



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

JAN 16 2025

DIVISION ADVISORY
NO. 024, s.2025

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public Elementary, Junior, and Senior High School Heads
All Others Concerned

In reference to Memorandum **DM-OUHROD-2025-0052**; titled "Advisory on Civil Service Commission (CSC) **Memorandum Circular (MC) No. 16, s. 2024**," concerning the Revised Dress Code for Government Officials and Employees, and **Memorandum DM-OUHROD-2022-0042**, titled "***Wearing of the Prescribed DepEd Uniform and Office Attire***," this Office announces the implementation of these issuances.

Attached herewith are the referenced memoranda for your information and guidance.

Immediate and wide dissemination of this Advisory is earnestly desired.

CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent

AD1/AD6



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Republika ng Pilipinas

Department of Education
OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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MEMORANDUM
DM-OUHROD-2025-0052

FOR : UNDERSECRETARIES
 ASSISTANT UNDERSECRETARIES
 BUREAU AND SERVICE DIRECTORS
 REGIONAL DIRECTORS
 SCHOOLS DIVISION SUPERINTENDENTS
 SCHOOL HEADS
 ALL OTHERS CONCERNED

FROM : WILFREDO E. CABRAL
*Undersecretary for Human Resource and
 Organizational Development*

SUBJECT : ADVISORY ON CIVIL SERVICE COMMISSION (CSC)
 MEMORANDUM CIRCULAR (MC) NO.16, S. 2024 ENTITLED
 REVISED DRESS CODE FOR GOVERNMENT OFFICIALS AND
 EMPLOYEES

DATE : January 7, 2025

In reference to the CSC MC No. 16, s. 2024 dated November 29, 2024, entitled "Revised Dress Code for Government Officials and Employees", the Department of Education (DepEd) reminds all offices of the following:

1. DepEd is given a period of six (6) months to formulate and issue its internal guidelines in alignment with the revised dress code stipulated in the CSC MC No. 16, s. 2024. The DepEd Uniform Committee (DUC) shall formulate and recommend to DepEd Executive Committee the internal guidelines upon consultation with its officials, as well as teaching and non-teaching personnel.
2. The new dress code policy will take effect only upon the issuance of DepEd's internal guidelines.
3. All field offices are advised to continue adhering to DM-OUHROD-2022-0042 entitled "Wearing of the Prescribed DepEd Uniform and Office Attire" dated September 12, 2022, as the existing dress code until the new internal guidelines are released and implemented.

All field offices are hereby requested to disseminate this advisory to all concerned personnel to ensure awareness and preparation for the transition to the revised dress code.

For inquiries, please contact the BHROD-EWD through the telephone number (02-86337229) or email at bhrod.ewd@deped.gov.ph

Immediate dissemination of this Memorandum is desired.

Copy Furnished:
OFFICE OF THE SECRETARY



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Republika ng Pilipinas

Department of Education


OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT,
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES,
TEACHER EDUCATION COUNCIL SECRETARIAT, AND
DEPED EMPLOYEES' ASSOCIATIONS COORDINATING OFFICE

MEMORANDUM

DM-OUHROD-2022-0642

TO: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM:  **GLORIA JUMAMIL-MERCADO**
*Undersecretary for Human Resource and Organizational Development,
National Educators' Academy of the Philippines,
Teacher Education Council Secretariat, and
DepEd Employees Associations Coordinating Office*

SUBJECT: **WEARING OF THE PRESCRIBED DEPED UNIFORM AND OFFICE ATTIRE**

DATE: 12 September 2022

The Department of Education (DepEd) previously issued DepEd Memorandum No. 016, s. 2021 dated March 31, 2021, entitled "**GUIDELINES ON THE NEW DEPED NATIONAL UNIFORM FOR TEACHING AND NON-TEACHING PERSONNEL**."

In view of this, DepEd would like to reiterate the following specific clauses of the said DepEd memorandum for the adoption of the **four (4) new sets of DepEd national uniform designs for teaching personnel and two (2) new national uniform designs for non-teaching personnel**.

1. In consideration of the current situation brought about by the Covid-19 pandemic and continuing implementation of the blended learning delivery in the Department, SY 2021-2022 was considered a "transition period" to allow ample time for employees to prepare and purchase the new sets of prescribed uniforms. To facilitate the transition period, employees have been allowed to wear their old uniforms. **But starting SY 2022-2023 (Official Opening of Classes is on August 22, 2022), all teaching and non-teaching personnel shall wear the prescribed new sets of uniforms (clause 2).**

