regulation specifies that the requests of children under 10 years of age are to be submitted by their legal guardians. After five years of permanent and legal residence in Luxembourg, family members in this category can acquire permanent residence in Luxembourg.
- [38]. Third-country national family members can enter and reside in Luxembourg for three months with a valid passport, and a visa in good standing, as required. When third-country national family members wish to reside in Luxembourg beyond the three-month period, they must, within three months of their arrival in Luxembourg, submit a request for a residence permit to the competent authority of their local commune. The partner family member's accompanying documentation must include the registered partnership certification. After five years of permanent and legal residence in Luxembourg, third-country national family members can acquire permanent residence in Luxembourg.
- [39]. One problem with the legislation as it is drafted is that some countries do not recognize any civil union or registered partnership, thus a couple would not be in a position to substantiate any long-standing officially recognized relationship. The LGBT community would like to see the definition of "family member" broadened to include individuals from countries that do not recognize any civil union or registered partnership. The existing situation often leads to the eventual break-up of the couple because in some cases the non-Luxembourg national will stay in Luxembourg without receiving any official permission. The couple will thus not go out much for fear of being obligated to present their papers, and their life together does not receive the benefits provided other couples.
- [40]. Another problem is that the definition of family member to include partner only includes the benefits of partnership as recognized under Luxembourg law. Thus, if a pre-existing partnership formed in another jurisdiction were to provide legal benefits (e.g., tax, labour, pension) beyond those of the Luxembourg partnership, and the same-sex couple were to move to Luxembourg, those benefits would be lost. Consequently, a somewhat ironic situation can develop in that a Luxembourg national might move across the border to Belgium, a mere 10 kilometres from his home in Luxembourg, in order to enter into a same-sex marriage and receive fuller benefits than those provided under Luxembourg law. This results in the Luxembourg national becoming a transboundary worker to his own country.
- [41]. Moreover, the Temporary Regulation does not apply to Luxembourg citizens. Thus, a reverse discrimination situation has been created because Luxembourg nationals and their partners do not benefit from the Temporary Regulation's provisions

regarding Luxembourg residence. However, as mentioned above, once the immigration bill transposing Directive 2004/38/EC has been voted on and enters in to force, LGBT partners and family members of Luxembourg citizens will benefit from the freedom of movement and residence of their partners generally, as well as in other Member States.

- [42]. There is virtually no quantitative or administrative data available to demonstrate the impact/social reality of relevant legislation for LGBT persons because Article 6 of Luxembourg's Law of 2 August 2002 on the protection of personal data, as amended, specifies that the 'processing of information revealing racial or ethnic origin, political opinions, religious or philosophical beliefs and trade union affiliation, as well as data concerning health and sexual life, including genetic databases, are prohibited'.¹⁹ Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data.²⁰
- [43]. There is no case law on the rights of LGBT partners in the context of the freedom of movement at this time. Our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.²¹

¹⁹ Government Commission for Foreigners (2005) *Discrimination at work, Summarised version*, p.4, available at <http://www.cge.etat.lu/> (5 February 2007).

²⁰ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

²¹ Search performed on 04.04.2008, using the following search terms: 'discrimination', 'equal treatment', 'homosexual', 'free movement of workers' and 'sexual orientation'.

