

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

TWENTIETH CONGRESS  
First Regular Session

House Bill No. 7432



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Introduced by Honorable Ferdinand Alexander A. Marcos

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**EXPLANATORY NOTE**

The principle of “no work, no pay” is a general labor standard applied to workers across the country. However, Members of Congress, who are entrusted with the responsibility of crafting laws and representing the people, are currently compensated regardless of attendance or participation. This has led to public concern over absenteeism, lack of accountability and wastage of taxpayer funds.

This bill seeks to institutionalize a “no work, no pay” compensation scheme for Members of Congress, ensuring that public funds are spent only when these elected officials fulfill their duties. By mandating that salary and other emoluments be tied to attendance and participation in plenary sessions, committee hearings, and other official functions, the measure promotes transparency, accountability, and integrity in governance.

This proposed legislation also provides safeguards by recognizing valid reasons for absence, such as illness or official representation duties, while penalizing misconduct and fraudulent claims. Furthermore, it requires the publication of attendance records to strengthen public trust and oversight.

To the objection that this bill is probably unconstitutional, for selective discrimination against Members of Congress (hence, a class legislation), it must be remembered that no less than the 1987 Philippine Constitution itself provides for the statutory regulation of the official compensation for Members of Congress when it states in part, under Section 10 of Article VI, that “The salaries of Senators and Members of the House of Representatives shall be determined by law.”

In passing this measure, Congress affirms its commitment to uphold the highest standards of public service and to ensure that elected representatives truly embody the principle of service to the people.

In view of the foregoing, the enactment of this bill at the soonest is earnestly recommended.

A handwritten signature in black ink, appearing to read "F. A. Marcos", written in a cursive style.

**FERDINAND ALEXANDER A. MARCOS**  
First District of Ilocos Norte

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**AN ACT**  
**MANDATING A “NO WORK, NO PAY” COMPENSATION SCHEME FOR**  
**MEMBERS OF CONGRESS AND FOR OTHER PURPOSES**

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

**SECTION 1.** *Short Title.* - This Act shall be known and cited as the "*No Work, No Pay for Members of Congress Act.*"

**SEC. 2.** *Declaration of Policy.* – It is hereby declared the policy of the State to promote accountability, responsibility, and integrity in public service. Members of Congress, as elected representatives of the people, must be held to the highest standards of diligence and performance. Compensation shall be strictly tied to attendance and participation in official duties.

**SEC. 3.** *Coverage.* – This Act shall apply to all Members of the Senate and the House of Representatives.

**SEC. 4.** *Definition of Terms.* – For purposes of this Act,

- (a) Member of Congress – refers to any duly elected Senator or Member of the House of Representatives
- (b) Plenary Session – refers to a regular or special session of Congress where legislative business is conducted with the presence of a quorum, as officially recorded in the Journal of the Senate or the House of Representatives
- (c) Committee Hearing/Meeting – refers to any duly constituted meeting of a standing, special, or ad hoc committee, including investigations in aid of legislation.
- (d) Official Attendance – refers to physical or officially authorized remote presence of a Member of Congress in a plenary session or committee hearing, duly recorded by the Secretariat.
- (e) Compensation – All salaries, allowances, per diems, honoraria, and other forms monetary remuneration regularly paid from public funds to a Member of Congress.

**SEC. 5.** *Compensation Scheme.*

- (a) Members of Congress shall receive compensation only for days in which they are present and performing official legislative duties, including:
  - Attendance in plenary sessions;
  - Participation in committee hearings (where such Member is officially listed as a member

- of the committee)
- Engagement in official activities

(b) Absences without valid reason shall result in forfeiture of compensation for the day(s) missed.

(c) Valid reasons for absence shall include:

- Illness certified by a licensed physician;
- Official representation duties authorized by the leadership of the chamber;
- Official travel/mission, as authorized by the Speaker; and
- Approved leave of absence.

**SEC. 6. *Authorized Absences.*** – While Congress is in session, the following shall be deemed present:

- (a) Members who are attending committee meetings as authorized by the Committee on Rules, upon written notification to the Secretary General by the concerned committee secretary;
- (b) Members who are attending meetings of:
  - b.1. The Commission on Appointments;
  - b.2. The House of Representatives Electoral Tribunal; and
  - b.3. Bicameral Conference Committees
- (c) Members who are on official mission as approved by the Speaker.

**SEC. 7. *Monitoring and Enforcement.***

- (a) The Secretariat of each chamber shall maintain daily attendance records of Members.
- (b) Compensation shall be computed and disbursed based on verified attendance.
- (c) Records of attendance shall be made publicly accessible to ensure transparency.

**SEC. 8. *Penalties.*** – Any attempt to falsify attendance records or claim compensation without performing official duties shall constitute misconduct and shall be subject to disciplinary action, including suspension or expulsion, in accordance with existing rules of Congress.

**SEC. 9. *Implementing Rules and Regulations.*** – Within sixty (60) days from the effectivity of this Act, the Senate and the House of Representatives shall promulgate the necessary rules and regulations to implement the provisions of this Act.

**SEC. 10. *Separability Clause.*** – If any provision of this Act is declared unconstitutional, the remaining provisions not affected thereby shall remain in full force and effect.

**SEC. 11. *Repealing Clause.*** - All laws, presidential decrees, executive orders and their implementing rules, inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

**SEC. 12. *Effectivity.*** - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,