

The Treatise of Authentic Human Rights in Civil Service

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ABSTRACT

Background: This study assessed the employees and students' practices based on the authenticity of human rights in the light of Social Contract Theory of John Locke in the identified Cebu Technological University campuses during the Academic Year 2015 – 2016 as a basis for enhanced governance. This study utilized the descriptive method of research with the survey questionnaire as the primary tool for gathering data that used to determine the relevance of the philosophical idea of John Locke.

Results: The summary of the extent of practices rated by the employees and students in the very much practiced category that the principles of John Locke were relevant in the identified Cebu Technological University campuses, like Danao, Main, Barili, Argao, Moalboal & Carmen. However, this study found out that according to the employees and students' perceptions there was significant difference insofar as to the rights to life, liberty, and due process and the right to property rated as highly significant. The right to equal protection of laws was rated not significant. Therefore, the students and employees have different in perceptions as to the rights to life, liberty, property and due process of law but their opinions did not differ as to the right to equal protection of the laws.

Conclusion: It is therefore concluded that the respondents rated some of the practices of human rights as significant, highly significant, and not significant. This study showed further that the respondents' perceptions differ in the enjoyment of the individual rights for they have separate functions and designations. It is recommended that an action plan shall be presented to the administrators for implementation to enhance the governance of the institution.

Keywords: Administration, Authentic, Civil Service Commission, Human Rights, Treatise.

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INTRODUCTION

Many influential scholastics have significantly contributed to the individuals' perception through their principles towards the enhancement of competencies and harmonious relations in the workplace. Some prominent philosophers have a positive outlook to the full enjoyment of human rights while others do not have. John Locke and Thomas Hobbes have conflicting views insofar as to how the people enjoyed their individual rights. Locke's philosophy presents that all men should enjoy equal rights since there are government policies to be followed for the general welfare of the people. However, Hobbes' theory has shown a negative approach since for him the state of nature is a state of war. There were no order and peace in the community and the lives of the people because there was no law being followed by anyone.

This study was based on the philosophy of John Locke, which serves as an awareness that all individuals have rights that were protected and promoted by the government equally. Locke's principle believes to be the

vital source of authentic human rights that relates to the practices of the employees and students in the identified campuses of the Cebu Technological University. This study also entails a relation to the Bill of Rights particularly in Section 1 of Article 3 of the 1987 Philippine Constitution and Article 19 of the New Civil Code of the Philippines particularly on the provisions on Human Relations.

Thus, the principle of Locke served as the underlying basis of relevant practices for both employees and students towards the enhancement of governance in the identified campuses of the Cebu Technological University.

Objectives of the Study:

This study assessed the practices of both students and employees based on John Locke's Social Contract Theory in the identified campuses of the Cebu Technological University during the Academic Year 2015 – 2016 as the basis for an action plan.

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METHODOLOGY

The study employed the descriptive method of research. With this method, the researcher had provided a detailed explanation of Locke’s view of his social contract theory based on the employees’ practices of the identified campuses of the Cebu Technological University and about section 1, Article 3 of the 1987 Philippine constitution. The end point or summit of this study lies in its effort to set forth the influence of Locke to the 1987 Philippine constitution.

To shed more light on the Bill of Rights, the research made use of some decided cases of the Supreme Court of the Philippines to give further substance to the contemporary explanation of the meaning of rights.

The researcher endorsed survey questionnaires to the CTU employees as bases for assessment of this study.

RESULTS AND DISCUSSION PRESENTATION, DATA ANALYSIS, AND INTERPRETATION

This chapter presents the personal profile of the respondents, the level of relatedness of the employees and students' practices in the identified campuses of the Cebu Technological University about the Social Contract Theory of John Locke, and the proposed action plan for the enhanced governance.

PERSONAL PROFILE OF RESPONDENTS

Tables 2 to 7 show the personal profile of the respondents in terms of age, gender, civil status, highest educational attainment, the field of specialization, functions and designations and relevant training / seminars attended.

