

# SMALL TALL: a differential matter in access to the world of work

## INTRODUCTION:

The pathological low stature is considered to be one that does not conform to normality (<2 SDS), that with a pathological growth rate. An obvious element is the conditioning that can generate in their professional outings, both in public and private activity. This seems to be evident in the female sex than in the male sex.

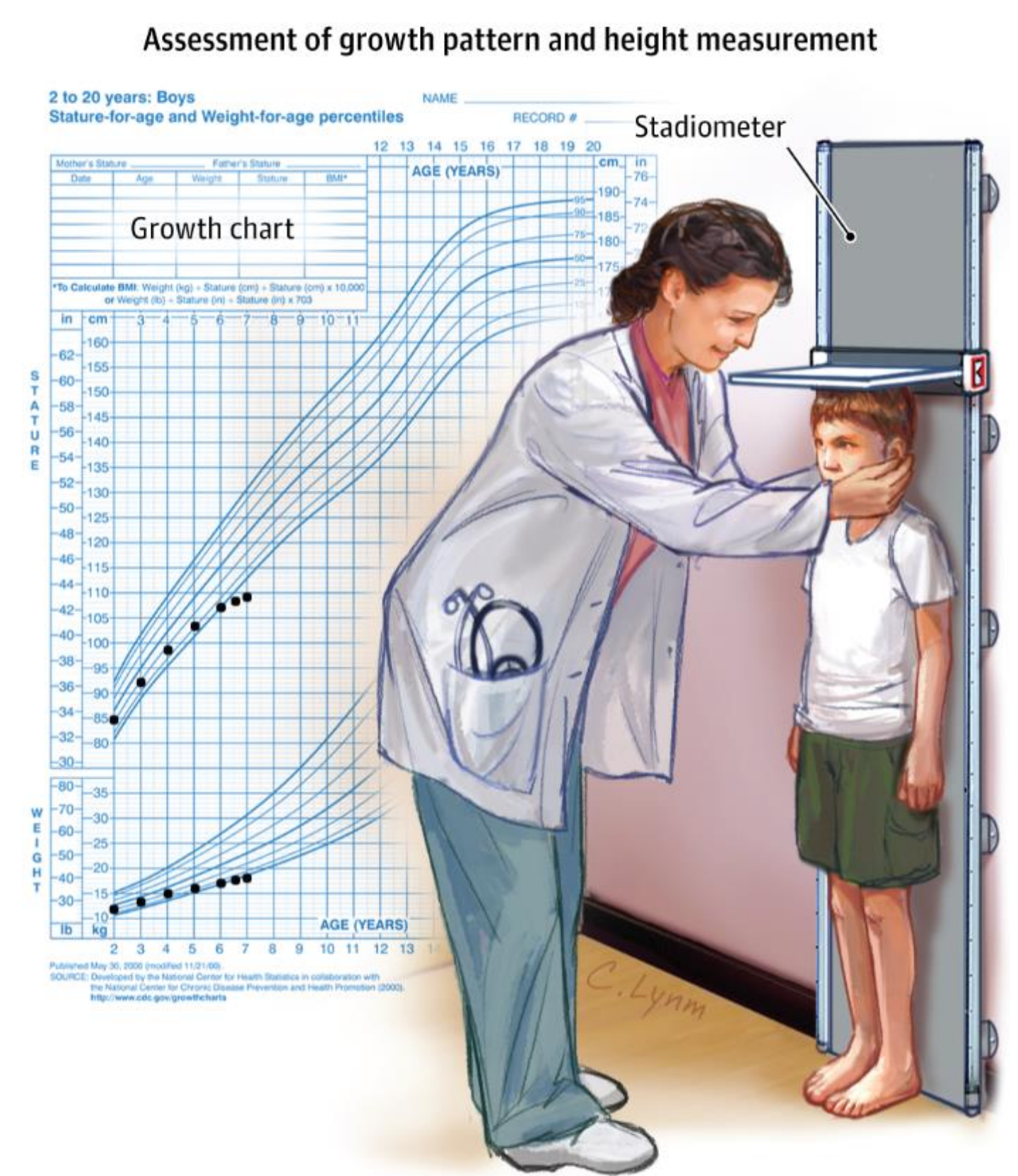
The health system considers the treatment (with Ghrh) in pathological size without considering sexual dimorphism.

