



AUG 01 2025

Republic of the Philippines
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
OFFICE OF THE SECRETARY
Manila



097.13 DPWH
08-06-2025

DEPARTMENT ORDER)
)
No. 147)
Series of 2025 *Je 8/6/2025*

**SUBJECT: Wearing of Office Uniform
for CY 2026**

In compliance with Civil Service Commission Resolution No. 24000766 issued on 29 August 2024, entitled "*Revised Dress Code for Government Officials and Employees*", for information and compliance, hereunder is the prescribed office uniforms for officials and employees in this Department starting CY 2026:

A. FEMALE EXECUTIVES (with the rank of Division Chief and higher)

Monday:

- Filipiniana Barong- Happy Jusi Linen with touch of Tropical Fabric design in Short Sleeves. Full open Barong with Dainty machine embroidered design.
- Pants- Emporio Gray Pants in straight cut.

Tuesday to Thursday:

- Blouse- Soft Jacob Linen with in peach colored short sleeves blouse highlighted with ethnic inspired design.
- Pants/Skirt (optional)- Blue Pants in straight cut
- Executive Blazer- Classic collared Blue Blazer with pockets and one button design.

B. FEMALE RANK AND FILE EMPLOYEES

- Same uniform design with the Female executives, excluding the Blazer

C. MALE EXECUTIVES (with the rank of Division Chief and higher)

Monday:

- Filipiniana Barong- Happy Jusi Linen with touch of Tropical Fabric design in Short Sleeves. Full open Barong with Dainty machine embroidered design.
- Pants- Emporio Gray Pants in straight cut.

Tuesday to Thursday:

- Polo Jack Barong- Short Sleeves, Full Open Polo Jacket type in Axis Royal Linen with in soft blue color with. It has Blue combination on chest, two tone embroidery design.
- Pants- Emporio Gray Pants in straight cut.
- Executive Jacket: Midnight Blue Jacket with monochrome Logo, with zipper in front.

D. MALE RANK AND FILE EMPLOYEES

- Same uniform design with the Male executives, excluding the Jacket

E. DRIVERS

Monday:

- Polo Jack Barong- Short sleeves polo jack in white armani fabric, with ethnic design on collar, sleeves and right upper chest with DPWH colored logo.
- Pants- Emporio Gray Pants in straight cut.

Tuesday to Thursday:

- Poloshirt- Lacoste white polo shirt with blue and orange combination and colored DPWH logo on the left side.
- Pants- Emporio Gray Pants in straight cut.

F. TRADES AND CRAFTS and HEAVY EQUIPMENT MACHINE OPERATORS

Monday:

- Same uniform design with Drivers

Tuesday to Thursday:

- Poloshirt- Lacoste Midnight Blue Polo shirt with Vertical line on the right side and colored DPWH logo on the left side.
- Pants- Straight cut made of Emporio Wool, color black.

G. FIELD UNIFORM/ON TRAVEL (Optional)

Executives (Division Chief and higher):

- Shirt Jacket- Vermillon Linen in Shirt jack type with Monochrome-Tone on tone- DPWH embroidered logo.

Rank and File:

- Shirt Jacket- Vermillon Linen in Shirt jack type with Colored DPWH embroidered logo.

All officials/employees are required to wear the appropriate uniform ("A" to "F") from Monday to Thursday, except when on project inspection or on travel, in which case they have the option to wear the shirt jack uniform ("G").

Contract of Service personnel should wear the prescribed uniforms, especially those whose contracts are continuously renewed. Otherwise, they should wear the prescribed Polo Shirt made from Lacoste White Polo shirt with two (2) colored accents on right sleeves, with machine embroidered DPWH logo and Emporio gray pants in straight cut.

On Fridays, officials and employees may wear any business attire or smart casual attire of their choice that conform to proper office decorum.

Exempted from the wearing of uniform are employees in mourning (wearing black/white attire) and women in advanced stage of pregnancy. However, pregnant women are encouraged to wear clothes in the same colors as the prescribed uniforms.

PROHIBITION OF MODIFICATION

Modification of uniform is prohibited. This includes wearing of tight jeans with the uniform blouse or using the textile for female employee but the barong cut/style for male employee.