Respondent’s Age & Gender

Table 1 presents the profile of respondents of the identified Cebu Technological University Campuses as to age and gender.

Table 1
The Age & Gender Profile of Respondents

Age	Male		Female		Total	
	F	%	F	%	F	%
56 and above	6	10.91	6	15.38	12	12.77
40-55	15	27.27	7	17.95	22	23.40
24-39	3	5.45	4	10.26	7	7.45

23	4	7.27	2	5.13	6	6.38
16-22	27	49.10	20	51.28	47	50.00
Total	55	100	39	100	94	100

First, there were six (6) or 10.91 percent male and another six (6) or 15.38 percent female who were in the age bracket of 56 and above.

Second, there were 15 or 27.27 percent male and another seven (7) or 17.95 percent female who were in the age bracket of 40 – 55 years old.

Third, there were three (3) or 5.45 percent male and another four (4) or 10.26 percent female who were in the age bracket of 24 - 39 years old.

Fourth, there were four (4), or 7.27 percent were male, and another two (2) or 5.13 percent were female who were in the age bracket of 23 years old.

Fifth, there were 27 or 49.10 percent male and another 20 or 51.28 percent female who was in the age bracket of 16 – 22 years old.

Data reveals that the majority of the employees of the identified Cebu Technological University campuses respondents were in the age bracket of 40 – 55 years old, and for the students’ respondents were in the age bracket of 16 - 22 years old.

This means that this age group comprises the age bracket that could determine the relatedness and the implications of the employees’ practices to the social contract theory of John Locke.

Respondent’s Civil Status

Table 2 presents the profile of the respondents of the identified Cebu Technological University campuses as to civil status.

Table 2
The Civil Status Profile of the Respondents

Civil Status	Frequency	Percentage
Single	57	60.64
Married	37	39.36
Total	94	100

Of the 94 respondents, there were 57 or 60.64 percentage single and 37 or 39.36 percent were married.

Majority of the respondents were single and had the focus of determining the practices of the employees of the identified campuses of the Cebu Technological University mentioned in the Social Contract Theory of John Locke.

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Respondent's Highest Educational Attainment

Table 3 presents the profile of the respondents as to the highest educational attainment.

Table 3

The Highest Educational Attainment

Highest Educational Attainment	Frequency	Percentage
Doctorate Degree	22	23.40
Master's w/ Doctoral Units	5	5.32
Master's Degree	2	2.13
Bachelor's w/ Masteral Units	2	2.13
Bachelor's Degree	5	5.32
Associate Degree	57	60.64
High School Level	1	1.06
Total	94	100

Of the 94 respondents, there were 22 or 23.40 percent doctorate holder. There were five (5) or 5.32 percent Master's Degree holder with Doctoral units. There were two (2), or 2.13 percent were Master's Degree holder. There were two (2), or 2.13 percent were Bachelor with Masteral units. There were five (5), or 5.32 percent were Bachelor's degree holder, 57 or 60.64 percent were in the Associate Degree, and one (1), or 1.06 percent was High School Level.

Majority of the respondents were at the College level and had the sufficient understanding that every person has the right to be enjoyed equally and freely as mentioned by John Locke.

Respondents' Field of Specialization

Table 4 presents the profile of the respondents as to the field of specialization.

Table 4
Field of Specialization

Field of Specialization (n=94)	Frequency	Percentage
Law	1	1.09
Technology	28	30.43
Business Administration	2	2.17

Public Administration	4	4.35
Mathematics	1	1.09
General Science	3	3.26
Education	21	22.83
Engineering	29	31.52
Social Sciences	3	3.26
Total	92	100

Of the 94 respondents, there were 92 of them religiously filled up their field of specialization.

