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Introduced by Senator Grace Poe

**AN ACT
AMENDING SECTION 30 OF REPUBLIC ACT NO. 6975, OTHERWISE
KNOWN AS THE LOCAL GOVERNMENT CODE, AS AMENDED BY REPUBLIC ACT
NO. 8551, OTHERWISE KNOWN AS THE PHILIPPINE NATIONAL POLICE
REFORM AND REORGANIZATION ACT OF 1998**

Explanatory Note

To employers, screening and assessing employment applications is a time consuming, and often a stressful endeavor. To job candidates, the condition is much worse. The screening processes have become lengthy and the requirements more specific, a phenomenon which could lead to "job search fatigue" or the feeling of physical and mental exhaustion on the part of those looking for jobs. In these cases, the employers risk of alienating high potential candidates and losing the war for talent.

In the Philippines, employers have preferences for certain demographic attributes including age, gender, physical attractiveness, and even height, much to the dismay of the job seekers. Body height is among the widely used criteria to evaluate applicants for various occupations. To many, height is one of the magus of the development of specific skills: the taller the personnel are, the more suited they are especially for physically demanding work.

The country's police force has long held the notion that "height is might." Republic Act No. 6975, otherwise known as the Department of Interior and Local Government Act of 1990, mandates that among the "minimum qualifications" for admission in the Philippine National Police (PNP) is 5 feet 4 inches for men and 5 feet 2 inches for women. However, this requirement has always been a central issue within the law enforcement community especially in a country where the average height is only 5 feet 3 inches for male and 4 feet 11 inches for female.¹

¹ Dalizon, A. (Sept. 13, 2017). PNP wants height, age requirement for applicants. Journal Online. Retrieved from <http://www.journal.com.ph/news/nation/pnp-wants-height-age-requirement-for-applicants>

Today, the global trend is towards the path where where tallness is no longer regarded as the symbol for strength, status, and power, but performance does. Minimum height requirement is already abolished in many parts of the world, including Denmark, Finland, Sweden, Norway, Iceland, Great Britain, Ireland, and Netherlands, and some parts of Australia and the United States. Concerns on the discriminatory effects and non-relation of height to physical fitness are among the reasons cited for its abolition.²

This bill therefore seeks to amend the height requirement for police and lower it to 5 feet and 2 inches for males and 5 feet for females. Height requirements tend to disproportionately limit employment opportunities for those who want to serve in the police force.

In an era when peace and order is of paramount concern, the need to recruit new breeds of competent and smart law enforcers and best applicants for the police force is urgent.

Immediate approval of this bill is eagerly sought.


GRACE POE

² Kirchengast, S. (2011). Minimum body height requirements for police officers – an international comparison. *SIAK-Journal – Journal for Police Science and Practice* (Vol. 1), 52-61. Retrieved from https://www.bmi.gv.at/104/Wissenschaft_und_Forschung/SIAK-Journal/internationalEdition/files/Kirchengast_IE_2011.pdf



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

1 Section 1. Section 30 (H) of Republic Act No. 6975, as amended by Section 14 of
2 Republic Act No. 8551, is hereby further amended to read as follows:

3
4 "SEC. 30. General Qualifications for Appointment - No person shall be appointed
5 as officer or member of the PNP unless he or she possesses the following
6 minimum qualifications:

7 xxx

8 (H) must be at least [~~one meter and sixty-two centimeters (1.62m.)~~] **ONE**
9 **METER AND FIFTY-SEVEN CENTIMETERS (1.57m.) OR FIVE FEET AND**
10 **TWO INCHES (5'2")** in height for male and [~~one meter and fifty-seven~~
11 ~~centimeters (1.57m.)~~] **ONE METER AND FIFTY-TWO CENTIMETERS**
12 **(1.52m.) OR FIVE FEET (5'0") IN HEIGHT** for female, **EXCEPT FOR**
13 **APPOINTEES IN THE TECHNICAL SERVICES WHO MUST BE AT LEAST**
14 **ONE METER AND FIFTY-TWO CENTIMETERS (1.52m.) OR FIVE FEET**

