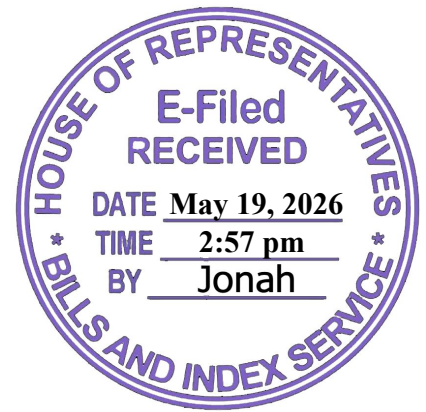


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session
House Bill No. **9329**



Introduced by: Congressman **BIENVENIDO M. ABANTE, JR.**

AN ACT
MANDATING A "NO-WORK NO-PAY" COMPENSATION SCHEME FOR ALL
GOVERNMENT OFFICIALS, EMPLOYEES, AND WORKERS, WHETHER
ELECTED OR APPOINTED, INCLUDING MEMBERS OF CONGRESS, AND
FOR OTHER PURPOSES

EXPLANATORY NOTE

The Constitution provides: "That public office is a public trust. Public officers and employees must at all times be accountable to the people, serve them with utmost responsibility, integrity, loyalty, and efficiency, act with patriotism and justice, and lead modest lives" (Sec. 1, Art. XI, Constitution).

On the other hand, R.A. No. 6713, otherwise known as the Code of Conduct and Ethical Standards for Public Officials and Employees, mandates that public office is a public trust. Employees are required to serve with utmost responsibility, integrity, loyalty, and efficiency, prioritizing public interest over personal gain. This law declares that it is the policy of the State "to promote a high standard of ethics in public service. Public officials and employees shall at all times be accountable to the people and shall discharge their duties with utmost responsibility, integrity, competence, and loyalty, act with patriotism and justice, lead modest lives, and uphold public interest over personal interest", enjoining prompt service and an eight-hour workday as a rule.

The unequivocal constitutional mandate and R.A. No. 6713 and its policy declaration notwithstanding, it is sad to note the reality that absences and tardiness remain rampant among public officials, employees and workers, both elected and appointed. This is plain dishonesty, disservice and disloyalty to the Filipino people who share in the salaries and benefits of every government official, employee, and worker.

Not only human law mandates labor in all honest, loyalty and integrity but more so Divine law. The Holy Writ commands us to work and labor for our sustenance as it declares: "In the sweat of thy face shalt thou eat bread, till thou return unto the ground; for out of it wast thou taken: for dust thou art, and unto dust shalt thou

return" (Genesis 3:19). The same Writ enjoins that we should work in all professionalism, diligence, honesty, integrity and efficiency, declaring in no uncertain words that –

"Lying lips are abomination to the Lord: but they that deal truly are his delight" (Proverbs 12:22).

"The soul of the sluggard desireth, and hath nothing: but the soul of the diligent shall be made fat" (Proverbs 13:4, KJV).

"In all labor there is profit: but the talk of the lips tendeth only to penury" (Proverbs 14:23, KJV).

"Whatsoever thy hand findeth to do, do it with thy might; for there is no work, nor device, nor knowledge, nor wisdom, in the grave, whither thou goest" (Ecclesiastes 9:10, KJV).

"Providing for honest things, not only in the sight of the Lord, but also in the sight of men" (2 Corinthians 8:21, KJV).

"Let him that stole steal no more: but rather let him labour, working with his hands the thing which is good, that he may have to give to him that needeth" (Ephesians 4:28, KJV).

"And whatsoever ye do, do it heartily, as to the Lord, and not unto men" (Colossians 3:23, KJV).

"For even when we were with you, this we commanded you, that if any would not work, neither should he eat" (2 Thessalonians 3:10, KJV).

"For we hear that there are some which walk among you disorderly, working not at all, but are busybodies" (2 Thessalonians 3:11, KJV).

In the light of the foregoing, this bill seeks to institutionalize a "NO-WORK NO-PAY" scheme of compensation for all government officials, employees, and workers, both national and local, whether elected or appointed, including members of Congress, to ensure professionalism, diligence, honesty, integrity and efficiency in public service to promote the general welfare of the people and to enhance national development and progress.