Of the 92 employees and students, one (1) or 1.09 percent was specializing in the law profession, 28 or 30.43 were in the field of Technology, two (2) or 2.17 percent were in the field of Business Administration, four (4) or 4.35 percent were in the field of Public Administration, one (1) or 1.09 percent was in the field of Mathematics, three (3) or 3.26 percent were in the field of General Science, 21 or 22.83 were in the field of Education, 29 or 31.52 were in the field of Engineering, and three (3) or 3.26 were in the field of Social Sciences

Thirty one point fifty two percent or 31.52 % of the respondents were specializing of Engineering followed by Technology, which were very common in the identified Cebu Technological University campuses.

Respondents' Functions and Designations

Table 5 presents the profile of the respondents as to functions and designations.

Table 5
Functions and designations

Functions and designations	Frequency	Percentage
Vice President, Academic Affairs	1	1.06
Vice President, Production Extension and Business Affairs	1	1.06
Vice President, Administration	1	1.06
Campus Directors	5	5.32
Administrative Officers	6	6.38
Finance Department	6	6.38

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Academic Program Management Officers	15	15.97
Rank and File	6	6.38
Students	53	56.39
Total	94	100

Of the 94 respondents, there were 41 employees of the Cebu Technological University while 53 were the students.

There were three (3) Vice Presidents of Cebu Technological University were included as specified below.

Data reveal that of the three (3) Vice Presidents, one (1) or 1.06 percent was the Vice President, Academic Affairs, one (1) or 1.06 percent was the Vice President, Production Extension and Business Affairs, one (1) or 1.06 was the Vice President, Administration and Planning.

There were five (5) or 5.32 percent Campus Directors, six (6) or 6.38 percent were the Administrative Officers, six (6) or 6.38 were the Finance Management Officers, 15 or 15.97 were the Academic Program Management Officers, six (6) or 6.38 percent were the Rank and File Employees, 53 or 56.39 percent were the six (6) identified campuses of the Cebu Technological University.

Respondents' relevant trainings / seminars attended

Table 6 shows the profile of the respondents as to the relevant trainings / seminars attended.

Table 6

The Number of hours relevant trainings / seminars attended Profile of the Respondents

Trainings and Seminars	Frequency	Percentage
90 hours and above	30	31.91
60 – 89 hours	1	1.06
30 – 59 hours	5	5.32
15 – 29 hours	4	4.26
14 hours and below	54	57.45
Total	94	100

Of the 94 respondents, 30 or 31.91 percent attended 90 hours and above, one (1) or 1.06 percent attended 60 to 89 hours, five (5) or 5.32 percent attended 30 to 59 hours, four (4) or 4.26 percent attended 15 to 29

hours, and 54 or 57.45 percent attended 14 hours and below.

Fifty seven point forty five percent or 57.45 % of the respondents attended 14 hours and below because a lot of them were students then followed by the 90 hours and above who were the employees of the Cebu Technological University campuses.

EXTENT OF PRACTICES ON THE SOCIAL CONTRACT

THEORY OF JOHN LOCKE

There are natural rights that shall be inherent to human beings. These are the rights to life, liberty, property, due process of law and equal protection of the laws. This study was conducted at the Academic, Government Institution.

In a Higher Educational Institution, the natural rights are supposedly being enjoyed equally by the concerned employees and students. This study assessed on how the individual respondent practiced these rights in the identified campuses of the Cebu Technological University.

Rights to Life

Table 7 shows the extent of practices on the Social Contract Theory of John Locke as to the rights to life.