Members of the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual + (LGBTQAI +) community can wear the prescribed uniform based on their gender preference.

Modification on account of one's religion/faith may be allowed subject to prior approval from their respective Head of Office, for employees who specifically request so.

PROCUREMENT

All officials and employees shall acquire the prescribed uniforms from the DPWH Employees Union (EU) and its counterpart in the regional and district offices.

For the Central Office, procurement includes both textile and tailoring of the office uniform. Body measurements for the Central Office will begin in November 2025.

For the field offices, only the textile will be procured. However, employees in the field offices may avail themselves of the tailoring services from the office uniform textile supplier contracted by the EU. Body measurements for field offices will take place from January to March 2026. Effectivity of wearing of the new prescribed uniform will be on June 22, 2026.

VIOLATION OF OFFICE RULES

It is hereby reminded that refusal to wear office uniforms is considered a violation of reasonable office rules and regulations, an act punishable under Civil Service Law and Rules. Division Chiefs and Heads of Offices shall be held responsible for initiating disciplinary action against employees in their respective offices who are not wearing the prescribed office uniforms.

This Order supersedes Department Order No. 258, series of 2022.

MANUEL M. BONOAN

Secretary

Department of Public Works and Highways
Office of the Secretary



WIN5K00685

17.1.1 AVS/RDR



**RESOLUTION RECOMMENDING THE DESIGN AND IMPLEMENTATION OF THE
DPWH OFFICE UNIFORM FOR 2026**

WHEREAS, the annual General Appropriations Act provides for the provision of clothing allowance, amounting to Php 7,000.00 to all government employees;

WHEREAS, on June 3, 2025, the Social Affairs and Uniform Committee (SAUC) convened to discuss the submitted Report of the DPWH Employees Union dated May 21, 2025 (Annex "A") submitting the winning proposed office uniform design by RISLA Collection, the only COMPLIANT proposal, out of three (3) invited office uniform supplier by the Union;

WHEREAS, during the SAUC meeting, RISLA Collection presented three (3) actual uniform prototype, for each office uniform category, taking into consideration the Civil Service Commission (CSC) Guidelines under Memorandum Circular No. 16 series of 2024 on official attire to be worn every Monday:

- a. Executive and Rank and File (Corporate/Filipiniana-ASEAN)
- b. Field Uniform (Shirt Jack)
- c. Driver
- d. Trades and Craft/Heavy Machine Operator
- e. Contract of Service Personnel (JO)

WHEREAS, after conducting deliberation, the Committee unanimously agreed to adopt the herein attached (Annex "B") new DPWH office uniform design for each respective category;

WHEREAS, the Committee also agreed that the Uniform Allowance for 2026 shall be released through payroll system and the respective Chief Administrative Officer, Administrative Division/Section and DPWH Employees Union/Association representative (Central, Regional and District Office) shall manage the supply, tailoring, delivery and payment of DPWH Office Uniform for 2026 from the RISLA Collection and that the new uniform design shall be implemented on June 22, 2026 during the first Monday of the DPWH 128th Anniversary celebration.

WHEREFORE, it is hereby resolved, as it is **RESOLVED** that based on the foregoing discussion, the Social Affairs and Uniform Committee agreed;

- a. That the herein attached new uniform design by RISLA Collection for female and male executive, rank-and-file, field inspection, drivers, trades and crafts, heavy equipment/machine operator and Contract of Service personnel shall be prescribed for CY 2026
- b. That the Uniform Allowance for 2026 shall be released through payroll system and the respective Chief Administrative Officer (Administrative Division/Section) and DPWH Employees Union, together with their counterparts in the Central, Regional and District Office shall manage the supply, tailoring, delivery and payment of DPWH Office Uniform for 2026 from RISLA Collection.

- c. That the new DPWH Uniform design shall be implemented on June 22, 2026 during the DPWH 128th Anniversary celebration.

Adopted this ____ day of July 2025, at the DPWH Main Office Building, Bonifacio Drive, Port Area, Manila.

