

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
2nd Regular Session

House Bill No. 7740



**Introduced by Representatives ERIC GO YAP, JOCELYN PUA TULFO, and
ROWENA NIÑA TADURAN**

EXPLANATORY NOTE

According to Article XIII Section 3 of the 1987 Philippine Constitution, the State “shall afford full protection to labor, local overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.”

Implicitly, the Philippine society values height with high regard. Studies show that those with higher stature receive more social and economic benefits compared to those with shorter stature. Not only does it play a decisive role in terms of beauty and sports (e.g. basketball), but also in employment. This explains why many attempts to increase their height through growth supplements, which is widely advertised in the country.

Height, or the lack thereof, must not be barrier to employment opportunities. This bill seeks to lift the height restrictions imposed on job applicants in both the public and private sector. It must be noted that this measure does not put preference to those with shorter stature on job applications, but only provides them equal access with the employment opportunities available. More so, job applicants, whatever their height may be, shall still undergo the required training and other requirements imposed by the government agency or private company.

In view of the foregoing, approval of this bill is earnestly sought.


ERIC GO YAP


JOCELYN PUA TULFO


ROWENA NIÑA TADURAN

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AN ACT
LIFTING THE HEIGHT RESTRICTIONS FOR JOB APPLICANTS IN
BOTH THE PUBLIC AND PRIVATE SECTOR IN THE COUNTRY

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Short Title.* – This Act shall be known as the “Height Equality Act.”

SEC. 2. *Declaration of Policy.* – It is hereby declared policy of the State to promote fairness and impartiality by providing opportunity for employment to qualified individuals in both the public and private sector. It shall be prohibited to impose a minimum height requirement or to discriminate against any such job applicant on the basis of height.

SEC. 3. *Lifting Height Restrictions for Job Applications.* – Based on the principle of equal opportunity for employment in the country, all height restrictions relation to job applicants in the public and private sector are hereby lifted; Provided, that candidate shall still undergo the same fundamental training and basic requirements imposed upon taller recruits to qualify for the job.

SEC. 4. *Implementing Rules and Regulations.* – The Department of Labor and Employment and other concerned agencies shall, within sixty (60) days after the approval of this Act, issue the necessary rules and regulations to implement the provisions hereof.

SEC. 5. *Separability Clause.* – If any provision or part thereof is held invalid or unconstitutional, the same shall not affect the validity and effectivity of other provisions hereof.

SEC. 6. *Repealing Clause.* – All laws, decrees, orders and issuances or portions thereof, which are inconsistent with the provisions of this Act, are hereby repealed, amended or modified accordingly.

SEC. 7. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,