Table 7

The Extent of Practices on the Social Contract Theory of John Locke as to the rights to life

Indicators	Students	Employees	Mean	Verbal Description
1. For Selected employees: Regularly receiving of monthly salary / honoraria and other benefits; and For students: There will be recognition of students conducted in	4.42	4.26	4.52	Very Much Practiced

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the campus every semester.				
2. Proportional distribution of teaching load in the evening session to faculty members and effective teaching performances acquired by the students.	4.43	4.21	4.37	Very Much Practiced
3. Giving rewards to the employees/students performing best action.	4.77	4.44	4.56	Very Much Practiced
4. No personal biases extended among employees/students of the university to attain a certain position / acquiring better grades for students.	4.87	4.62	4.71	Very Much Practiced
5. Deprivation of one's right shall be discouraged by the administration to achieve harmonious relations	4.91	4.76	4.80	Very Much Practiced

among students / employees.				
Average	4.68	4.46	4.59	Very Much Practiced

Legend: Verbal Description

4.20-5.00	-
Very Much Practiced	
3.40-4.20	-
Much Practiced	
2.60-3.40	-
Practiced	
1.80-2.60	-
Rarely Practiced	
1.00-1.80	-
Not Practiced	

“For selected employees: Regularly receiving of monthly salary / honoraria and other benefits; and for students: There will be recognition of students conducted in the campus every semester” had a weighted mean of 4.42 for students and 4.26 for employees with a total mean of 4.52 which were categorized by the respondents in the very much practiced bracket.

“Proportional distribution of teaching load in the evening session to faculty members and effective teaching performances acquired by the students” had a weighted mean of 4.43 for students and 4.21 for employees with a total of 4.37 which were categorized by the respondents in the very much practiced bracket.

“Giving rewards to the employees/students performing best action” had a weighted mean of 4.77 for students and 4.44 for employees with a total of 4.56 which were categorized by the respondents in the very much practiced bracket.

“No personal biases extended among employees/students of the University to attain a particular position / acquiring better grades for students” had a weighted mean of 4.87 for students and 4.62 for employees with a total of 4.71 which were categorized in the very much practiced bracket.

“Deprivation of one's right shall be discouraged by the administration to achieve harmonious relations among students / employees” had a weighted mean of 4.91 for students and 4.76 for employees with a total of 4.80 which were all categorized in the very much practiced bracket.

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Data reveal that the average weighted mean of the right to life was 4.68 for students and 4.46 for employees with a total mean of 4.59 which were all categorized by the respondents in the very much practiced bracket.

The perceptions of the students and employees of all the practices enumerated under the right to life were very much practiced. This means that the students and employees regularly practice all the rights mentioned in the identified campuses of the Cebu Technological University.

Based on findings of this study, there is sufficient reason to believe that there is a connection to the contention of Fr. Joaquin G. Bernas which states that “the right to life is the right to a good life” (Bernas, 2006).

Article 2 of Section 6 of the 1987 Philippine Constitution further gives emphasis on the quality of living which promotes a life of dignity and a decent standard of living. This means, furthermore that all men by nature deserve to be treated without discrimination and should continue to enjoy freely until the end of his / her life in this world.

Right to Liberty

Table 8 shows the extent of the practices on the Social Contract Theory of John Locke as the right to liberty.

Table 8
Liberty

Indicators	Students	Employees	Mean	Verbal Description
1. Enjoyment of academic freedom for both students and employees.	4.88	4.85	4.84	Very Much Practiced
2. Organizes enhancement activities for development for students / employees.	4.90	4.74	4.88	Very Much Practiced
3. Encourages no discrimination among male	4.92	4.85	4.85	Very Much Practiced

and female employees/students.				
4. Organic employees are granted for request of transfer of item to any other campuses for valid and justifiable reasons. Students are also granted for transfer to any other school as long as it is in accordance with the proper guidelines of the University.	4.95	4.88	4.91	Very Much Practiced
5. Support faculty, staff and students who wish to avail scholarship international / local funded from CHED, DOST and others agency offering scholarship grants.	4.93	4.74	4.91	Very Much Practiced
Average	4.92	4.81	4.88	Very Much Practiced

“Enjoyment of academic freedom for both students and employees” had a weighted mean of 4.88 for students and 4.85 for employees with a total of 4.84 which were all in the very much practiced category.