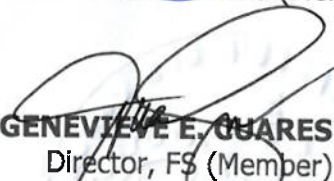

MYRNA R. DE JESUS
Chief, SPMD-HRAS (Member)


ZALDY P. FALEJO
Chief HRMD-HRAS (Member)

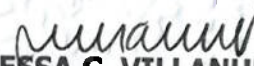

RAFAEL T. REAMICO
National President DPWH EU (Member)


RYAN M. CABARUBIAS
President DPWH COEU (Member)

DB until July 21, 2025
RHALF B. CAWALING
Director, IMS (Member)


GENEVIEVE E. CUARESMA
Director, FS (Member)

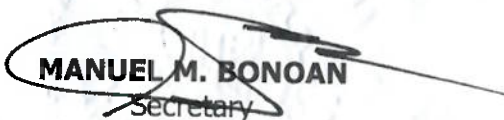

RANDY R. DEL ROSARIO
Director, SRS (Member)


VANESSA G. VILLANUEVA
Director, HRAS (Member)


ATTY. MICHAEL S. VILAFRANCA
Assistant Secretary for Support Services
Vice-Chairperson


MARICHU A. PALAFOX
Undersecretary for Support Services
Chairperson

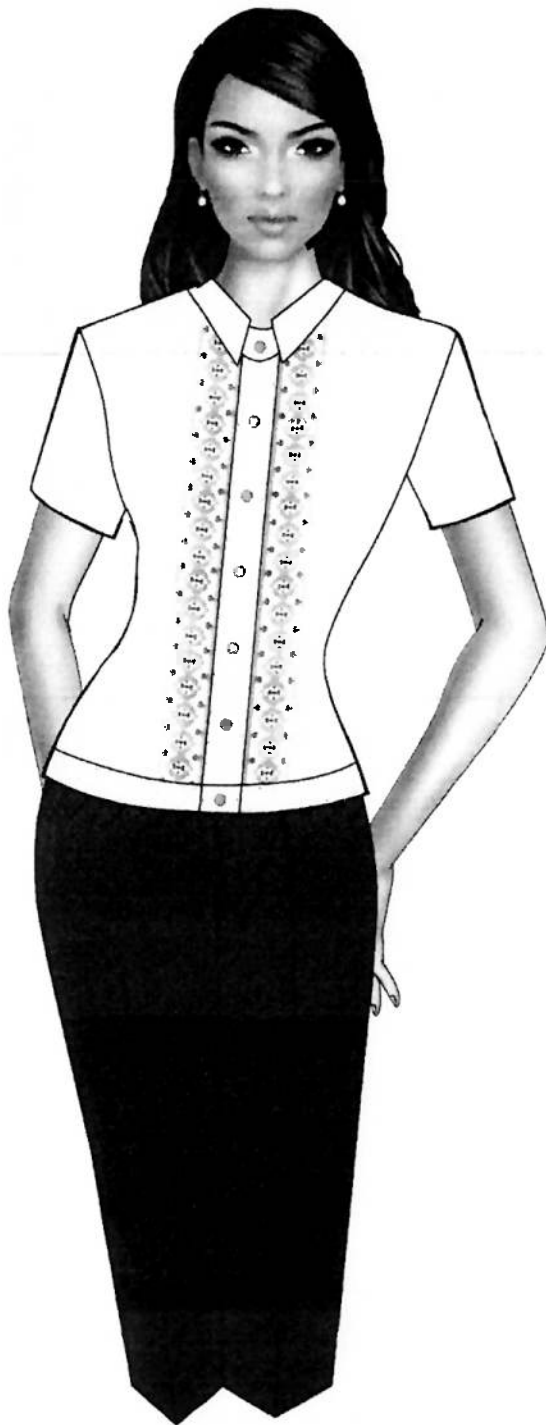
Approved:


MANUEL M. BONOAN
Secretary

Department of Public Works and Highways
Office of the Secretary



WIN5K00684



**FEMALE RANK AND FILE/
EXECUTIVE (FILIPINIANA)**

MONDAY SET

Fabric and Description:

Barong - Happy Jusi Linen with a touch
of Tropical Fabric design in Full open
with Dainty machine embroidered design

