



Republic of the Philippines  
**Bangsamoro Autonomous Region in Muslim Mindanao**  
**OFFICE OF THE CHIEF MINISTER**  
Bangsamoro Government Center, Governor Gutierrez Avenue, Rosary Heights VII, Cotabato City 9600

**MEMORANDUM**

Circular No. 0094

Series of 2025

TO : **ALL MINISTRIES, OFFICES, AND AGENCIES**  
Bangsamoro Autonomous Region in Muslim Mindanao

SUBJECT : **GUIDELINES ON DRESS CODE FOR BANGSAMORO GOVERNMENT OFFICIALS AND EMPLOYEES**

DATE : **10 Safar 1447 AH | 04 August 2025**

**I. RATIONALE**

In line with the provisions set forth in Civil Service Commission (CSC) Memorandum Circular No. 2400766 dated 29 August 2024, and CSC Memorandum Circular No. 16 s. 2024, all ministries, offices, and agencies (MOAs) of the BARMM shall adopt the Dress Code for Government Officials and Employees in the Workplace. This aims to uphold high standards of professionalism, discipline, and respect for public service roles while promoting a uniform appearance that reflects the core values of integrity, accountability, and responsibility.

The dress code fosters unity and professionalism by setting clear expectations for attire, enhancing the internal work environment, and positively influencing public perception of the Bangsamoro Government's commitment to excellence. It also accommodates diverse roles and cultural considerations, ensuring that employees present themselves appropriately in public-facing roles. Ultimately, this dress code reinforces the Bangsamoro Government's commitment to maintaining high standards of conduct and public trust.

**II. OBJECTIVES**

Appropriate dress code shall be established for officials and employees of the BARMM ministries, offices, and agencies when performing official functions inside and outside the office premises to maintain a professional and respectable image, promote uniformity and discipline, and uphold the values of integrity and accountability in public service. This dress code also aims to foster a cohesive identity of the Bangsamoro Government, reflecting cultures while ensuring that all employees present themselves in a manner consistent with the standards of their roles and responsibilities.

**III. SCOPE**

These guidelines shall apply to all BARMM ministries, offices, and agencies in establishing the dress code for all officials and employees, regardless of their employment status (such as permanent, coterminous, casual, contractual, or those on a contract of service).

**IV. DEFINITION OF TERMS**

**ASEAN-inspired Attire** refers to clothing influenced by the traditional garments of ASEAN member states (*Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the*

Philippines, Singapore, Thailand, and Vietnam), symbolizing regional identity and solidarity.

**Filipiniana-inspired Attire** is influenced by traditional Filipino clothing that reflects the rich culture, customs, and heritage of the Philippines. It includes pantsuits, blazers, and dresses made from indigenous fabrics, featuring intricate embroidery and unique details.

V. POLICIES

- 1. Official Attire. The official attire of BARMM officials and employees shall include the Filipiniana-inspired attire, ASEAN-inspired attire, and the respective MOAs' prescribed office uniform. These shall be worn in accordance with their assigned schedules as follows:

| Working Days      |                 | Office Attire                |
|-------------------|-----------------|------------------------------|
| Monday            | First week      | ASEAN-inspired               |
|                   | Second - Fourth | Filipiniana-inspired         |
| Tuesday to Friday |                 | Prescribed uniforms for MOAs |

**Muslim female employees are encouraged to wear the 'abaya', complemented by a Filipiana-inspired top, in a manner that maintains modesty while aligning with the official dress code.**

A separate memorandum shall be issued to detail the official color scheme and design of the prescribed uniform for officials and employees.

The office I.D. shall be worn at all times during office hours or official duty, as it forms part of the official uniforms under the Anti-Red Tape Act.

