



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
TWENTIETH CONGRESS
First Regular Session



House Bill No. 7686

Introduced by:
Hon. King George Leandro Antonio V. Collantes

EXPLANATORY NOTE

Security guards and private security personnel perform essential protective duties across public and private establishments nationwide. Many of these workers spend long hours outdoors, exposed to extreme heat, humidity, and unpredictable weather conditions. In recent years, the Philippines has experienced record-high temperatures, significantly increasing the risk of heat exhaustion, heatstroke, dehydration, and other heat-related illnesses among outdoor workers.

Despite these conditions, numerous security personnel continue to be issued uniforms made of thick, non-breathable, and heat-retaining materials that are impractical for the country's tropical climate.

This bill seeks to mandate the adoption of climate-appropriate, breathable, and ergonomically designed uniforms for all private security personnel. It requires the Department of Labor and Employment (DOLE), in coordination with the Philippine National Police – Supervisory Office for Security and Investigation Agencies (PNP-SOSIA), to set technical standards for uniform materials, design, and functionality. Employers and security agencies will likewise be required to provide compliant uniforms.

By addressing discomfort associated with uniforms, this measure aims to safeguard worker health, improve occupational efficiency, and uphold humane working conditions in the private security sector.

In view of the foregoing, the immediate passage of this bill is earnestly sought.



King George Leandro Antonio v. Collantes
Representative
3rd District, Batangas



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HOUSE BILL NO. 7686

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AN ACT
MANDATING THE ADOPTION OF CLIMATE-APPROPRIATE,
COMFORTABLE, AND SAFE UNIFORMS FOR SECURITY GUARDS AND
OTHER PRIVATE SECURITY PERSONNEL, PROVIDING STANDARDS AND
GUIDELINES THEREFOR, AND FOR OTHER PURPOSES

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

SECTION 1. Short Title. - This Act shall be known as the “Comfort and Safety Uniform Standards for Security Personnel Act.”

SEC. 2. Declaration of Policy. - It is the policy of the State to promote humane working conditions, occupational safety, and overall well-being of workers. As security personnel perform essential and often outdoor duties, it is necessary to ensure that their uniforms are climate-appropriate, comfortable, and safe, particularly in light of increasingly high temperatures during dry seasons and prolonged outdoor exposure.

SEC. 3. Mandatory Adoption of Climate-Appropriate Uniforms. - All private security agencies, companies employing in-house security personnel, and entities requiring security services shall adopt and provide climate-appropriate and ergonomically designed uniforms for security guards and private security personnel.

These uniforms must be made of breathable, lightweight, quick-dry, and heat-resistant materials, suitable for tropical weather conditions in the Philippines.

SEC. 4. Minimum Uniform Standards. - The security uniform issued shall, at a minimum, incorporate the following:

- (a) Use of breathable and moisture-wicking fabrics to prevent heat stress;
- (b) Light-colored or heat-reflective materials for daytime shifts;

- (c) Optional long-sleeve or short-sleeve variants depending on duty assignments;
- (d) Designs that allow full mobility, proper ventilation, and wearer comfort;
- (e) Weather-appropriate alternatives for rainy and cold seasons; and
- (f) Compliance with all required markings, patches, and features prescribed by law, without compromising comfort and safety.

SEC. 5. Technical Guidelines. - Within ninety (90) days from the effectivity of this Act, the Department of Labor and Employment (DOLE), in coordination with the Philippine National Police – Supervisory Office for Security and Investigation Agencies (PNP-SOSIA), shall issue:

- (a) The technical specifications for climate-appropriate uniforms;
- (b) The standards for material quality and durability;
- (c) Guidelines for procurement and uniform replacement;
- (d) Rules ensuring that required accessories (hats, belts, boots, vests) are likewise ergonomically designed; and
- (e) A mechanism for testing and certifying compliant uniform suppliers.

SEC. 6. Duties of Employers and Security Agencies. - All security agencies and employers shall:

- (a) Provide the required uniforms at no cost to the security personnel;
- (b) Replace worn-out uniforms within reasonable periods as prescribed by DOLE;
- (c) Ensure uniforms comply with updated DOLE and PNP-SOSIA standards; and
- (d) Not penalize or disadvantage any guard for raising concerns related to uniform comfort or safety.

SEC. 7. Prohibition of Non-Compliant Uniforms. - Upon the full implementation of this Act, security agencies and employers shall be prohibited from requiring personnel to wear uniforms that do not meet the standards set by DOLE and PNP-SOSIA.

SEC. 8. Monitoring and Enforcement. - DOLE and PNP-SOSIA shall conduct periodic inspections to ensure compliance with this Act. Violations shall be subject to administrative fines, suspension of licenses, or such penalties as may be provided in the implementing rules and regulations (IRR).

SEC. 9. Implementing Rules and Regulations. - Within sixty (60) days from the effectivity of this Act, DOLE and PNP-SOSIA shall jointly promulgate the IRR for its effective implementation.

SEC. 10. Separability Clause. - If any provision of this Act is declared invalid or unconstitutional, the remaining provisions shall remain in full force and effect.

SEC. 11. Repealing Clause. - All laws, orders, rules, or regulations inconsistent with this Act are hereby amended or repealed accordingly.

SEC. 12. Effectivity Clause. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,