Pants - Emporio Gray Pants in straight cut



**FEMALE RANK AND FILE/
EXECUTIVE (CORPORATE)**

TUESDAY / THURSDAY SET

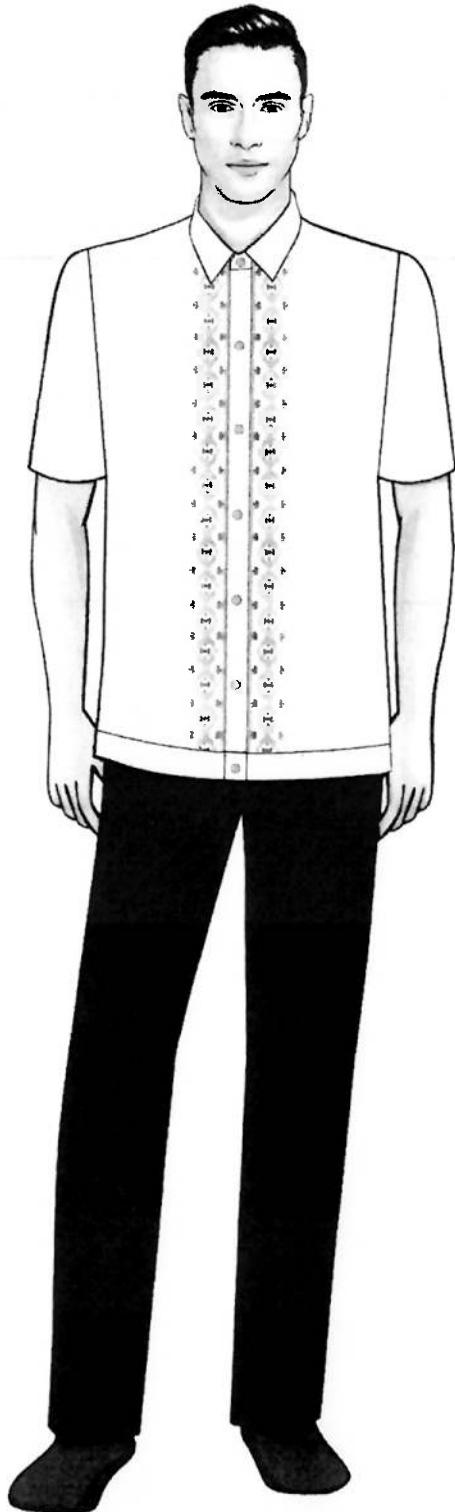
Fabric and Description:

Blazer - Classic collared Blue Blazer with pockets and one button design. (for Female EXECUTIVE - SG24UP

Blouse - Soft Jacob Linen in peach color, accented with ethnic inspired design.

Pants - Blue Pants in straight cut





MALE RANK AND FILE/ EXECUTIVE (FILIPINIANA MONDAY SET

Fabric and Description:

Barong - Happy Jusi Linen with a touch of Tropical Fabric design in Full open with Dainty machine embroidered design

Pants - Emporio Gray Pants in straight cut

MALE RANK AND FILE /EXECUTIVE

(CORPORATE)