C. Asylum and subsidiary protection

- [44]. Luxembourg's law of 5 May 2006 on the right to asylum and complementary forms of protection, as amended (the 'Asylum Law'), provides for the granting of refugee status to any third-country national or stateless person. A refugee is defined as any national from a third country that, because he or she rightfully fears persecution based on his or her race, religion, nationality, political opinions or belonging to a particular social group, finds him or herself outside of the country of which he or she is a citizen, and cannot or, because of that fear will not request protection from that country; or, any stateless person who, for the above-mentioned reasons finds him or herself outside of the country of his or her habitual residence, and cannot or, because of that fear, will not return to that country and who is not otherwise excluded from refugee status. The Asylum Law further provides for the granting of subsidiary protection, and Luxembourg's recognition of that legal status, provided certain conditions are met, to any third-country national or stateless person who is unable to obtain refugee status but is subject to serious human rights violations in his home country, or that of habitual residence for stateless persons. The human rights violations must be in the form of a death penalty or execution; torture or degrading or inhumane punishment or treatment; or, serious and individual threats to the person or life of a civilian due to indiscriminate violence in the event of a domestic or international armed conflict. Both refugee status and the status conferred by subsidiary protection are also referred to as international protection.²² In order to be granted refugee status in Luxembourg, one must be in extreme danger and according to the case cited below, must not be able to flee to another region of one's own country. Thus, the mere fact that one is homosexual and that homosexuality is a criminal offence in one's own country would not be sufficient to protect one from deportation.
- [45]. In principle, we see no basis for Luxembourg law to deny asylum and/or subsidiary protection to any LGBT persons persecuted for reasons of sexual orientation. However, we are aware of only one case on the subject involving a Nigerian homosexual male who was denied international protection in Luxembourg. In 2006, the man requested international protection in Luxembourg, after having been brutally beaten and imprisoned by his family when he declared his homosexuality. The family had been trying to get him to marry a girl from his rural community. At that time, he was in a relationship with a foreigner and did not wish to marry the girl. The man with whom he had entered into a relationship arranged for the Nigerian man to leave Nigeria and come to Europe. The Nigerian man then requested asylum or subsidiary protection in Luxembourg. The administrative tribunal ruled that he did not prove persecution other than by his own family, and that while Nigerian law forbids and criminally sanctions homosexuality, the petitioner did not prove that he was at risk of any of the qualifying human rights violations by the Nigerian

²² Luxembourg/*Loi du 5 mai relative au droit d'asile et à des formes complémentaires de protection* (05.05.2006), as last amended on 17.07.2007.

government such that he could be granted asylum or subsidiary protection under Luxembourg law. The decision further states that the individual did not fear persecution in the entire country and could therefore have fled his residence to live free from persecution in another part of the country.²³

- [46]. There are no statistics, and neither is there any case law on the topic at this time. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data. The STATEC website only lists requests for asylum by the requesting individual's country of origin.²⁴ However, we have sent a fax to the Ministry of Foreign Affairs and Immigration requesting such information and will provide any relevant information we receive.²⁵ Further, our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.²⁶
- [47]. Under the applicable legislation, the Luxembourg legal system appears to accept LGBT persons as family members in the context of asylum and/or subsidiary protection because the Asylum Law defines as a family member the unmarried partner of the beneficiary of international protection when that partner is engaged in a shared community of life (*vie commune*) recognized by the country of origin of one of the partners. The Asylum Law further recognizes as family members the children of that couple provided that the children are dependent on one of the partners and unmarried, regardless of whether the children were born out of wedlock or adopted. However, in this context as in the freedom of movement context, the legislation as it is drafted does not allow for the fact that some countries do not recognize any civil union or registered partnership, thus the couple would not be in a position to substantiate any long-standing officially recognized relationship. The LGBT community would like to see the definition of "family member" under the Asylum Law broadened to include individuals that come from countries that do not recognize any civil union or registered partnership. The existing situation often leads to the eventual break-up of the couple because in some cases the non-Luxembourg national will stay in Luxembourg without receiving any official permission. The couple will thus not go out much for fear of being obligated to present their papers, and their life together does not receive the benefits provided to other couples.
- [48]. According to some sources that provided information which we cannot independently confirm, there appears to be an unofficial practice in Luxembourg of placing in detention an unmarried male that requests asylum on grounds of persecution in his home country due to his sexual orientation. The same practice would not hold true for a female. Apparently, the individual would be told to return to his home country, or that the processing of his asylum request would take three (3)

²³ Luxembourg/Tribunal administratif du Grand-Duché de Luxembourg/22023 (03.05.2007).