2. Only the approved national uniforms shall be used by both teaching and non-teaching personnel. **Regional and school division uniforms will not be allowed for consistency and uniformity across all offices (clause 3).**
3. The following personnel are exempted from wearing the prescribed uniforms:
 - a. Officials who occupy third-level positions in the Career Executive Service (CES);
 - b. Medical and Dental staff who shall wear their professions' uniforms;
 - c. Janitors, utility and maintenance personnel who shall wear appropriate working attire;
 - d. Legal officers, i.e. lawyers/attorneys, whose nature of work requires a different dress code;
 - e. Teaching and non-teaching personnel with physical disabilities and other legitimate health reasons;
 - f. Pregnant employees who shall wear maternity dresses during their period of pregnancy; and
 - g. Teaching and non-teaching personnel who are in mourning may wear the appropriate mourning clothes.
4. Pursuant to item 12.d of DepEd Memorandum No. 16, s. 2021, appropriate office clothes may be worn on *uniform-free Fridays*. This is consistent with CSC Memorandum Circular (MC) No. 19, s. 2000 (Revised Dress Code Prescribed for All Government Officials and Employees in the Workplace), which states that during Fridays or on those days when there is no prescribed office uniform for the day, employees shall wear appropriate office business attire. Wearing of denim/"maong" pants may be considered appropriate attire when paired with a collared polo/shirt (for male employees) and any appropriate blouse or shirt (for female employees).
5. Contract of Service personnel, especially those who perform desk jobs, are encouraged to wear the prescribed uniform. However, they may opt to wear business attire or smart casual attire from *Mondays to Fridays*, in the absence of the prescribed uniform. The following may be worn:
 - Dresses
 - Dress pants / slacks
 - Knee length skirts
 - Blouses
 - Polos
 - Collared shirts
6. Per CSC MC No. 19, s. 2000, the following attire shall be prohibited for all government employees when performing official functions inside the workplace:
 - Gauzy, transparent, or net-like shirt or blouse;
 - Sando, strapless or spaghetti-strap blouse (unless worn as an undershirt), tank-tops, blouse with over-plunging necklines;
 - Micro-mini skirt, walking shorts, cycling shorts, leggings, tights, jogging pants;

- Rubber sandals, rubber slippers, "bakya".
7. Additionally, pursuant to CSC MC No. 19, s. 2000, any violation of the provisions of this dress code shall be considered as a ground for disciplinary action for violation of Reasonable Office Rules and Regulations, under Section 22 (c), light offenses, Rule XIV, Revised Omnibus Rules Implementing Book V of the Administrative Code of 1987 (Executive Order No. 292).
 8. Furthermore, wearing of DepEd ID shall be required when entering DepEd Office/School premises. Thus, wearing of the prescribed office attire and DepEd ID shall be considered wearing of the complete uniform.
 9. Lastly, the BHROD-Personnel Division shall hold oversight in the monitoring of the wearing of the prescribed office attire and wearing of DepEd ID in the DepEd Central Office. For the Regional Offices and Schools Division Offices, the Personnel Units under Admin shall take charge, while for the Schools, the School Heads shall monitor the compliance. The division chiefs and/or heads of offices are also expected to closely monitor the compliance of their respective employees on a daily basis.
 10. For inquiries, please contact the BHROD-EWD through the telephone number (02-86337229) or email at bhrod.ewd@deped.gov.ph
 11. Immediate dissemination of this Memorandum is desired.

[BHROD-EWD/E.Losito]



Republic of the Philippines
Department of Education

31 MAR 2021

DepEd MEMORANDUM
No. **016**, s. 2021

**GUIDELINES ON THE NEW DEPED NATIONAL UNIFORM FOR TEACHING
AND NON-TEACHING PERSONNEL**

To: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Other Concerned

1. The Department of Education (DepEd) announces the adoption of the **four new sets of DepEd national uniform designs for teaching and two new national uniform designs for non-teaching personnel starting the transition period of the School Year (SY) 2021-2022**. The Executive Committee has set the guidelines based on the recommendation of the DepEd Uniform Committee (DUC) composed of teaching and non-teaching employee organizations with the following considerations:

- a. General availability of the textile materials in the market;
- b. Comfort and durability of the textile materials;
(The quality of the fabric should be adaptable to the weather conditions and the environment of concerned personnel.)
- c. Over-all look of the design of the uniform; and
(The design should be presentable, convey modesty and integrity, and should be in its simplest form to allow unrestricted movement.)
- d. Skin tone, age, body built will also be considered in the design.

2. In consideration with the current crisis brought about by the COVID-19 pandemic, and the continuing implementation of the blended learning delivery and alternative working arrangements in the Department, **SY 2021-2022 shall be considered a "transition period"** to allow ample time for employees to prepare and purchase new set of prescribed uniforms. To facilitate the transition period, employees can still wear their old uniforms this coming SY 2021-2022. **But starting SY 2022-2023, all teaching and non-teaching personnel shall wear the prescribed new set of uniforms.**

3. Only the approved national uniforms should be used by both teaching and non-teaching personnel. **There shall be no regional and schools division uniforms as to have uniformity across all offices.**

4. No specific fabric will be prescribed, for as long as the fabric used will follow the guidelines with the design set.

5. The teaching and non-teaching personnel from central, regional, division and schools are free to purchase and obtain the prescribed uniform materials from any available source that comply with the standards set. On the other hand, Employee cooperatives or associations /organizations are encouraged to offer the prescribed DepEd uniform materials to their teaching or non-teaching personnel members subject to their consent in order to avail of a more reasonable/discounted price and facilitate uniformity of colors/material of uniform to be purchased.

