FIFTEENTH CONGRESS OF THE REPUBLIC)
    OF THE PHILIPPINES   )
Second Regular Session   )

SENATE

S.B. No. 3203

Introduced by SENATOR GREGORIO B. HONASAN II

EXPLANATORY NOTE

Article 7 of the Universal Declaration of Human Rights states that *"All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination."*

Section 1, Article 23 of the UDHR further states *"Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment."*

Section 1, Article XIII of Social Justice and Human Rights in the Philippine Constitution mandates Congress *"to give highest priority to the enactment of measures that protect and enhance the right of all the people to human dignity, reduce social, economic, and political inequalities, and remove cultural inequities . . ."*

Heightism or discrimination based on height is a reality today that has been widely practiced among law enforcement agencies and armed forces worldwide even if Napoleon's "altitude problem" was not a hindrance to his performance as a general or to Asians who have proven their worth in war and peace though they may be shorter than their Western counterparts. Still, we unwittingly practice discrimination against our own. Although measures are being taken to correct the situation, heightism is still practiced in the Bureau of Fire Protection and the Bureau of Jail Management and Penology to the disadvantage particularly of minority or indigenous persons seeking employment who may have genetic make-ups different from other Filipinos. Height discrimination unnecessarily limits quality choice while promoting social prejudice. Sociological studies point to the conclusion that this institutional prejudice falls under ethnic or racial prejudice. Physical impairment may be a consideration in tasks requiring rugged physical activity but not all who are short are physically, much less intellectually, impaired.

This Act seeks the REPEAL OF THE HEIGHT REQUIREMENT FOR APPLICANTS TO THE BUREAU OF FIRE PROTECTION (BFP) AND BUREAU OF JAIL MANAGEMENT AND PENOLOGY (BJMP)　based on the principle that all people have equal rights to be employed unhampered by prejudices that have nothing to do with one's merit or competence to do the work.

In view of the foregoing, the enactment of this bill into law is earnestly sought.

GREGORIO B. HONASAN II

SENATE

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AN ACT
REPEALING THE HEIGHT REQUIREMENT FOR APPLICANTS TO THE BUREAU OF FIRE PROTECTION (BFP) AND BUREAU OF JAIL MANAGEMENT AND PENOLOGY (BJMP)

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

SECTION 1. Short Title. - This Act shall be known as the "BFP and BJMP Height Equality Act of 2012"

SEC. 2. Section 4, subparagraph (h) of Republic Act No. 9263, otherwise known as the "Bureau of Fire Protection and Bureau of Jail Management and Penology Professionalization Act of 2004, as amended by Republic Act No. 9592 which reads:

> "**SEC. 4.** *Professionalization and Upgrading of Qualification Standards in the Appointment of Uniformed Personnel to the BFP and the BJMP.- xxx xxx*
>
> Xxx xxx xx
> h) Must be at least one meter and sixty-two centimeters (1.62 m.) in height for male, and one meter and fifty-seven centimeters (1.57 m.) for female: *Provided*, That a waiver for height and age requirement/s shall be automatically granted to applicants belonging to the cultural communities;
>
> is hereby repealed.

SEC. 3. All laws, decrees, rules and regulations or parts thereof inconsistent with this Act are hereby repealed or amended accordingly

SEC. 4. This Act shall take effect upon its approval.

Approved,