

S. No. 2872  
H. No. 4896

Republic of the Philippines  
Congress of the Philippines  
Metro Manila  
Nineteenth Congress  
Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-second day of July, two thousand twenty-four.

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[ REPUBLIC ACT NO. 12178 ]

AN ACT DECLARING THE SIXTEENTH DAY OF MAY OF EVERY YEAR A SPECIAL WORKING HOLIDAY TO BE KNOWN AS THE "NATIONAL EDUCATION SUPPORT PERSONNEL DAY", MANDATING THE DEPARTMENT OF EDUCATION AND THE COMMISSION ON HIGHER EDUCATION TO LEAD IN ITS OBSERVANCE, AND APPROPRIATING FUNDS THEREFOR

*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 "National Education Support Personnel Day Act".

SEC. 2. *Declaration of Policy.* — It is hereby declared the policy of the State to undertake initiatives that will recognize the vital role of Education Support Personnel in the realization of the right

to education, in fostering positive and safe learning environments, and in ensuring that public and private educational institutions function effectively in providing quality education for all learners and students.

SEC. 3. *Definition.* – As used in this Act, the term “Education Support Personnel” refers to persons employed in teaching-related or non-teaching positions of any public or private school, college, university, or other educational institution, including but not limited to teaching assistants, registrars, librarians, doctors, nurses, schools division counselors, school counselors, school counselor associates, guidance counselors, psychologists, clerks, and the rest of the professional, administrative, technical, and general staff who provide support to learners, students, and teaching personnel.

SEC. 4. *National Education Support Personnel Day.* – In recognition of the observance of the World Education Support Personnel Day, the sixteenth (16<sup>th</sup>) day of May of every year is hereby declared a special working holiday to be known as the “National Education Support Personnel Day”.

SEC. 5. *Inter-Agency and Multi-Sectoral Effort; Implementation.* – The Department of Education and the Commission on Higher Education shall serve as the lead agencies in the preparation and implementation of the annual program of activities for the observance of the National Education Support Personnel Day.

To ensure the meaningful observance and celebration of this day, the heads of national government agencies and government-owned and/or -controlled corporations involved in education, local government units, and private sector employers involved in education are encouraged to allow their respective personnel to participate in any related activity to be held within the premises of their respective offices or establishments.


SEC. 6. *Appropriations.* – The amount necessary to implement this Act shall be included in the annual General Appropriations Act.

SEC. 7. *Separability Clause.* – If any part or provision of this Act is declared invalid or unconstitutional, the other provisions not otherwise affected shall remain in force and effect.

SEC. 8. *Repealing Clause.* – All laws, executive orders, presidential decrees, administrative orders, rules and regulations, issuances, or parts thereof contrary to or inconsistent with the provisions of this Act are hereby repealed or amended accordingly.


SEC. 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,

  
FERDINAND MARTIN G. ROMUALDEZ  
*Speaker of the House  
of Representatives*

  
FRANCIS “CHIZ” G. ESCUDERO  
*President of the Senate*

This Act, which is a consolidation of Senate Bill No. 2872 and House Bill No. 4896, was passed by the Senate of the Philippines and the House of Representatives on February 4, 2025 and February 5, 2025, respectively.

  
REGINALD S. VELASCO  
*Secretary General  
House of Representatives*

  
RENATO N. BANTUG JR.  
*Secretary of the Senate*

Approved: APR 15 2025

  
FERDINAND ROMUALDEZ MARCOS JR.  
*President of the Philippines*