- 2. Appropriate Dress Code. All officials/employees shall wear the required dress code. If an individual does not have a prescribed office uniform, he/she shall wear smart-casual attire following the color scheme of the official uniform.
  - T-shirts – Collared t-shirts are allowed for both male and female employees.
  - Skirt Length – To maintain modesty and formality, female officials and employees shall wear skirts that fall at least mid-calf or longer, ensuring that no part of the knee is exposed when sitting or standing.
  - Appropriate Footwear – Leather/rubber shoes, doll shoes, or any appropriate enclosed shoes may be worn.
  - Wearing of Denim or “Maong” Pants – Denim or “Maong” pants, although generally prohibited (CSC MC No. 19 s. 2000 #3), may be considered as appropriate attire when paired with a collared polo shirt (for male employees), or any appropriate blouse or collared shirt (for female employees).
- 3. Other Matters. Grooming standards, including hairstyle, haircut, as well as the growth of beards and mustaches, are permitted, provided that officials and employees maintain a neat and professional appearance at all times. Nails must

also be properly trimmed. Wearing of make-up, jewelry and other accessories should be minimal and not overly flashy.

Only official jackets and shirts approved by the management shall bear the BARMM and office logos, including the office name.

4. Prohibited Attire. The following attire shall be prohibited for all employees when performing official functions inside the workplace:

| Category        | Prohibited Attire                                                                                                                                                                                                                                                                                                                                    |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Tops</i>     | Non-collared t-shirts ( <i>unless during office-related celebrations</i> )<br>Tops with inappropriate prints<br>Gauzy transparent, sheer, or net-like shirt or blouse<br>Skin-tight or body-hugging clothing<br>Sando, tank-tops, strapless or spaghetti-strap blouse ( <i>unless worn as an undershirt</i> )<br>Blouse with over-plunging necklines |
| <i>Bottoms</i>  | Short skirts, walking or cycling shorts, leggings, tights, jogging pants, tattered/ripped jeans, and other tight-fitting bottoms                                                                                                                                                                                                                     |
| <i>Footwear</i> | Rubber sandals, rubber slippers, “bakya”, and other open-toed footwear <sup>1</sup>                                                                                                                                                                                                                                                                  |

5. Exemption that may be allowed. In the implementation of this Dress Code, the following may be allowed:

- General Services Ground Maintenance and Building Maintenance Personnel, Quick Response Team shall wear attire appropriate to their line of work. Others with comparable duties and function must file a written request as detailed below.
- When religious affiliation or creed or any legitimate practice by the employee in relation thereto requires him/her to wear a particular clothing.
- Those with physical disabilities or other legitimate health reasons may wear appropriate attire suitable for their needs, provided they submit a medical certificate from a health office or medical institution to their office’s HR Division / Unit.
- Pregnant female employees shall be permitted to wear appropriate maternity attire throughout the duration of their pregnancy.
- Employees who have lost a loved one may wear appropriate mourning attire during the period of bereavement.
- Other circumstances analogous to the foregoing.

In case the official or employee cannot comply with the dress code, he/she must file a written request for exemption from the Head of Agency, through the HR Division / Unit, at least (15) days prior or whenever possible, for approval. If the request is approved, the official or employee shall nevertheless report for work in at least a smart casual attire.

**VI. PENALTY**

Violations of the dress code shall be grounds for disciplinary action. In line with the inherent authority of the heads of agencies to discipline personnel, and to ensure fairness and due

<sup>1</sup> Slippers are permitted only during the performance of Wudhu (ablution) and Salah (prayer).

process, penalties shall be imposed through administrative disciplinary proceedings, following the tiered approach outlined below.

| Offense                               | Penalty                                                                                                                    |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| First Offense                         | Verbal warning by the immediate supervisor to acknowledge the infraction and provide an opportunity for corrective action. |
| Second Offense                        | Written warning documenting the violation and the expected adjustments.                                                    |
| Third Offense and subsequent offenses | Suspension without pay for one (1) week.                                                                                   |

VII. MONITORING

The Human Resource (HR) Unit, Section, or Division of the MOAs shall be responsible for implementing a monitoring scheme to ensure personnel compliance with the dress code.

VIII. EFFECTIVITY

These guidelines shall become effective upon approval hereof and shall remain in full force unless rescinded or amended by the undersigned or any higher authority.

For guidance and compliance.

By Authority of the Chief Minister  
ABDULRAOF A. MACACUA

  
MOHAMMAD S. YACOB, Ph.D.  
Senior Minister

