



Republic of the Philippines  
**Department of Education**

DepEd MEMORANDUM  
No. **004**, s. 2025

JAN 08 2025

**RECONSTITUTION OF THE  
DEPARTMENT OF EDUCATION UNIFORM COMMITTEE (DUC)**

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

1. The DUC was created by virtue of DepEd Memorandum No. 17, s. 2020 titled *Creation of the Department of Education Uniform Committee for School Years 2020-2021 and 2021-2022*.

2. With arising concerns relative to the DepEd uniform at the field offices and schools, changes in the DepEd administration and directives, and to comply to the newly released Civil Service Commission MC No. 16, s. 2024, there is a need to reconstitute the DUC.

3. The reconstituted DUC shall serve for School Years 2024-2025 and 2025-2026. It shall include representatives from various sectoral groups and offices in the Department, such as regional directors, directors of bureaus and services, schools division superintendents, school heads, national associations and/or organizations of teachers and non-teaching employees.

4. In view of the foregoing, the newly reconstituted DUC shall be composed of the following:

Chairperson                      Undersecretary for Human Resource and Organizational Development

Vice-Chairperson              Assistant Secretary for Operations

The members shall be composed of one permanent representative from the following national organizations/associations of teachers and non-teaching employees and DepEd offices:

**a. National Organizations and Associations of Teachers and Non-teaching Employees (9)**

- i. Association of DepEd Directors (ADD)
- ii. Philippine Association of School Superintendents (PASS)

- iii. National Association of Public Secondary School Heads Inc. (NAPSSHI)
- iv. Public Elementary School Principals Association (PESPA)
- v. Alliance of Concerned Teachers (ACT)
- vi. National Organization of Professional Teachers Inc. (NOPTI)
- vii. National Employees Union (NEU)
- viii. Teachers Dignity Coalition (TDC) and
- ix. DepEd Cooperative.

**b. DepEd Offices (2)**

- i. Administrative Service (AS)
  - ii. Bureau of Human Resource and Organizational Development (BHROD)
5. The Employee Welfare Division (EWD) shall remain as the Secretariat to the DUC and shall continue to provide support services to the Committee.
6. In addition, the functions of the DUC shall remain the same, to wit:
- The DUC shall:
- a. Select and propose the uniform designs and materials that are most appropriate and suitable for teachers;
  - b. Decide on issues relevant to the selection of DepEd uniforms; and
  - c. Monitor the implementation of the prescribed selected uniforms and resolve issues which may arise thereafter.
7. Furthermore, the abovementioned member organizations and associations shall submit the names of their permanent representative to the DUC by filling out Annex A and submitting it to **Bureau of Human Resource and Organizational Development- Employee Welfare Division (BHROD-EWD)** via email at [bhrod.ewd@deped.gov.ph](mailto:bhrod.ewd@deped.gov.ph) **on or before 17 January 2025**.
8. For more information, please contact BHROD-EWD, 4th Floor, Mabini Building, DepEd Complex, Meralco Avenue, Pasig City at telephone no. (02) 8633-7229.
9. Immediate dissemination of this Memorandum is desired.

By the Authority of the Secretary:

  
**ATTY. FATIMA LIPP D. PANONTONGAN**  
*Undersecretary and Chief of Staff*



**ANNEX A**

To: Employee Welfare Division  
Bureau of Human Resource and Organizational Development  
Email: [bhrod.ewd@deped.gov.ph](mailto:bhrod.ewd@deped.gov.ph)

In response to DepEd Memorandum No. \_\_\_ s. \_\_\_, the \_\_\_\_\_  
\_\_\_\_\_ confirms the nomination of its permanent representative to the  
Department of Education Uniform Committee (DUC).

Name	Position/Delegation	Contact No.	Email Address
***nothing follows***			

\_\_\_\_\_  
Signature over Printed Name

\_\_\_\_\_  
Date