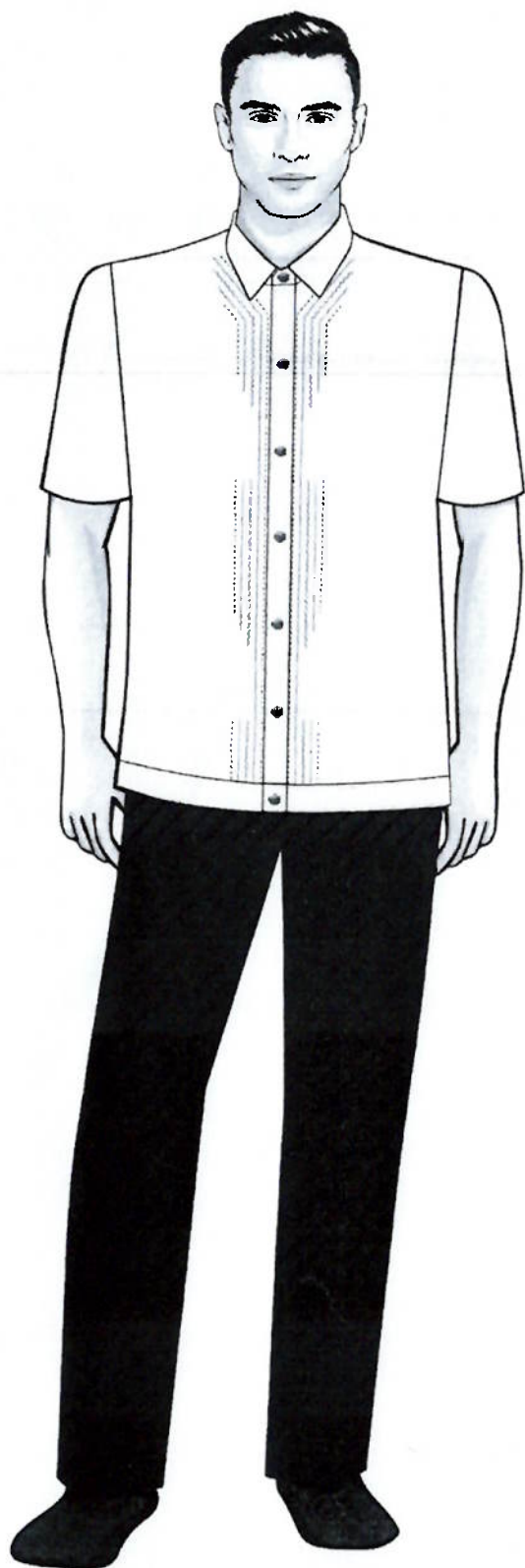
TUESDAY TO THURSDAY SET

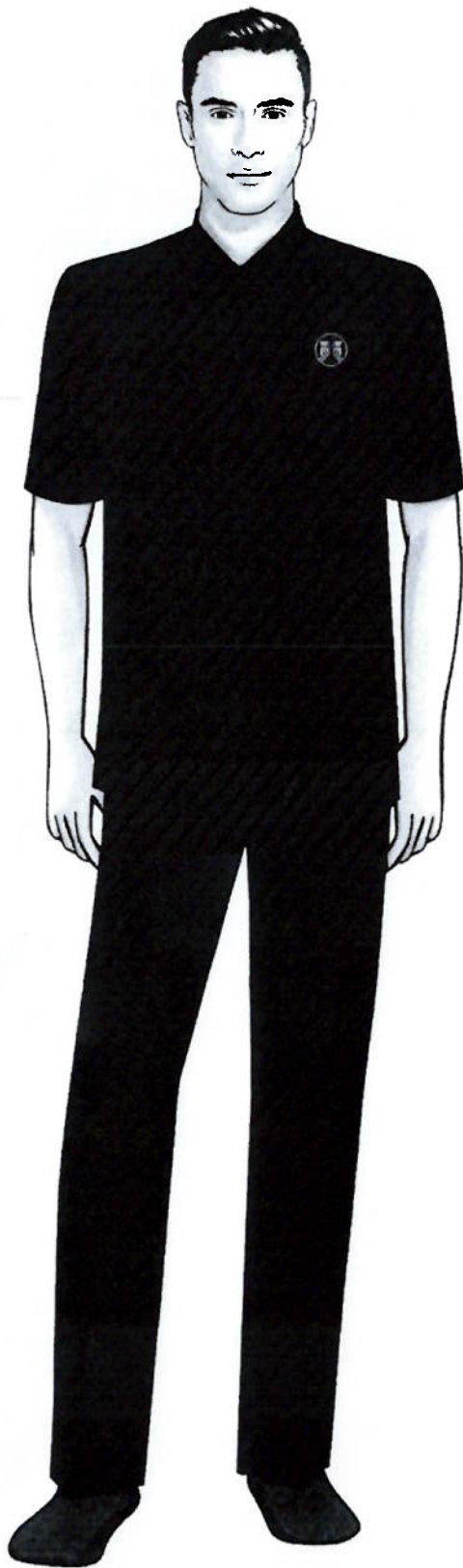
Fabric and Description:

Executive Jacket - Midnight Blue Jacket with monochrome Logo (For Male Executive sg24 Up)

Male Polo Jack Barong – Axis Royal Linen in soft blue color with two tone embroidery

Pants - Emprorio Gray Pants in straight cut.