²⁴ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

²⁵ Pursuant to telephone conversation of 08.04.2008 with Ministry representative.

²⁶ Search performed on 04.04.2008, using the following search terms: 'discrimination', 'equal treatment', 'homosexual', 'refugee', 'request for asylum' and 'sexual orientation'.

months. Should the individual decide to pursue his request for asylum, the Luxembourg government would then take that male into detention for the three-month period.

- [49]. There are no statistics, and neither is there any case law on the topic. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data. The STATEC website only lists requests for asylum by the requesting individual's country of origin.²⁷ However, we have sent a fax to the Ministry of Foreign Affairs and Immigration requesting such information and will provide any relevant information we receive.²⁸ Further, our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.²⁹

²⁷ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

²⁸ Pursuant to telephone conversation of 08.04.2008 with Ministry representative.

²⁹ Search performed on 04.04.2008, using the following search terms 'discrimination', 'equal treatment', 'homosexual', 'refugee', 'request for asylum' and 'sexual orientation'.

D. Family reunification

- [50]. Until Luxembourg's law on the free movement of people and immigration enters into force, the principle of family reunification in Luxembourg is governed by the Temporary Regulation, which is to be interpreted in conformity with the Council Directive 2003/86/EC of 22 September 2003, given that the Member States were to transpose the directive into national law by 3 October 2005. Thus, family reunification involving EU Member state citizens and third-country nationals is for the time being regulated by the provisions that also govern the free movement of EU and SEA Member State citizens as set forth above. The Temporary Regulation provides that third-country national family members can enter and reside in Luxembourg for three months with a valid passport, and a visa in good standing, as required. When third-country national family members wish to reside in Luxembourg beyond the three-month period, they must, within three months of their arrival in Luxembourg, submit a request for a residence permit to the competent authority of their local commune. The partner family member's accompanying documentation must include the registered partnership certification. After five years of permanent and legal residence in Luxembourg, third-country national family members can acquire permanent residence in Luxembourg. As stated above, the definition of partner includes LGBT individuals.
- [51]. Family reunification suffers from the same issues with respect to the definition of family member and partner as does the applicable legislation for freedom of movement and international protection.
- [52]. There are no statistics, and neither is there any case law on the topic because Article 6 of Luxembourg's Law of 2 August 2002 on the protection of personal data, as amended, specifies that the 'processing of information revealing racial or ethnic origin, political opinions, religious or philosophical beliefs and trade union affiliation, as well as data concerning health and sexual life, including genetic databases, are prohibited'.³⁰ Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data.³¹ However, we have sent a fax to the Ministry of Foreign Affairs and Immigration requesting such information and will provide any relevant information we receive.³² Further, our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.³³

³⁰ Luxembourg, *Loi du 2 août 2002 relative à la protection des personnes à l'égard du traitement des données à caractère personnel, telle que modifiée* (02.08.2002)

³¹ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

³² Pursuant to telephone conversation of 08.04.2008 with Ministry representative.

³³ Search performed on 04.04.2008, using the following search terms 'discrimination', 'equal treatment', 'homosexual', 'freedom of movement' and 'sexual orientation'.

Freedom of assembly

- [53]. Article 25 of the Luxembourg Constitution guarantees the right to peaceful, unarmed assembly that respects the laws governing the exercise of that right without being subject to prior authorisation. However, that constitutional provision does not apply to outdoor, political, religious or other gatherings. Those gatherings remain entirely subject to the laws and regulations adopted under the police powers of the State.³⁴ Nonetheless, as explained in section F below, Luxembourg criminal law provides sanctions for the incitation of discrimination, hate or violence through the making available, in public places or meetings, of any form of verbal, written or graphic communication or materials. Thus, homophobic demonstrations, assemblies or similar events could lawfully be banned in Luxembourg to the extent that they incite the proscribed discrimination, hate or violence, or otherwise threaten public order.
- [54]. The Luxembourg LGBT community has opted for street fairs instead of gay pride marchers or parades. There have been no problems with their receiving the necessary governmental authorisations for those uses of public space. The City of Luxembourg has been quite open in this respect.
- [55]. There are no statistics, and neither is there any case law on the topic. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data.³⁵ Further, our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no relevant case law.³⁶

