

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH (20th) CONGRESS
FIRST REGULAR SESSION

House Bill No. 242



Introduced by
Rep. ROBERT NAZAL

AN ACT
PROMOTING MERITOCRACY AND TRANSPARENCY IN PUBLIC SERVICE, BANNING
POLITICAL PATRONAGE AND OTHER FORMS OF UNDUE INFLUENCE IN GOVERNMENT
APPOINTMENTS, PROMOTIONS, AND BENEFIT DISTRIBUTION, AND FOR OTHER
PURPOSES

EXPLANATORY NOTE

Patronage politics is one of the oldest and most deeply embedded ills in Philippine governance. For decades, public office has too often been treated as a reward for loyalty rather than a trust for merit. This practice undermines efficiency, demoralizes career public servants, and erodes public confidence in our institutions.

The so-called "padrino system", wherein appointments, promotions, and contracts are secured through political connections rather than qualifications, has entrenched mediocrity, stifled innovation, and perpetuated a culture of dependency, corruption, and impunity. Talented Filipinos are left on the sidelines while the privileged few leapfrog through the bureaucracy simply because they know the right people.

The proposed "Gobyernong Walang Padrino Act" seeks to institutionalize meritocracy, transparency, and accountability in the civil service, appointments to government-owned and controlled corporations (GOCCs), and discretionary posts. It sets up strict standards, mechanisms, and penalties to prevent favoritism, political interference, or undue influence in government hiring, promotions, and program selection.

This bill is about restoring faith in government. It is a commitment to the Filipino people that public service is not a reward for loyalty, but a responsibility entrusted to those who are most qualified. It is a bold step toward building a bureaucracy that is professional, impartial, and truly in service of the public, not of padrinos.

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


Rep. ROBERT NAZAL
Bagong Henerasyon Party-List

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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 "Gobyernong Walang Padrino Act."

SECTION 2. DECLARATION OF POLICY.

It is hereby declared the policy of the State to uphold meritocracy, professionalism, and integrity in public service. The government shall institutionalize transparent, competency-based, and politically neutral mechanisms in the selection, hiring, promotion, and retention of personnel and the distribution of government programs.

SECTION 3. DEFINITION OF TERMS.

For purposes of this Act:

- A. Padrino System refers to the practice of securing employment, promotion, contract award, or program benefit in government through political sponsorship, affiliation, or undue influence rather than merit or eligibility.
- B. Undue Influence includes any attempt by a public official, politician, or third party to intervene or manipulate government appointments, promotions, or decisions for private or partisan gain.
- C. Merit-Based Hiring means recruitment and promotion based solely on qualifications, experience, performance, and competency standards.

SECTION 4. SCOPE AND COVERAGE.

This Act shall apply to:

- A. All national government agencies, departments, bureaus, and offices;
- B. Local government units (LGUs);
- C. Government-owned or -controlled corporations (GOCCs);
- D. Government financial institutions (GFIs);
- E. State universities and colleges (SUCs);
- F. All government-funded programs, financial assistance programs and initiatives, and grants.

SECTION 5. BAN ON POLITICAL ENDORSEMENTS.

No appointment or promotion in government shall be accompanied by or influenced through any letter of recommendation, endorsement, or referral by elected officials, political appointees, or candidates for public office. Any such document shall be disallowed in personnel files and disqualified from appointment proceedings.

SECTION 6. MERIT-BASED APPOINTMENTS AND PROMOTIONS.

All hiring and promotion shall:

- A. Be based on Civil Service Commission (CSC)-approved qualification standards;
- B. Use transparent, competitive, and standardized procedures;
- C. Require publication of vacancies, criteria, and ranking results;
- D. Be audited by internal and external oversight mechanisms.

SECTION 7. ANTI-PADRINO COMPLIANCE MECHANISM.

An Anti-Padrino Oversight Unit (APOU) shall be created under the Civil Service Commission to:

- A. Monitor compliance with this Act;
- B. Conduct spot audits on appointments and promotions;
- C. Investigate anonymous or formal complaints of patronage;
- D. Recommend administrative or criminal charges for violators.

SECTION 8. WHISTLEBLOWER PROTECTION.

Whistleblowers who report violations of this Act shall be protected under Republic Act No. 698, otherwise known as the "Whistleblower Protection Act" and granted anonymity, legal assistance, and immunity from administrative retaliation.

SECTION 9. PENALTIES.

- A. Public officials who are found to have violated any of the provisions of this Act after due process, shall be dismissed from service, with accessory penalties of perpetual disqualification and forfeiture of benefits in addition to a fine of PhP 5,000,000 or shall suffer the penalty of imprisonment for up to five (5) years.
- B. Private individuals or third parties who are found to have violated any of the provisions of this Act after due process, shall be fined up to PhP 500,000 or shall suffer the penalty of imprisonment for up to five (5) years, or both.
- C. Appointing authorities shall be dismissed from service, with accessory penalties of perpetual disqualification and forfeiture of benefits in addition to a fine of PhP 10,000,000 or shall suffer the penalty of imprisonment for up to ten (10) years, if they knowingly act on politically influenced or non-meritorious endorsements.

SECTION 10. INFORMATION DISCLOSURE AND PUBLIC REPORTING.

All agencies shall annually publish a report on appointments, promotions, and program awards, including names, ranks, eligibility points, and results of assessments, which shall be made available to the public in open data format.

SECTION 11. IMPLEMENTING RULES AND REGULATIONS.

Within sixty (60) days from the effectivity of this Act, the Civil Service Commission, in with COA, DILG, and other relevant agencies, shall promulgate the necessary implementing rules and regulations.

SECTION 12. SEPARABILITY CLAUSE.

If any provision of this Act is declared unconstitutional, the remaining provisions shall remain valid.

SECTION 13. REPEALING CLAUSE.

All laws, executive orders, rules, or regulations inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 14. EFFECTIVITY.

This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in two (2) national newspapers of general circulation.

Approved,