The early approval of this bill, therefore, is earnestly requested.



BIENVENIDO M. ABANTE, JR.

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Be it enacted by the Senate and the House of Representatives of the Philippines in session assembled:

SECTION 1. This Act shall be known as the “**no-work no-pay**” for officials, employees, and workers in the government Act of 2026.

SEC. 2. *Declaration of Policy.* It is the policy of the State to promote the highest possible degree of professionalism, accountability, responsibility, diligence, integrity, loyalty, and efficiency in public service to promote and uphold fairness, hold our legislators to a higher standard, and recognize a fair day’s wage for a fair day’s labor as the principle behind no-work no-pay, for the general welfare of the people and to enhance national development and progress.

SEC. 3. *Coverage.* This Act shall apply to all officials, employees and workers in the government, both national and local, elected or appointed, including members of Congress.

SEC. 4. *Definition of Terms.* For purposes of this act –

(a) *Government officials, employees and workers* shall mean – Any person in the service of the government, its branches, subdivisions, agencies or instrumentalities, including local government units and government owned or controlled corporations (GOCCs). It shall cover both elective and appointive positions whether permanent, temporary, casual or job order, and whether in career and non-career services.

(b) *Members of Congress* - refer to duly elected Senators and Members of the House of Representatives including those elected under the Party List representation.

(c) *Plenary Session* – refers to a regular or special session of Congress duly convened and where legislative business is conducted as officially recorded in the Journal of the Senate or House of Representatives, as the case may be.

(d) *Committee Hearing, and Meeting* – refer to any duly constituted hearing, meeting or investigation of any standing, special or ad hoc committee of the Senate or the House of Representatives, including investigations in aid of legislation.

(e) *Official Attendance* – refers to physical or officially authorized virtual or remote presence of a Member of Congress in a plenary session, or committee hearing, meeting or investigation, duly recorded by the Secretariat.

(f) *Compensation* – refers to all salaries, allowances, per diems, honoraria, and other forms of monetary compensation or benefits regularly paid from public funds to officials, employees or workers in government including Members of Congress.

SEC. 5. *Compensation scheme for Members of Congress.*

(a) Members of Congress shall receive compensation corresponding only to the days in which they are present and performing official legislative duties, physically or virtually with prior authority or confirmation from the office of the Senate President or Speaker of the House, as the case may be, in:

- i. Plenary sessions.
- ii. Committee hearings, investigations, meetings or deliberations where such Member is officially listed as member of such committee; and
- iii. Legislative activities.

(b) Absence without valid reason or when not authorized by the Senate President or the Speaker of the House of Representatives, as the case may be, shall result in the forfeiture of compensation for the duration of such absence.

(c) Valid reasons for absences shall include:

- i. Illness duly certified under oath by a duly licensed government Physician;
- ii. Official travel for official business, or mission, locally or abroad when duly approved by the Senate President or Speaker of the House of Representatives, as the case may be, and cleared by appropriate government offices or agencies when such clearance is required by law;
- iii. Leave of absence approved by the Senate President or Speaker of the House of Representatives, as the case may be.

(d) Members of Congress shall submit to the Senate President or the Speaker of the House of Representatives, as the case may be, a weekly report of their itinerary and schedule of official activities when working outside the premises of the Senate or House of Representatives for the duration of their absence. The form for such weekly report shall be provided by the Office of the Senate President and the Speaker of the house of Representatives, as the case may be.

(e) This compensation scheme shall not apply while Congress is not in session.

SEC. 6. *Recognized as Present.* While Congress is in session, the following Members shall be recognized as present:

(a) Members who are attending committee meetings, hearings, or investigations as authorized by the Committee on Rules upon written notification by the Committee Secretary to the Senate Secretary in the case of the Senate, and to the Secretary General in the case of the House of Representatives.

(b) Members who are attending meetings or hearings of:

- i. The Committee on Appropriations.
- ii. The Electoral Tribunal.
- iii. Bicameral Conference Committee.

(c) Members who are on official mission locally or abroad as approved by the Senate President or the Speaker of the House of Representatives, as the case may be.