³⁴ Luxembourg/*Constitution du Grand-Duché du Luxembourg, texte à jour au 1^{er} septembre 2006*, Service Central de Législation, Art. 25 (01.09.2006)

³⁵ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

³⁶ Search performed on 04.04.2008, using the following search terms 'discrimination', 'equal treatment', 'homosexual', 'parade', 'demonstration' and 'sexual orientation'.

E. Criminal law

- [56]. Luxembourg's Criminal Code provides for imprisonment of eight (8) days to two (2) years and or a fine of 251 EUR to 25,000 EUR, when anyone through any form of verbal, written or graphic communication or materials that are made available in public places or meetings, incites discrimination, hate or violence against a natural or legal person or a group or community of persons. This also includes the incitation of discrimination, hate or violence that relates to the furnishing of a good or service, impedes access to employment and vocational training, or the normal exercise of one's employment based on sexual orientation. Anyone who belongs to an organization the purpose of which is to commit one of those acts is also subject to that punishment, as is anyone who prints or causes to be printed, circulated in Luxembourg, or put in the mail, the any type of image, written or spoken communication or materials with the same effect.
- [57]. The Criminal Code also provides that any defamation of gravesites and corpses because of a supposed or real membership or non-membership of the deceased in a particular ethnicity, nation, race or religion, is punishable by imprisonment of six (6) months to three (3) years and/or a fine of 251 EUR to 37,500 EUR. The gravesite and corpse defamation provision does not specifically include sexual orientation as a basis for these heightened sanctions, so any gravesite or corpse defamation carried out because of the deceased's sexual orientation would fall under the regularly applicable provision. That provision provides for imprisonment of one (1) month to two (2) years and a fine of 251 EUR to 25,000 EUR. However, if the gravesite defamation is accompanied by defamation of the corpse, the crime would be punishable by imprisonment of three (3) years and a fine of 37,500 EUR, the equivalent of the maximum heightened penalty for the discriminatorily-motivated defamation cited above.³⁷ The Criminal Code table of contents lists these crimes under racial discrimination.
- [58]. The civil and criminal law provisions relating to harassment are discussed above.
- [59]. There are no statistics, and neither is there any case law on the topic at this time. It appears, however, that because the homosexual community decreasingly frequents public areas such as parks, there are less homophobic-motivated beatings, for example. Contrary to earlier practices among the LGBT populations, the "younger generation" engages in activities in places other than public areas. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data. The information on actions adjudicated is presented in the aggregate and classified solely by adjudicating body and type of action (e.g., civil, commercial or criminal).³⁸ Further, our search of

³⁷ Luxembourg/*Code Pénal Grand-Duché de Luxembourg*, 01.09.2007, Arts. 453-455, 457-1 and 457-2 (01.09.2007)

³⁸ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.³⁹

- [60]. Luxembourg law neither includes nor excludes homophobic hate crimes, thus the issue would be left to the court's interpretation. Luxembourg has no legal provisions specifically making homophobic discrimination an aggravating factor in the punishment of a crime, as in the neighbouring countries of France and Germany. However, as mentioned above, the Criminal Code now provides sanctions for inciting discrimination, hate or violent crimes based on sexual orientation discrimination. There is currently no jurisprudence on the issue. Neither are there any statistics. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data.⁴⁰ Further, our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.⁴¹

³⁹ Search performed on 04.04.2008, using the following search terms "discrimination", "equal treatment", "homosexual" and "sexual orientation".

⁴⁰ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

⁴¹ Search performed on 04.04.2008, using the following search terms 'discriminatio', 'equal treatment', 'homosexual' and 'sexual orientation'.