Goals:

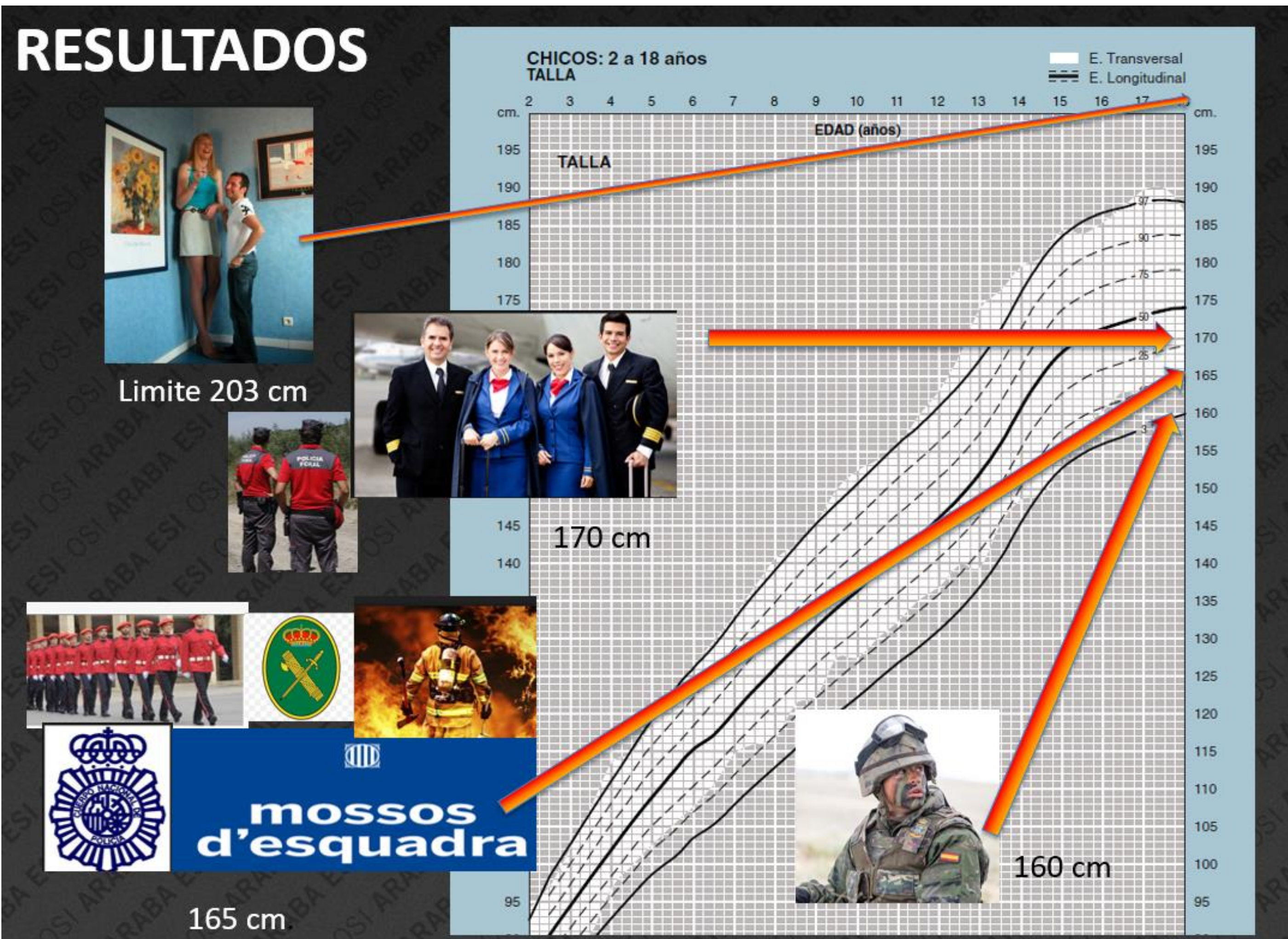
To study the differences of requirements in question of height in diverse public and private professions comparing it between sexes and in relation to the different somatometric tables of habitual use in Spain

## METHODS & MATERIAL:

We study current legislation. Comparisons Orbeago 2004, 2011 and Spain 2010. Statistical study SPSS 11.0 X2 for paired samples nonparametric (SE  $p < 0.05$ ). Size and sex. Spanish / regional legislation 2017



## RESULTADOS



## RESULTS:

16 professions of public and private service

Selection criteria consider adult height according to patterns (normality graphs) with evident differences by sex. 13 consider size as a limiting element (82%) of access to selection tests.

The average size requested for MAN was 166.41 [165-175] compared to the WOMAN of 162.08 [160-170].

Reference regarding p50 to 18 years old / adult Man  
Difference in cm.

P50 vs required to which percentile corresponds Difference in SDS  
Woman

Difference in cm.