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“Organizes enhancement activities for development for students / employees” had a weighted mean of 4.90 for students and 4.74 for employees with a total of 4.88 which were all in the very much practiced category.

“Encourages no discrimination among male and female employees/students” had a weighted mean of 4.92 for students and 4.85 for employees with a total of 4.85 which were all in the very much practiced category.

“Organic employees are granted for request of transfer of item to any other campuses for valid and justifiable reasons, and the students are also allowed for transfer to any other school as long as it is in the proper guidelines of the University” had a weighted mean of 4.95 for students and 4.88 for employees with a total of 4.91 which were all in the very much practiced category.

“Support faculty, staff and students who wish to avail scholarship international / local funded from CHED, DOST and other agency offering scholarship grants” had a weighted mean of 4.93 for students and 4.74 for employees with a total of 4.91 which were all in the very much practiced category.

Data reveal that the average weighted mean of the right to liberty was 4.92 for students and 4.81 for employees with a total of 4.88 which were all in the very much practiced category.

The perceptions of the students and employees to the extent of the practices mentioned under the right to liberty were very much practiced. The rights mentioned are regularly followed and observed by the student and employees in the identified campuses of the Cebu Technological University.

Fr. Bernas stated that as a procedural requirement, the right to liberty must strictly be observed the mode of procedure which government agencies in terms of the enforcement and application of laws (Bernas 2006).

Therefore, the practices given emphasis under the right to liberty have enough relation to the statement of Fr. Bernas that to attain enhanced governance, the strict implementation of the right to liberty must be respected and not violated by every individual.

This means that everybody is subjected to follow the proper imposition of the legal principles of the law as mandated by the Bill of Rights.

Right to Property

Table 9 shows the extent of practices on the Social Contract Theory of John Locke as to the right to property.

Table 9
Property

Indicators	Students	Employees	Mean	Verbal Description
1. Encourage individuals to take care of properties to avoid losses of personal belongings.	4.93	4.53	4.86	Very Much Practiced
2. Protect research study for copying and producing without prior approval of the real source.	4.97	4.76	4.81	Very Much Practiced
3. Avoidance of vandalism of the properties belonging to the university.	4.95	4.79	4.88	Very Much Practiced
4. Preservation of the agricultural, industrial, and technological	4.95	4.74	4.89	Very Much Practiced

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cal products from the identified campuses for future purposes.				
5. Taking initiatives in turning off / on the lights and water when not in use to prevent from any losses and damages.	4.95	4.76	4.87	Very Much Practiced
Average	4.95	4.72	4.86	Very Much Practiced

“Encourage individuals to take care of properties to avoid losses of personal belongings” had a weighted mean of 4.93 for students and 4.53 for employees with a total of 4.86 which were all in the very much practiced category.

“Protect research study for copying and producing without prior approval of the real source” had a weighted mean of 4.97 for students and 4.76 for employees with a total of 4.81 which were all in the very much practiced category.

“Avoidance of vandalism of the properties belonging to the University” had weighted mean of 4.95 for students and 4.79 for employees with a total of 4.88 which were all in the very much practiced category.

“Preservation of the agricultural, industrial, and technological products from the identified campuses for future purposes” had a weighted mean of 4.95 for students and 4.74 for employees with a total of 4.89 which were all in the very much practiced category.

“Taking initiatives in turning off / on the lights and water when not in use to prevent from any losses and damages” had a weighted mean of 4.95 for students and 4.76 for employees with a total of 4.87 which were all in the very much practiced category.

Data reveal that the average weighted mean insofar as to the right to property were 4.95 for students and 4.72 for employees with a total of 4.86 which were all in the very much practiced category.

The perceptions of the students and employees as to all the practices mentioned under the right to property were very much practiced.

According to Locke, the property rights are part of the right to life (Locke, 2013). The right to life is, therefore, superior than all other rights as enjoyed by every individual.