F. Transgender issues

- [61]. Transgender issues are not specifically addressed under Luxembourg law. If they are interpreted to be included in the Employment Directive's broad definition of sexual orientation as implemented in Luxembourg legislation, they would effectively be dealt with. If not, then only the criminal law provisions would apply, as transgender individuals would be considered as belonging to a particular social group. There are neither statistics, nor is there any case law to provide guidance on the issue at this time. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data.⁴² Further, our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.⁴³
- [62]. The legislation discussed above has as yet no particular applicability to transgender individuals, and there is no legislation that specifically affects those individuals. There are neither statistics, nor is there any case law to provide guidance on the issue at this time. Our website search of and telephone call to STATEC, Luxembourg's Central Service for Statistics and Economic Studies revealed no such data.⁴⁴ Further, our search of JurisEDIT, the Luxembourg multijurisdictional case law database revealed no case law.⁴⁵
- [63]. According to the information gathered in an informal context, Luxembourg has no doctors specialised or experienced in any form of gender reassignment surgery. Thus, a Luxembourg national would be forced to seek that surgery outside of Luxembourg. First, however, the individual would be required to undergo psychiatric evaluation and treatment in order to request that the surgery be paid for by the Luxembourg healthcare system. Once an affirmative response is received, the individual would usually go to Belgium or Germany, and to a lesser extent France. Following the surgery, the individual would undergo psychological treatment with the foreign medical team as a member of the newly-assigned sex.
- [64]. Concurrently with this treatment, the individual would attempt to change his/her identity under Luxembourg law. However, there are no legal provisions specifically addressing this issue to be applied by the Luxembourg Civil Status and Population Administration (*Etat civil et population du Luxembourg*). The most urgently needed provisions are those allowing a change of sex and name on public records.

⁴² Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

⁴³ Search performed on 04.04.2008, using the following search terms 'discrimination', 'equal treatment', 'transsexual', 'transgender' and 'sexual orientation'.

⁴⁴ Search of website (www.statec.lu) and telephone conference of 08.04.2008, with service representative.

⁴⁵ Search performed on 04.04.2008, using the following search terms 'discrimination', 'equal treatment', 'transsexual', 'transgender' and 'sexual orientation'.

G. Miscellaneous

- [65]. Generally, the LGBT community is concerned with having rights equal to those of heterosexuals. Those rights would best be given if same-sex marriage were authorized in Luxembourg, and if joint adoption by the two same-sex spouses were authorized, CIGAL would petition the Ombudsman for the rights of the child in this respect.
- [66]. As mentioned above, the LGBT community still prefers to limit its visibility, thus statistics will likely not be available any time soon.

H. Good practices

- [67]. According to the Government Commission for Foreigners, good practices include employment of transsexuals in the public service and assimilated sectors; the positive reactions of co-workers when a colleague decides to come out in the workplace; and employers' inviting all employees and their *partners*, as opposed to the employees and their *spouses*, to the year-end meal.⁴⁶ These practices all represent a marked change from traditional patterns of behaviour. Formerly, transsexuals would not have readily been employed in the public service sector. Moreover, an employee would never have dared to come out in the workplace. And finally, when employers traditionally invited all employees and their *spouses* only to the year-end meal, the employee involved in a same-sex relationship participate in the meal alone.
- [68]. While the good practices may appear on paper to develop tolerance in Luxembourg, the reality is that in practice this is not necessarily the case. However, at the end of the day, it appears to be the professional capabilities of an individual that govern his or her employment situation.

⁴⁶ Government Commission for Foreigners (2005) *Discrimination at work, Summarised version*, p.69, available at <http://www.cge.etat.lu/> (5 February 2007).

Annex 1 – Case law

Chapter A, the interpretation and/or implementation of Employment Equality Directive 2000/78/EC, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

DISCLAIMER: This study has been commissioned as background material for a comparative report on homophobia and discrimination on grounds of sexual orientation by the European Union Agency for Fundamental Rights. The views expressed here do not necessarily reflect the views or the official position of the FRA. The study is made publicly available for information purposes only and does not constitute legal advice or legal opinion.