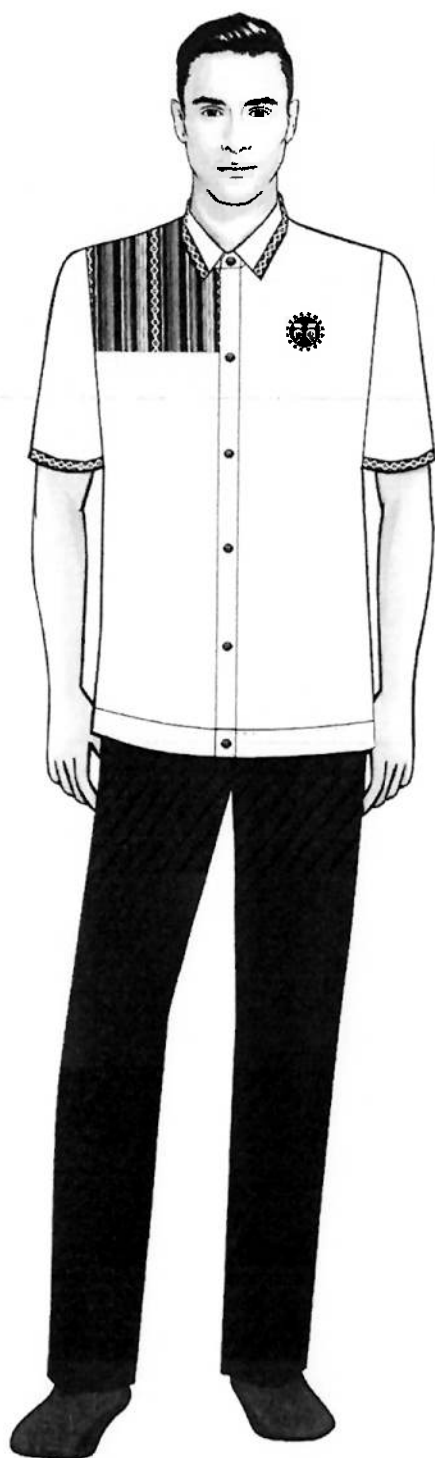


FIELD OFFICE UNIFORM MALE AND FEMALE RANK AND FILE

Fabric and Description:

SHIRT JACK - Vermillon Linen in Shirt jack type with **COLORED** embroidered logo.

Pants - Emporio Gray Pants in straight cut.



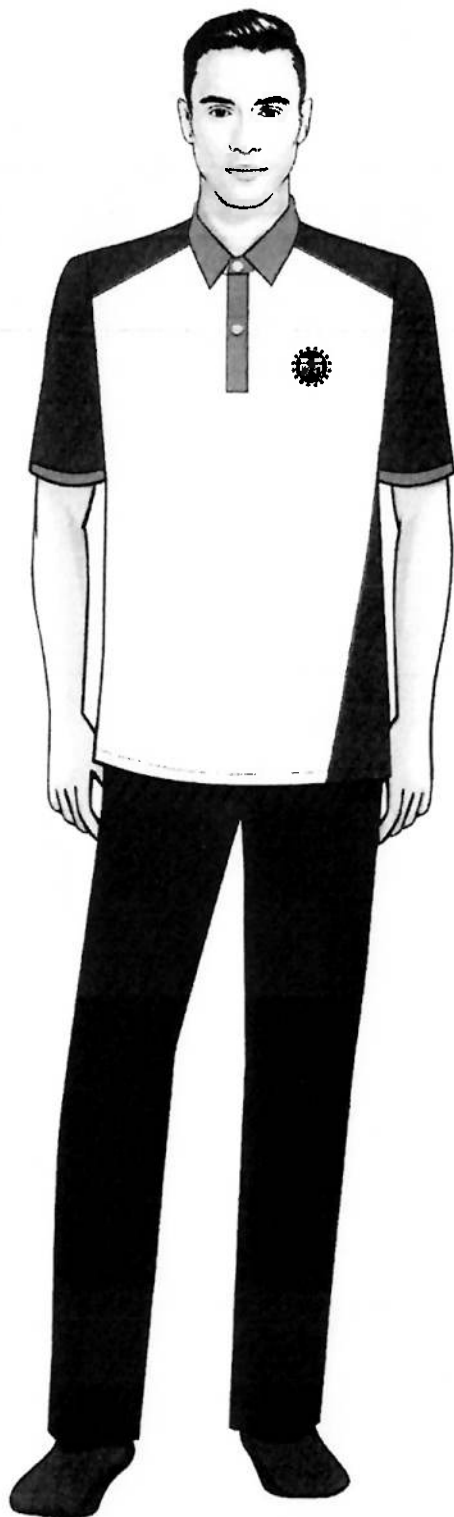
DRIVER AND TRADES AND CRAFTS (FILIPINIANA)