6. All concerned must send to the DepEd Central Office (CO) a written report of any DepEd official or employee who compels or coerces teaching and non-teaching personnel to purchase the uniform materials from a specific source, including the official himself/herself.

7. This is to reiterate and inform all concerned that it has not endorsed, accredited nor authorized any particular supplier to approach the central, regional and division offices to declare himself/herself as the exclusive distributor of the textile materials for the DepEd uniforms. Any uniform supplier who visits DepEd offices and uses the undersigned or any official in the CO in trying to get a deal for the supply of the DepEd uniforms must be reported to the Office of the Secretary Attention: DepEd Uniform Committee.

8. Modification or adjustments on the prescribed uniforms (e.g. long sleeves instead of short sleeves, skirts, instead of pants for the female employees) to conform with religious, social, and cultural requirements or any legitimate practice related thereto shall be allowed.

9. The following personnel are exempted from wearing the prescribed uniforms:

- a. School officials who occupy third level positions in the Career Executive Service (CES);
- b. Medical and Dental staff who shall wear their profession's uniforms;
- c. Janitors, utility and maintenance personnel who shall wear appropriate working attire;
- d. Legal officers, i.e. lawyers/attorneys, whose nature of work requires a different dress code;
- e. Teaching and non-teaching personnel with physical disabilities and other legitimate health reasons;
- f. Pregnant employees who shall wear maternity dresses during their period of pregnancy; and
- g. Teaching and non-teaching personnel who are in mourning may wear the appropriate mourning clothes.

10. The prescribed new set of DepEd national uniform for teaching personnel shall be as follows:

For Teaching Personnel

<p style="text-align: center;">Design A for Female Teaching Personnel</p> <p>a.1. Blouse: Olive green with secret pockets embroidery: turquoise and pink combination with dark gray piping Zipper: option 1. Back 2. side</p> <p>a.2. Pants: charcoal gray</p>	<p style="text-align: center;">Design A for Male Teaching Personnel</p> <p>a.1. Polo: Moss green embroidery: olive green with dark green army combination</p> <p>a.2. Pants: charcoal gray</p>
<p style="text-align: center;">Design B for Female Teaching Personnel</p> <p>b.1. Blouse: Light Clay in sapphire with midnight weave and dark clay on bib accent Zipper: option 1. Back 2. side</p> <p>b.2. Pants: midnight blue</p>	<p style="text-align: center;">Design B for Male Teaching Personnel</p> <p>b.1. Polo: crystal teal in full buttons embroidery: white</p> <p>b.2. Pants: midnight blue pants</p>
<p style="text-align: center;">Design C for Female Teaching Personnel</p> <p>c.1. Blouse: light gray pattern with combination of walnut on the side embroidery: walnut and charcoal gray</p> <p>c.2. Pants: charcoal gray</p>	<p style="text-align: center;">Design C for Male Teaching Personnel</p> <p>c.1. Polo: light brown in half buttons embroidery: white</p> <p>c.2. Pants: charcoal gray</p>
<p style="text-align: center;">Design D for Female Teaching Personnel</p> <p>d.1. Blouse: light blue with egg shell speckled pattern, on bib with dark and light blue stripes with midnight blue piping</p> <p>d.2. Pants: midnight blue</p>	<p style="text-align: center;">Design D for Male Teaching Personnel</p> <p>d.1. Polo: light blue with egg shell speckled pattern, chest accent with dark and light blue stripes with midnight blue piping</p> <p>d.2. Pants: midnight blue</p>

11. The prescribed new set of DepEd national uniform for non-teaching personnel shall be as follows:

For Non-Teaching Personnel

<p style="text-align: center;">Design E for Female Non-Teaching Personnel</p> <p>e.1. Blouse: black and tortilla print, neck line, piping and lining in tortilla and black Zipper: option 1. Back 2. side</p> <p>e.2 Pants: black</p>	<p style="text-align: center;">Design E for Male Non-Teaching Personnel</p> <p>e.1. Polo: earth tone beige in full buttons embroidery tortilla and light gray and brown combination</p> <p>e.2. Pants: black</p>
<p style="text-align: center;">Design F for Female Non-Teaching Personnel</p> <p>f.1. Blouse: light and dark gray combination with piping and lining Zipper: option 1. Back 2. side</p> <p>f.2 Pants: dark gray</p>	<p style="text-align: center;">Design F for Male Non-Teaching Personnel</p> <p>f.1. Polo: snow white in full buttons embroidery: light gray, red and dark gray combination</p> <p>f.2. Pants: dark gray pants</p>

12. The schedule for wearing the new set of uniforms listed below should be followed.

a. For Teaching Personnel

Designs A for Male and Female – Monday
 Designs B for Male and Female – Tuesday
 Designs C for Male and Female – Wednesday
 Designs D for Male and Female – Thursday

b. For Non-Teaching Personnel

Designs E for Male and Female - Monday and Wednesday
 Designs F for Male and Female - Tuesday and Thursday

c. Wearing of blazer or coat is optional.

d. Appropriate office clothes may be worn on uniform-free Fridays.