This means that the right to property are very necessary to every human being. This is not a mere privilege that supposedly be enjoyed by all the people, but rather a right that freely granted by the law and the Philippine Constitution as well.

Thus, there is enough reason to believe that the perceptions of the students and employees in the identified campuses of the Cebu Technological University are related to the philosophical concept of John Locke.

Furthermore, this study has also emphasized that all persons have all the privileges to the use and disposition of the properties belonging to him / she and any other person must exert with due diligence and care for the properties not belonging to him / her. Hence, the protection of the right of ownership granted by any other person shall be enjoyed the same with others equally.

Due Process of Law

Table 10 shows the extent of practices on the Social Contract Theory of John Locke as to the rights to due process of law.

Table 10

Due process of law

Indicators	Students	Employees	Mean	Verbal Description
1. Accommodating complaints from CTU employees and students to take proper	4.97	4.82	4.89	Very Much Practiced

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action in the campus.				
2. Proper protocol shall be observed before filing any complaints against any individuals.	4.91	4.74	4.87	Very Much Practiced
3. Proper procedures shall be observed in the implementation of the sanction and for further recommendation of the grievance committee.	4.93	4.76	4.86	Very Much Practiced
4. Investigation of complaints shall be done in case there is no settlement of the issue raised during the preliminary conference of case involving faculty and even students in the university.	4.93	4.79	4.87	Very Much Practiced
5. Following the rules shall be followed to	4.95	4.88	4.89	Very Much Practiced

avoid inconvenience.				
Average	4.94	4.80	4.88	Very Much Practiced

“Accommodating complaints from CTU employees and students to take proper action in the campus” had a weighted mean of 4.97 for students and 4.82 for employees with a total of 4.89 which were all in the very much practiced category.

“Proper protocol shall be observed before filing any complaints against any individuals” had a weighted mean of 4.91 for students and 4.74 for employees with a total of 4.87 which were all in the very much practiced category.

“Proper procedures shall be observed in the implementation of the sanction and for the further recommendation of the grievance committee” had a weighted mean of 4.93 for students and 4.76 for employees with a total of 4.86 which were all in the very much practiced category.

“Investigation of complaints shall be done in case there is no settlement of the issue raised during the preliminary conference of a case involving faculty and even students in the university” had a weighted mean of 4.93 for students and 4.79 for employees with a total of 4.87 which were all in the very much practiced category.

“Following the rules shall be followed to avoid inconvenience” had a weighted mean of 4.95 for students and 4.88 for employees with a total of 4.89 which were all in the very much practiced category.

This means that the average weighted mean as to the rights to due process of law were 4.94 for students and 4.80 for employees with a total of 4.88 which were all in the very much practiced category.

The perception of the students and employees as to all the practices enumerated under the right to due process of law were very much practiced.

Fr. Bernas stated that in the enforcement and application of legislation it must be fair to all and he added that the due process of law is a law that hears before it condemns (Bernas, 2006).

This means that it has a sufficient relation as to what Fr. Bernas has stated that the students and employees in the identified campuses of the Cebu Technological University should be given equal

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opportunities in the enjoyment of the right to due process of law.

For this purpose, the procedure in the filing of valid complaints and in handling cases about legal matters shall be done by the law.

Equal Protection of Law

Table 11 shows the extent of the practices on the Social Contract Theory of John Locke as to the rights to equal protection of the law.

Table 11
Equal Protection of the law

Indicators	Students	Employees	Mean	Verbal Description
1. Everybody should be treated equal.	4.93	4.88	4.91	Very Much Practiced
2. All employees/students should enjoy the same protection and the same rights.	4.93	4.82	4.91	Very Much Practiced
3. Fair treatment and opportunities shall be extended in filling up vacancies and for full scholarship grants of students as well as employees.	4.92	4.79	4.88	Very Much Practiced
4. All employees/students shall be given prior information to avail	4.87	4.76	4.84	Very Much Practiced

privileges of the campus.				
5. Proper communication shall be served to the recipient / addressee in a proper manner.	4.92	4.76	4.86	Very Much Practiced
Average	4.91	4.81	4.88	Very Much Practiced

“Everybody should be treated equally” had a weighted mean of 4.93 for students and 4.88 for employees with a total of 4.91 which were all in the very much practiced category.

