

Press Statement

The National Commission for the Promotion of Equality (NCPE) condemns discriminatory practices during interviews for vacant posts in employment. Equality for Men and Women Act (CAP 456) states that treating women and men less favourably on the basis of parenthood, family responsibilities or other reasons related to sex is discriminatory. Any differential treatment or bias on these grounds can lead to discrimination, particularly when applying for employment.

NCPE supports the Equality Policy for the Public Service which reiterates that when determining the eligibility of and in assessing candidates, Selection Boards cannot use any form of direct or indirect discriminatory treatment. In this regard, this Policy specifies that *“Interview questions should relate to the requirements of the job. Questions about marriage plans or family intentions should not be asked as they could be construed as showing bias against women and men with family responsibilities”*.

NCPE expects Selection Boards to comply with this policy and to refrain from asking job seekers information concerning their private life or family plans, since this can amount to discrimination.

In addition, job seekers who are discriminated against on the grounds of sex or family responsibilities during interviews or throughout recruitment processes for vacant posts in employment can lodge a complaint with NCPE. These cases of alleged discrimination are then investigated by NCPE’s Commissioner.

For more information, please contact NCPE on 25903850 or equality@gov.mt or on our Facebook page ‘National Commission for the Promotion of Equality’.

4 August 2014