Chapter A, interpretation and/or implementation of Employment Equality Directive 2000/78/EC, case 2

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

Chapter A, interpretation and/or implementation of Employment Equality Directive 2000/78/EC, case 3

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

Chapter A, interpretation and/or implementation of Employment Equality Directive 2000/78/EC, case 4

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

Chapter A, interpretation and/or implementation of Employment Equality Directive 2000/78/EC, case 5

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

Chapter B, Freedom of movement, case law relevant to Directive 2004/38/EC, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter C, Asylum and subsidiary protection, case law relevant to art 10/1/d of Council Directive 2004/83/EC, case 1

| | |
|---|--|
| Case title | Appeal by Mr. X against two Foreign Affair and Immigration Minister decisions on refugee claim (<i>Recours formé par Monsieur ..., ... contre deux décisions du ministre des Affaires étrangères et de l'immigration en matière de réfugié</i>) |
| Decision date | 03.05.2007 |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | Grand Duchy of Luxembourg Administrative Tribunal, docket number 22023 (<i>Tribunal administrative du Grand-Duché de Luxembourg, Numéro 22023 de rôle</i>) |
| Key facts of the case (max. 500 chars) | In 2006, a Nigerian homosexual male requested international protection in Luxembourg, after having been brutally beaten and imprisoned by his family when he declared his homosexuality. The family had been trying to get him to marry a girl from his rural community. At that time, he was in a relationship with a foreigner and did not wish to marry the girl. The man with whom he had entered into a relationship arranged for the Nigerian man to leave Nigeria and come to Europe. The Nigerian man then requested asylum or subsidiary protection in Luxembourg. |
| Main reasoning/argumentation (max. 500 chars) | The Nigerian was denied international protection in Luxembourg. The administrative tribunal ruled that he did not prove persecution other than that by his own family, and that while Nigerian law forbids and criminally sanctions homosexuality, the petitioner did not prove that he was at risk of any of the qualifying human rights violations by the Nigerian government such that he could be granted asylum or subsidiary protection under Luxembourg law. The decision further states that the individual did not fear persecution in the entire country and could therefore flee his residence to live free from persecution in another part of his home country. |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | Application/interpretation of the concept of persecution defined as a death penalty or execution; torture or degrading or inhumane punishment or treatment; or, serious and individual threats to the person or life of a civilian due to indiscriminate violence in the event of a domestic or international armed conflict. |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | The Nigerian man was denied international protection in Luxembourg. |

[copy template for next four cases]

Chapter C, Asylum and subsidiary protection, case law relevant to art 2/h of Council Directive 2004/83/EC, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter D, Family reunification, case law relevant to art 4/3 of the Council Directive 2003/86/EC, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter E, Freedom of assembly, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter F, Hate speech, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter F, Hate crimes, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter G, Applicability of legislation on trans gender issues, case 1

| | |
|---|----------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter G, Name change and/or sex change of trans gender people, relevant case law, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Chapter I, Case law relevant to the impact of good practices on homophobia and/or discrimination on the ground of sexual orientation, case 1

| | |
|---|-----------------------|
| Case title | NONE AVAILABLE |
| Decision date | |
| Reference details (type and title of court/body; in original language and English [official translation, if available]) | |
| Key facts of the case (max. 500 chars) | |
| Main reasoning/argumentation (max. 500 chars) | |
| Key issues (concepts, interpretations) clarified by the case (max. 500 chars) | |
| Results (sanctions) and key consequences or implications of the case (max. 500 chars) | |

[copy template for next four cases]

Annex 2 – Statistics

Chapter A, Implementation of Employment Directive 2000/78/EC in relation to sexual orientation