“All employees/students should enjoy the same protection, and the same rights” had a weighted mean of 4.93 for students and 4.82 for employees with a total of 4.91 which were all in the very much practiced category.

“Fair treatment and opportunities shall be extended in filling up vacancies and for full scholarship grants of students as well as employees” had a weighted mean of 4.92 for students and 4.79 for employees with a total of 4.88 which were all in the very much practiced category.

“All employees/students shall be given prior information to avail privileges of the campus” had a weighted mean of 4.87 for students and 4.76 for employees with a total of 4.84 which were all in the very much practiced category.

“Proper communication shall be served to the recipient / addressee in a proper manner” had a weighted mean of 4.92 for students and 4.76 for employees with a total of 4.86 which were all in the very much practiced category.

This means that the average weighted mean on the Social Contract Theory of John as to the equal protection of the law were 4.91 for students and 4.81 for employees with a total of 4.88 which were all in the very much practiced category.

The perception of the students and employees as to all the practices enumerated under the right to equal protection of the law were very much practiced.

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Hector S. De Leon & Hector M. De Leon, Jr. said that persons who are similarly situated must be treated alike in terms of rights / or obligations. Thus, if A and B receive the same amount of salary, but A is made to pay a higher price of under the law than B, there may be discrimination by law (De Leon, 2010).

There is enough evidence to believe that the perception of the students and employees in the identified campuses of the Cebu Technological University has a connection to the idea of De Leon and De Leon, Jr. that all persons must be treated alike.

Thus, this study emphasized furthermore that everybody should be treated equally regardless of the position of a person he / she has.

Table of Summary of Rights with Students & Employees

Table 12 shows the summary of the extent of rights with students and employees in the identified campuses of the Cebu Technological University.

Table 12
Summary

UNIVERSAL RIGHTS AS PER JOHN LOCKE'S SOCIAL CONTRACT THEORY	Students	Employees	SUMMARY	Verbal Description
LIFE	4.68	4.46	4.59	Very Much Practiced
LIBERTY	4.92	4.81	4.88	Very Much Practiced
PROPERTY	4.95	4.72	4.86	Very Much Practiced

DUE PROCESSES	4.94	4.81	4.88	Very much Practiced
EQUAL PROTECTION OF LAW	4.91	4.81	4.88	Very much Practiced
Average Summary	4.88	4.72	4.82	Very much Practiced

The right to life was rated by the students of 4.68 and 4.46 for employees with a summary of 4.59 which were all rated in a **very much practiced** category.

The right to liberty was rated by the students of 4.92 and 4.81 for employees with a summary of 4.88 which were all rated in a **very much practiced** category.

The right to property was rated by the students of 4.95 and 4.72 for employees with a summary of 4.86 which were all rated in a **very much practiced** category.

The right to due process in the legal system was rated by students with 4.94 and 4.81 for employees with a summary of 4.88 which were all rated in a **very much practiced** category.

The right to equal protection of the laws was rated by the students of 4.91 and 4.81 for employees with a summary of 4.88 which were all rated in a **very much practiced** category.

The average summary of the students was 4.88 and 4.72 for employees with a total of 4.82 which were all rated in a **very much practiced** category.

The summary of perceptions for the students and employees were all in a very much practiced with the guarantee that all of these practices were regularly observed in their respective campuses.

Section 1 of the Article 3 of the 1987 Philippine Constitution provides that no person shall be deprived of life, liberty or property without due process of law, nor shall any person be denied the equal protection of the laws (De Leon, 2010).