SEC. 7. *Compensation scheme for government officials, employees and workers who are not Members of Congress.*

(a) Other government officials, employees and workers who are not Members of Congress shall receive compensation corresponding only to the days and number of hours in which they are present at their place of work and performing their official duties, physically or virtually with prior authority or confirmation from the Head of the office or agency to which the covered official, employee or worker is officially assigned.

(b) Absence without valid reason or when not authorized by the Head of the office or agency to which the covered official, employee or worker is officially assigned, including tardiness and undertime shall result in the forfeiture of compensation for the duration of such absence, tardiness or undertime.

(c) Valid reasons for absences, tardiness or undertime shall include:

- i. Illness duly certified under oath by a duly licensed government Physician;
- ii. Official travel or mission for official business locally or abroad when duly approved by the Head of the office or agency to which the covered official, employee or worker is officially assigned and cleared by appropriate government offices or agencies when such clearance is required by law;
- iii. Leave of absence duly approved by the Head of the office or agency to which the covered official, employee or worker is officially assigned.
- iv. Other reasons provided for or considered valid under existing laws.

SEC. 8. *Recognized as Present.* The following government officials, employees or workers who are not members of Congress shall be deemed present at their place of work:

(a) Those who are attending hearings, meetings, investigations or conferences before any office or agency, public or private, on matters related to the performance of their office or assigned tasks with prior notice to the Head of the office or agency to which the covered official, employee or worker is officially assigned.

(b) Those who are detailed in another area or place of work, on official travel or mission, locally or abroad, as approved by the Head of the office or agency to which the covered official, employee or worker is officially assigned and cleared by appropriate government offices or agencies when such clearance is required by law;

SEC. 9. Additional Sanctions.

a. For Members of Congress. An unauthorized continuous absence or absence without valid grounds of at least two (2) consecutive months shall be deemed a disorderly behavior and such Member of Congress shall be expelled from the Senate or House of Representatives, as the case may be.

b. Other government officials, employees or workers who are not members of Congress who incur unauthorized absences or who are incur tardiness or work undertime without valid grounds shall be sanctioned accordingly as provided for under existing laws, rules or regulations. However, if such official, employee or worker shall incur unauthorized continuous absence without valid grounds for at least two (2) consecutive months or shall incur tardiness or work undertime for a cumulative period of at least twenty (20) hours in any given month for a period of at least two (2) months, he/she shall be dismissed from employment and shall be disqualified from re-employment in the government.

SEC. 10. Monitoring and Enforcement.

(a) The Secretariat of the Senate and the House of Representatives shall maintain their daily attendance record of their Members.

(b) Compensation shall be computed and disbursed based on such record of attendance.

(c) Such record of attendance shall be made accessible to the public for transparency and the Secretariat of each Chamber shall cause the attendance record to be published in a newspaper of general circulation at the end of each month.

(d) The Head of the office or agency where the government official, employee or worker who incurred unauthorized absences or incur tardiness and/or undertime as provide for in Section 9(b) hereof shall post in the bulletin board of such office or agency the names of such government official, employee or worker. Provided, that if the offender is the very Head of the office or agency, such posting shall be undertaken upon the directive of the highest government official who has administrative control or supervision over such office or agency.

SEC. 11. *Administrative and Criminal Liability.* Any falsification or attempt to falsify attendance records or claim for compensation shall constitute grave misconduct subject to disciplinary action including expulsion in accordance with law and the internal Rules of Congress in the case of Members of Congress, and dismissal in the case of other government officials, employees and workers, without prejudice to criminal liability.

SEC. 12. *Implementing Rules and Regulations.* Within sixty (60) days from the effectivity of this Act, the Senate, House of Representatives, Supreme Court, Civil Service Commission, Department of Labor and Employment, and the Department of the Interior and Local Government shall promulgate the necessary rules and regulations for the effective and efficient implementation of this Act.

SEC. 13. *Separability Clause.* – If for any reason any section or provision of this Act, or any portion thereof, or the application of such section, provision or portion thereof to any person, group or circumstance is declared invalid or unconstitutional, the remainder of this Act shall not be affected by such declaration and shall remain in force and effect.

SEC. 14. *Repealing Clause.* - All laws, presidential decrees, executive orders, proclamations and other issuances, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

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

Approved,