

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. **8482**



Introduced by **HON. STRIKE B. REVILLA**

EXPLANATORY NOTE

This bill seeks to prohibit the imposition of height restrictions for job applicants in both the public and private sector.

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

Height must not impede a person’s ability to seek employment. The stigma in terms of discrimination to those who are shorter in stature must be eliminated, and that there must be equality in treatment and access to employment given to everyone, whatever their stature may be.

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


REP. STRIKE B. REVILLA
2nd District, Cavite

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Introduced by **HON. STRIKE B. REVILLA**

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

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

SEC. 1. This Act shall be known as the "*Height Equality Act*".

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to promote fairness and impartiality by providing opportunity for employment to qualified individuals in both the public and private sector.

Towards this end, the State shall prohibit the imposition of minimum height requirements, and the discrimination against any such job applicant on the basis of height.

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

SEC. 4. *Implementing Rules and Regulations (IRR).* – Within sixty (60) days from the effectivity of this Act, the Department of Labor and Employment (DOLE) and other concerned agencies shall promulgate rules and regulations and other issuances as may be necessary to ensure the effective implementation of this Act.

The IRR issued pursuant to this Act shall take effect fifteen (15) days after its publication in a newspaper of general circulation.

SEC. 5. *Separability Clause.* – If any provision of this Act shall be deemed unconstitutional or invalid, the other provisions not affected thereby shall remain in force and effect.

SEC. 6. *Repealing Clause.* – All Acts, Presidential Decrees, Executive Orders and Administrative Orders, Rules and Regulations, and other such issuances or

parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 7. Effectivity – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,