

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9250



Introduced by
ACT Teachers Party-List Rep. ANTONIO L. TINIO,
Gabriela Women's Party Rep. SARAH JANE I. ELAGO,
and **KABATAAN Party-List Rep. RENEE LOUISE M. CO**

AN ACT
PROVIDING FOR A UNIFORM OR CLOTHING ALLOWANCE
FOR CIVILIAN EMPLOYEES IN THE NATIONAL GOVERNMENT
AND APPROPRIATING FUNDS THEREFOR

For most civilian government employees, the uniforms they are required to wear daily to work are both boon and bane. Uniforms give a professional air about them, and can be taken as symbols of their official authority and status. A public school teacher, for example, is called the honorific “ma’am” or “sir” even outside the school, even by strangers, recognized as the revered “pangalawang magulang.” Uniforms help government employees identify with each other as colleagues in the workplace, as comrades in public service.

However, the outward benefits given by uniforms are heavily offset by the holes driven into the pockets of underpaid civil servants, since ready-made uniforms, “pasadya” services, and other expenses necessary to comply with the required attire have become too expensive for them.

Legislated increases via the annual Appropriations Acts are too slow to catch up with the rise of the prices of textiles, sewing and tailoring services, and ready-to-wear uniforms or clothes. It took six long years before the Uniform or Clothing Allowance was increased from ₱5,000 to ₱6,000 in 2018. (It was a measly adjustment of 20%, compared to the last increase in 2012 by 25% from ₱4,000 to ₱5,000.) It took another six long years before a new adjustment: from ₱6,000 to ₱7,000 in 2024. At present, the UCA is still nailed at ₱7,000, even after repeated spikes in inflation in the past two years.

This Bill therefore seeks to grant a ₱10,000 Uniform or Clothing Allowance for all civilian employees in national government agencies and instrumentalities. A provision for mandatory periodic review for increases is included to change the current set-up where the amount of the benefit gets frozen for a long time despite the price increases of materials and service.

Also included is a mandate for the Department of Budget and Management to coordinate with the Department of Science and Technology and the Department of Trade and Industry to ensure that agency employers use Philippine fibers and Philippine-made fabrics, pursuant to an old law largely unimplemented, Republic Act 9242 or the *Philippine Tropical Fabrics Law*. This mandated preference for the local textile industry and local clothes-makers is designed to give them a much-needed momentum especially during these times when micro, small, and medium enterprises are struggling to get back on their feet.

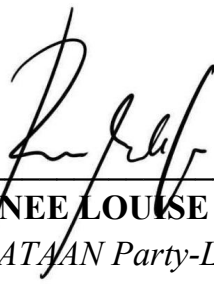
For these reasons, immediate approval of this Bill is sought.



REP. ANTONIO L. TINIO
ACT Teachers Party-List



REP. SARAH JANE I. ELAGO
Gabriela Women's Party



REP. RENEE LOUISE M. CO
KABATAAN Party-List

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

SECTION 1. *Title.* This Act shall be known and cited as “*The Uniform or Clothing Allowance Act of 2026.*”

SEC. 2. *Declaration of Policy.* It is hereby declared to be the policy of the State to promote and improve the economic status of civilian government employees as indispensable to the bureaucracy and in the delivery of government services, most especially, basic social services to the people. Thus, the grant to them of benefits for articles essential to the performance of their tasks and functions, such as their uniform and official clothing, and review of the amounts of these benefits, are likewise indispensable.

SEC. 3. *Uniform or Clothing Allowance.* A Uniform or Clothing Allowance to cover the purchase of textiles as well as for sewing and tailoring costs in the making of uniforms, or for the purchase of uniforms already made, or, for employees exempt from uniforms, for the purchase of clothes in the amount of Ten thousand pesos (₱10,000.00) per year is hereby authorized.

The Uniform or Clothing Allowance shall be exempt from income tax.

SEC. 4. *Coverage.* The grant of the Uniform or Clothing Allowance authorized in this Act shall be granted to covered civilian employees in all government agencies or instrumentalities pursuant to guidelines to be issued, within sixty days from the effectivity of this Act, by said agencies or instrumentalities: *Provided*, That where classes of employees are declared to be exempt from wearing uniforms, they shall be granted Ten thousand pesos (₱10,000.00) as Clothing Allowance; *Provided, further*, That the Allowance may be granted by agencies or instrumentalities in the form of cash, textile materials, or uniforms procured through a bidding process, with first preference given to the choice of the employees' unions and organizations and to the use of Philippine fibers and Philippine-made fabrics; *Provided, finally*, That the Department of Budget and Management (DBM) shall coordinate with the Department of Science and Technology and the Department of Trade and Industry to ensure that agencies use Philippine fibers and Philippine-made fabrics, especially those produced by micro, small, and medium enterprises, pursuant to Republic Act 9242, or the *Philippine Tropical Fabrics Law*.

SEC. 5. *Funding.* The amounts necessary for the grant of Uniform or Clothing Allowance authorized under this Act shall be charged against the appropriations of the agency employers under the General Appropriations Act (GAA).

SEC. 6. *Periodic Review for Increases.* The DBM, in consultation with organizations and unions of government employees, is hereby mandated to conduct a periodic review of the Uniform or Clothing Allowance, taking into account the current prices of cloth, materials, and labor, and, if warranted, to recommend the necessary increase in the amount of the allowance.

SEC. 7. *Repealing Clause.* All laws, decrees, resolutions, orders or ordinances, rules and regulations or parts thereof inconsistent with this Act, are hereby repealed, amended or modified accordingly.

SEC. 6. *Effectivity Clause.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,