MONDAY SET

Fabric and Description:

Polo jack barong - Short sleeves polo jack in white armani fabric, with ethnic design on collar, sleeves, and right upper chest with DPWH colored logo

Pants - Emporio Gray Pants in straight cut

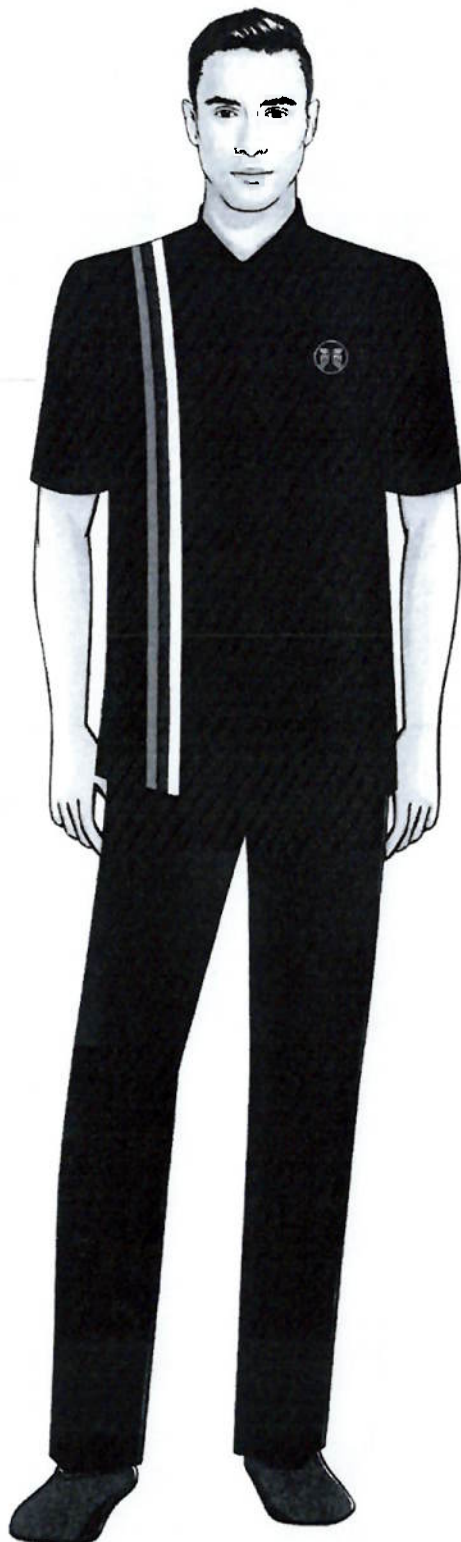


DRIVER UNIFORM

Fabric and Description:

Polo Shirt - Lacoste white Polo Shirt with Blue and orange combination and colored DPWH logo on the left side.

Pants - Emporio Gray Pants in straight cut.



CRAFTS AND TRADES UNIFORM

Fabric and Description:

Polo Shirt - Lacoste Midnight Blue
Polo shirt with vertical line on the right side and colored DPWH logo on the left.

Pants - Emporio Gray Pants in straight cut.



MALE / FEMALE JOB ORDER

Fabric and Description:

Polo Shirt - Lacoste White Polo shirt with 2 colored accents on right sleeves.

Pants - Emporio Gray Pants in straight cut.