P50 vs required To which percentile corresponds Difference in SDS

Talle Orbeago 2004 LONGITUDINAL 7.68 15 -1.6 -1.30 55 0.1

Talle Orbeago 2004 TRANSVERSAL 10.27 5 -1.9 1.74 25 -0.5

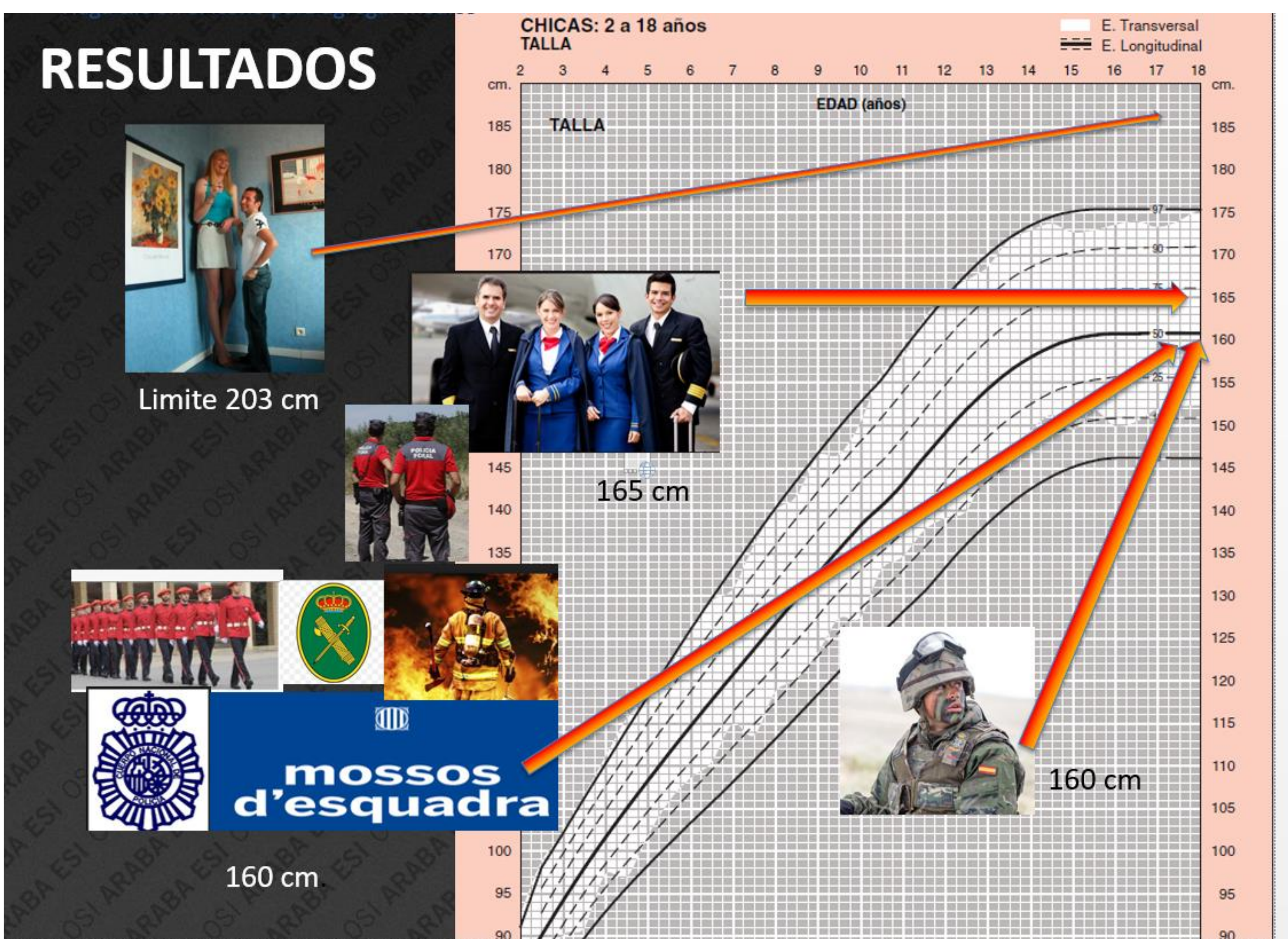
Talle Orbeago 2011 TRANSVERSAL 9.85 5 -1.9 2.01 25 -0.5

Size SPANISH 2010 TRANSVERSAL to 18a 9.79 5 -1.9 1.89 25 -0.5

Size SPANISH 2010 TRANSVERSAL to adult 11.03 5 -1.9 2.01 25 -0.5

There are significant differences in the difference of cm between women and men (P: 0.001) and the SDS in stature that supposes (P. 0.0001)

## RESULTADOS



## CONCLUSIONS:

There are significant differences **more unfavorable for the female sex**, limiting access to 25-40% of women according to profession and normality tables compared to only 5% of male people.

The size can not be an argument to assess the physical capacity, existing others as BMI, lean mass; adding that within these professional bodies there are administrative, scientific, command or other positions where height is not a determining factor.