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|---|------|------|------|------|------|------|------|------|
| Total complaints of discrimination on the ground of sexual orientation (equality body, tribunals, courts etc.): if possible disaggregated according to social areas of discrimination (employment, education, housing, goods and services etc.) | | | | | | | | |
| Total finding of Discrimination confirmed (by equality body, tribunals, courts etc.): if possible disaggregated according to social areas of discrimination (employment, education, housing, goods and services etc.) | | | | | | | | |
| National Number of sanctions/compensation payments issued (by courts, tribunals, equality bodies etc.): if possible disaggregated according to social areas of discrimination (employment, education, housing, goods and services etc.) | | | | | | | | |
| National range of sanctions/compensation payments (by courts, tribunals, equality bodies etc.): if possible disaggregated according to social areas of discrimination (employment, education, housing, goods and services etc.) | | | | | | | | |

Chapter B, Freedom of movement of LGBT partners

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|---|------|------|------|------|------|------|------|------|
| Number of LGBT partners of EU citizens residing in your country falling under Directive 2004/38/EC (i.e., LGBT partners having exercised their freedom of movement as granted to family members of EU citizens, whether under Directive 2004/38/EC or under previous instruments) | | | | | | | | |
| Number of LGBT partners who claimed their right to residence but were denied this right | | | | | | | | |

Chapter C, Asylum and subsidiary protection, protection due to persecution on the grounds of sexual orientation

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|--|------|------|------|------|------|------|------|------|
| Number of LGBT individuals benefiting from asylum/ subsidiary protection due to persecution on the ground of sexual orientation. | | | | | | | | |
| Number of LGBT individuals who were denied the right to asylum or to subsidiary protection despite having invoked the fear of persecution on grounds of sexual orientation | | | | | | | | |

Chapter C, Asylum and subsidiary protection, protection of LGBT partners

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|---|------|------|------|------|------|------|------|------|
| Number of LGBT partners of persons enjoying refugee/ subsidiary protection status residing in your country falling under Art 2/h Directive 2004/83/EC | | | | | | | | |
| Number of LGBT partners of persons enjoying refugee/subsidiary protection status who were denied the possibility to stay with their partner | | | | | | | | |

Chapter D, LGBT partners benefiting family reunification

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|--|------|------|------|------|------|------|------|------|
| Number of LGBT partners of third country nationals residing in your country benefiting from family reunification. | | | | | | | | |
| Number of LGBT partners of third country nationals residing in your country who were denied the right to benefit from family reunification | | | | | | | | |

Chapter E, LGBT people enjoyment of freedom of assembly

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|--|------|------|------|------|------|------|------|------|
| Number of demonstrations in favour of tolerance of LGBT people, gay pride parades, etc | | | | | | | | |
| Number of demonstrations against tolerance of LGBT people. | | | | | | | | |

Chapter F, Homophobic hate speech

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|--|------|------|------|------|------|------|------|------|
| Number of criminal court cases regarding homophobic hate speech initiated (number of prosecutions) | | | | | | | | |
| Number of convictions regarding homophobic hate speech (please indicate range of sanctions ordered) | | | | | | | | |
| Range of sanctions issued for homophobic hate speech | | | | | | | | |
| Number of non-criminal court cases initiated for homophobic statements | | | | | | | | |
| Number of non-criminal court cases initiated for homophobic statements which were successfully completed (leading to a decision in favour of the plaintiff, even if no sanctions other than symbolic were imposed) | | | | | | | | |

Chapter F, Homophobic motivation of crimes as aggravating factor

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|---|------|------|------|------|------|------|------|------|
| Number of criminal court decisions in which homophobic motivation was used as an aggravating factor in sentencing | | | | | | | | |

Chapter G, Transgender issues

| NONE AVAILABLE | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|---|------|------|------|------|------|------|------|------|
| Number of name changes effected due to change of gender | | | | | | | | |
| Number of persons who changed their gender/sex in your country under the applicable legislation | | | | | | | | |

Chapter I, Statistics relevant to the impact of good practices on homophobia and/or discrimination on the ground of sexual orientation [presentation according to the templates above]