13. Based on these provisions, the Designs and Sketches with color specification of the DepEd National Uniforms are enclosed for reference.

14. The annual clothing and uniform allowance in the amount of Six Thousand Pesos (P6,000) or to whichever amount that shall be appropriated in the succeeding

budget years for this purpose, shall be released to all eligible personnel **not earlier** than the first working day of April of the current year, subject to existing accounting and auditing rules and regulations, and upon the release of the Notice of Cash Allocation from DBM.

15. Immediate dissemination of this Memorandum is desired.


LEONOR MAGTOLIS BRIONES
Secretary



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DEPED-OSEC-441466

Encl.: As stated

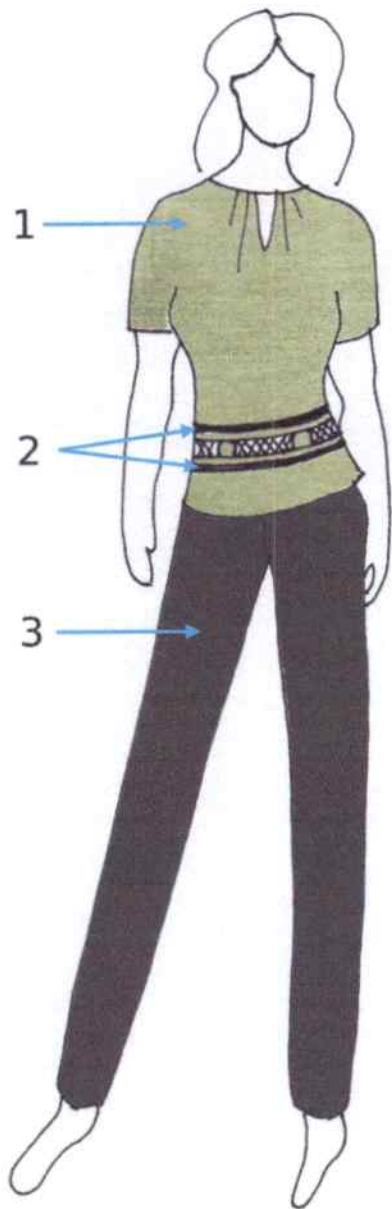
Reference: DepEd Memorandum: (No.050, s. 2019)

To be indicated in the Perpetual Index under the following subjects:

COMMITTEE
EMPLOYESS
OFFICIALS
RULES AND REGULATIONS
TEACHERS
UNIFORMS

Jobm//DM Guidelines on the New DepEd Uniform...
0140-March 30, 2021

Design A Teaching: Female Mondays



Neck Line



Back Button



Secret Pockets

Zipper
Option A: Back
Option B: Sides



Zoomed-in Emroidery

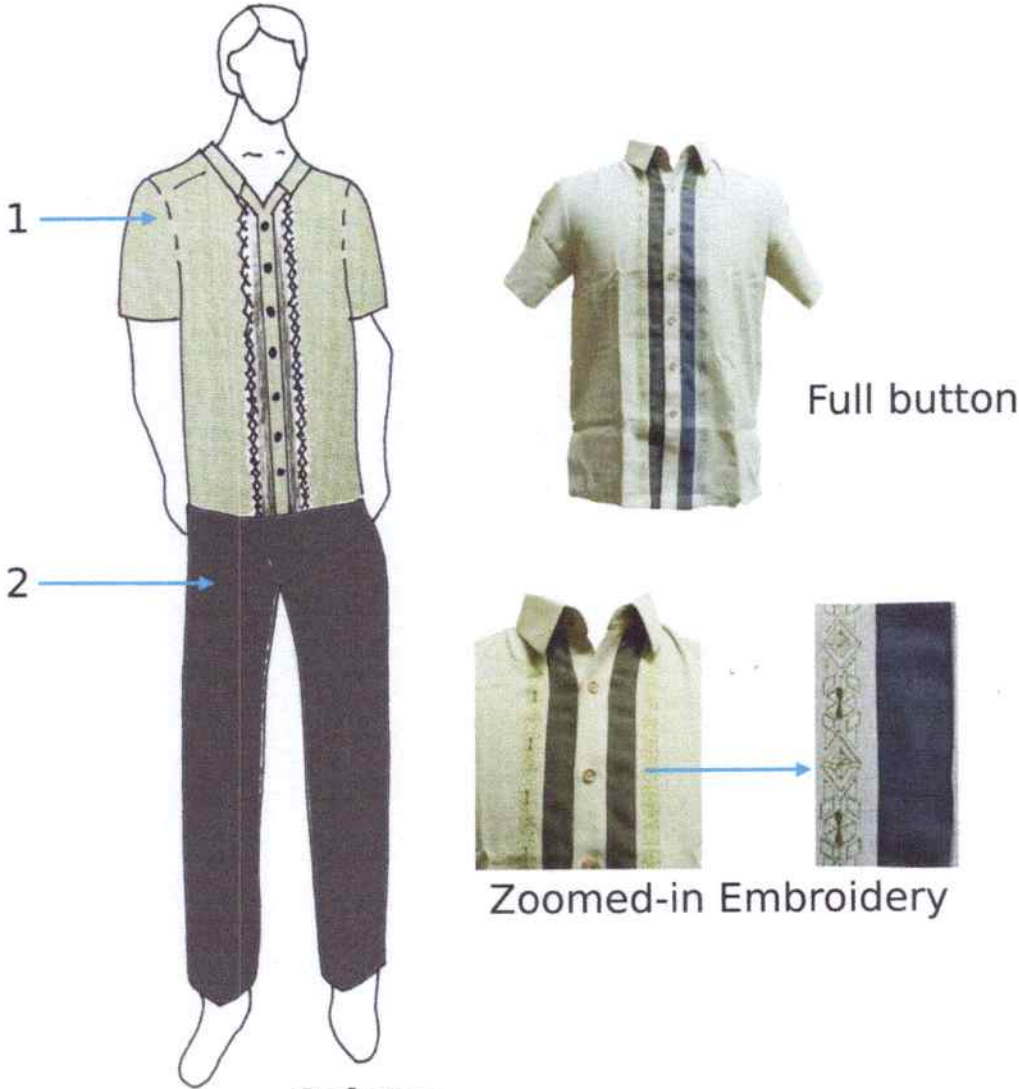
Colors:

1. Olive Green
 2. Dark Gray
 3. Charcoal Gray
- *Embroidery: Turquoise & Pink



Handwritten signature or initials.

Design A
Teaching: Male
Mondays

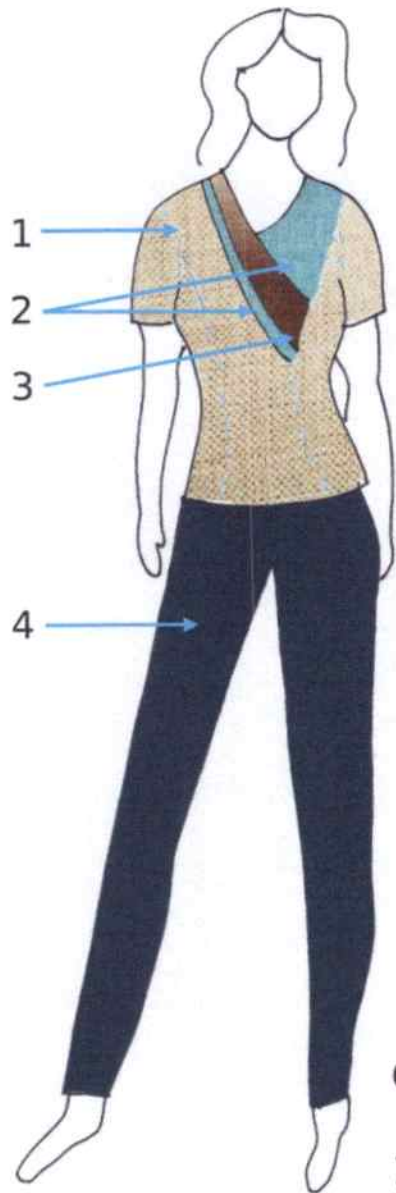


Colors:

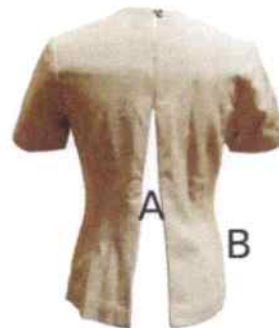
- 1. Moss
- 2. Charcoal Gray
- *Embroidery: Olive & Dark Army Green



Design B Teaching: Female Tuesdays



Back Button



Zipper
Option A: Back
Option B: Sides



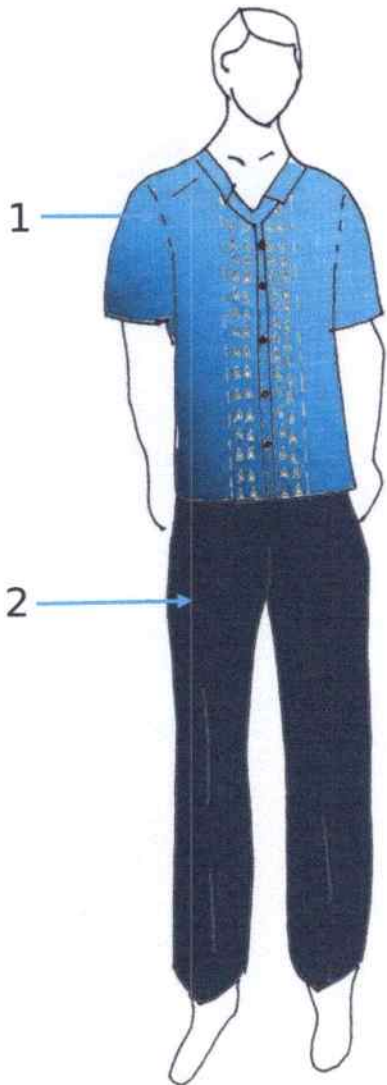
Neck line

Colors:

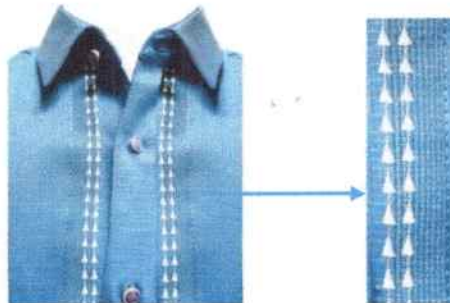
1. Light Clay
2. Sapphire with Midnight Weave
3. Dark Clay
4. Midnight Blue



Design B
Teaching: Male
Tuesdays



Full Button



Zoomed-in Embroidery

Colors:

- 1. Crystal Teal
- 2. Midnight Blue
- *Embroidery: White



Signature

Design C
Teaching: Female
Wednesdays



- 1. Light Gray Pattern
 - 2. Walnut
 - 3. Charcoal Gray
- *Embroidery: Walnut & Charcoal Gray

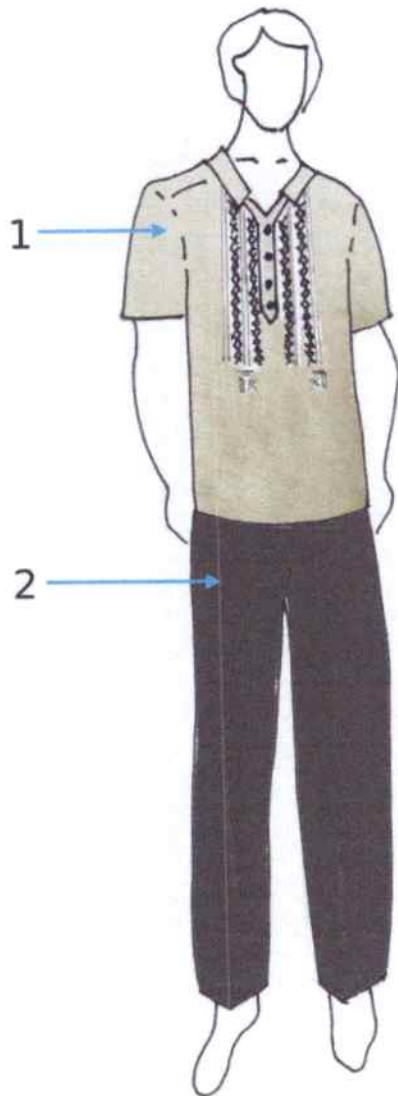


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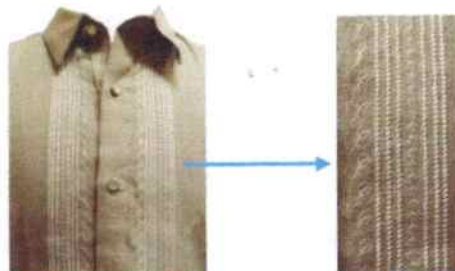
Design C

Teaching: Male

Wednesdays



Half Button



Zoomed-in Embroidery

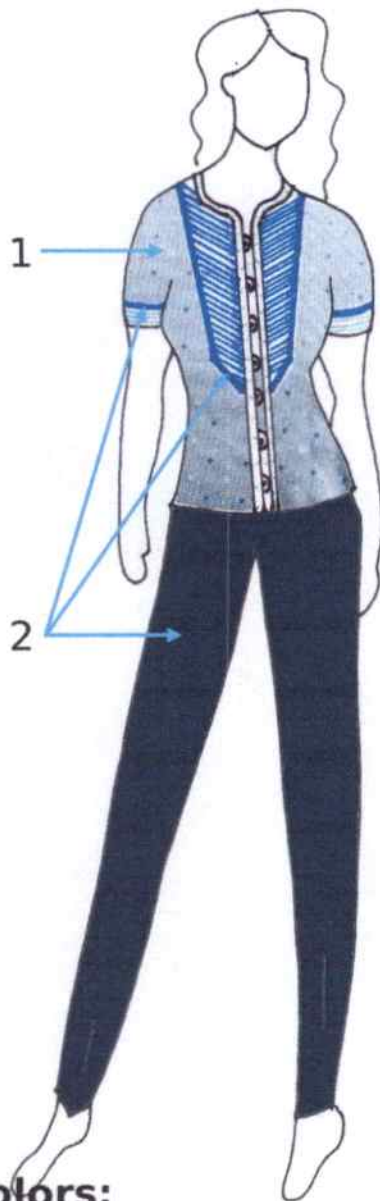
Colors:

1. Light Brown
 2. Charcoal Gray
- *Embroidery: White

Design D

Teaching: Female

Thursdays



Zoomed-in Stripes
& Piping Details

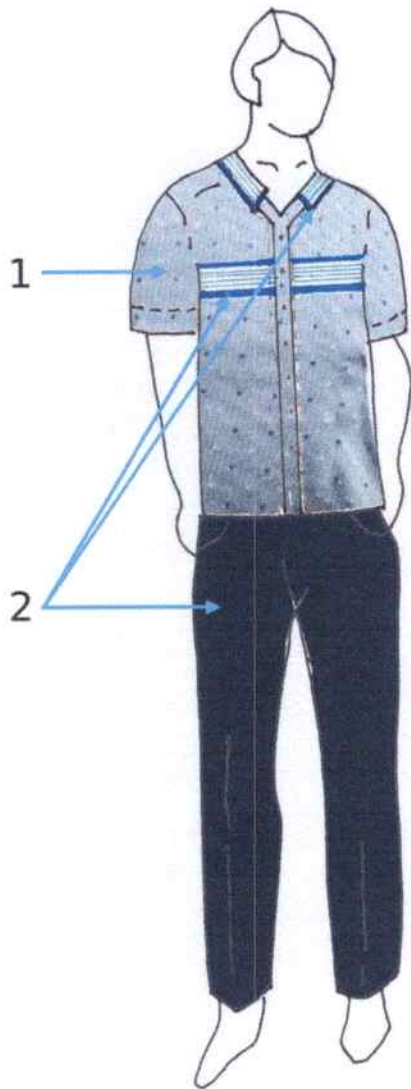
Colors:

1. Light Blue with Eggshell Speckled Pattern
 2. Midnight Blue
- *Stripes - Dark & Light Blue
 - *Piping - Midnight Blue



Handwritten signature or initials.

Design D
Teaching: Male
Thursdays



Full button



Zoomed-in Stripes
& Piping Details

Colors:

1. Light Blue with Eggshell Speckled Pattern

2. Midnight Blue

*Stripes - Dark & Light Blue

*Piping - Midnight Blue



Handwritten signature or mark.

Design E

Non-Teaching: Female

Mondays & Wednesdays



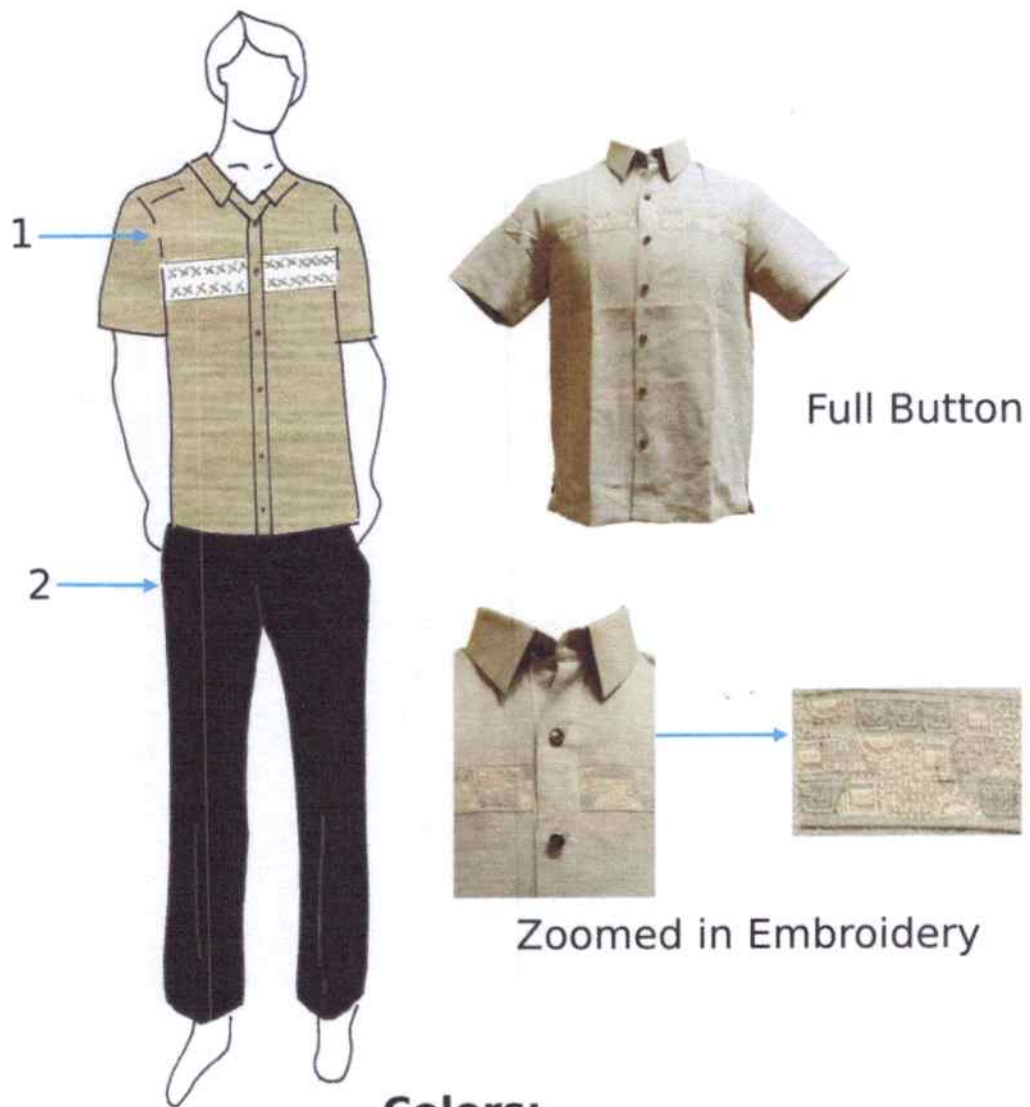
Colors:

- 1. Tortilla
- 2. Black & Tortilla Diamond Print
- 3. Black



Signature

Design E
Non-Teaching: Male
Mondays & Wednesdays



Colors:

1. Earth-tone Beige

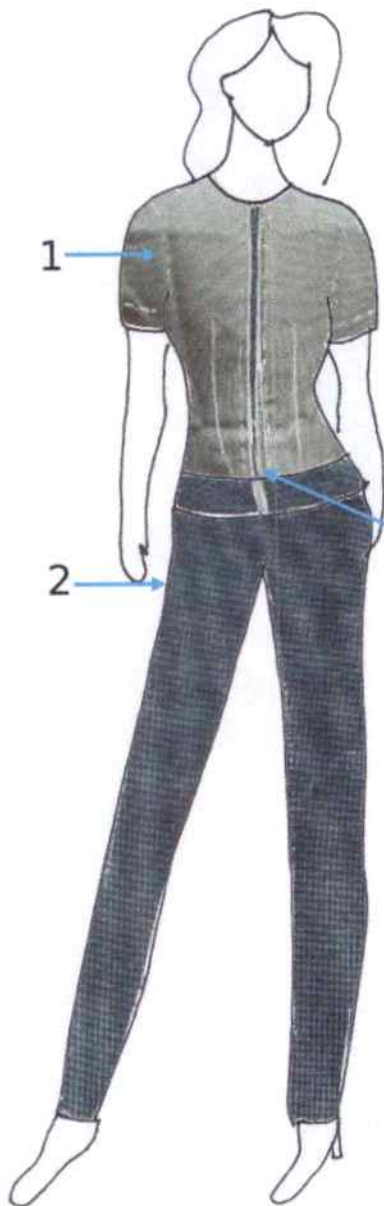
2. Black

*Embroidery: Light Gray & Tortilla



Handwritten signature or initials.

Design F Non-Teaching: Female Tuesdays & Thursdays



Back Button



Zipper
Option A: Back
Option B: Sides

Piping
& Stitch



Piping & Stitch Details

Coat
(Optional)



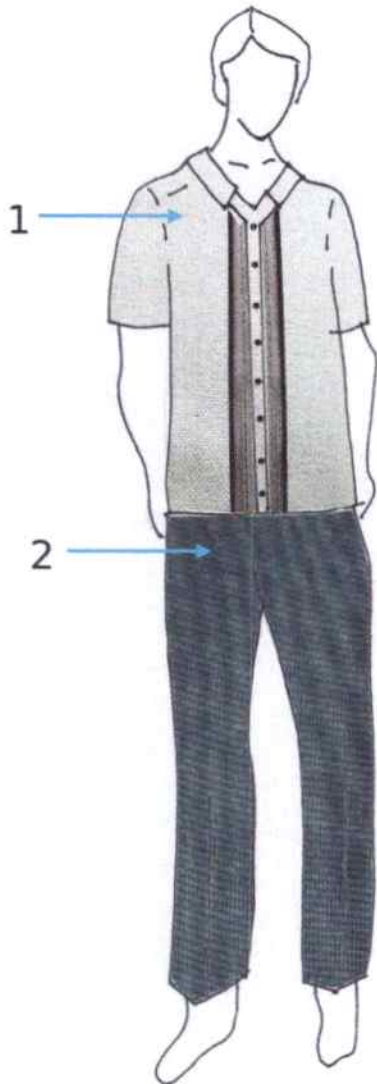
Colors:

- 1. Light Gray
- 2. Dark Gray



Alfa Romeo

Design F
Non-Teaching: Male
Tuesdays & Thursdays



Full button



Zoomed-in Embroidery

Colors:

- 1. Snow White
- 2. Dark Gray
- *Embroidery: Light Gray, Red & Dark Gray



Handwritten signature or initials

Advisory

With reference to memorandum DM - OUBAROD - 7002 =
0052 titled Advisory to Civil Service Commission
CSC memorandum Circular (MC) # 16. 2. 1974
with content on Revised Dress Code for
private and employer, and memorandum
DM - OUBAROD - 7002 w/ subject
Warning of the Prescribed Dress Uniform
and office attire, this Office announces
implementation thereof.

Attached herewith are the memorandum
for reference and full details.

Immediate dissemination of this memo to
all units.