The perceptions of the students and employees have a clear relevance to the Bill of rights which is also the legal basis of this study.

THE SIGNIFICANT MEAN DIFFERENCES

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Table 13 shows whether or not there is a significant mean difference of the employees and students' perceptions in the identified campuses of the Cebu Technological University with respect to the rights to life, liberty, due process of law, property, and equal protection of the law.

Table 13
Significant Mean Differences for Students and Employees' Perceptions in the Identified CTU Campuses

T-test for Independent Samples Test

UNIVERSAL RIGHTS AS PER JOHN LOCKE'S SOCIAL CONTRACT THEORY	Employees (n = 34)		Students (n = 60)		T co m	P- val ue	Interpre tation
	\bar{x}	<i>sd</i>	\bar{x}	<i>s</i> <i>d</i>			
Right to Life	4.46	.64	4.68	.38	-2.077	.041	Significant
Right to Liberty	4.81	.25	4.92	.24	-2.006	.048	Significant
Right to Property	4.72	.39	4.95	.19	-3.283	.002	Highly Significant
Right to Due Process of Law	4.80	.36	4.94	.20	-2.061	.045	Significant
Right to Equal Protection of Laws	4.81	.38	4.91	.19	-1.53	.133	Not Significant

Although all of the natural rights of man were rated as very much practiced for both students and employees but they differ in some aspects of these rights. First, there was a significant difference on the right to life. This means that the right to life enjoyed by the students and employees were different because the employees receive more benefits from the government institution in terms of bonuses during the students were only receiving the scholarship grants.

Second, there was a significant difference on the right to liberty. This means that the perceptions of students and employees were different because the freedom given to the students are enjoyed only while they are in the school premises while for the employees a lifetime freedom was given to them for they are protected by the Civil Service Commission.

Third, the right to property was rated as highly significant. This means that there was the huge difference in their perceptions as to the right to property because it is undeniable for the employees that they have more properties compared with the students. Although all of them should enjoy the same rights, the employees have more properties in possession considering that they enough income to receive than the students who were still dependent from their parents.

Fourth, there was a significant difference on the right to due process of law. This means that their perceptions were a difference because the course in handling valid complaints filed by an employee or student has a different procedure to follow. For the students' complaint, it shall be endorsed to the

Guidance Office to be determined as to whom and to what department shall be the immediate concerned of the complaint. The class adviser shall be informed of the students' concerned for an immediate solution.

In cases of employees' complaint, it shall be endorsed to the Administrative Officer IV designate in the campus for a recommendation that shall be forwarded to the Campus Director for an appropriate solution.

Lastly, the right to equal protection of the laws were not significant. This means that the employees and students have the same aspiration and perceptions that everybody should be treated as equal.

ISSUES AND CONCERNS

Table 14 presents the issues and concerns of the students and employees in the identified CTU campuses based on the Social Contract Theory of John Locke.

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Table 14
Related Issues and Concerns for Students and Employees

Issues and concerns	Students	Employees	Mean	Verbal Description
1. Observance of the proper protocol in the University.	4.86	4.81	4.86	Very Much Concerned
2. Giving fair treatment among all individuals .	4.88	4.81	4.88	Very Much Concerned
3. Following all the policies mentioned in the CTU Code and other related provisions of law, such as the Civil Service law, Code of Ethical Standards of Public Officials.	4.82	4.81	4.82	Very Much Concerned
4. Giving rightful opportunity of students to participate in school activities and most	4.91	4.46	4.91	Very Much Concerned

particularly the qualified applicants of CTU to participate during the screening and interview conducted by the key personnel: such as the Vice President of the concerned areas, Directors, AO's, HRMO's, and Chairpersons.				
5. Maintaining harmonious relations to all employees / students in the University.	4.87	4.72	4.87	Very Much Concerned
Average	4.87	4.72	4.87	Very Much Concerned

“Observance of the proper protocol in the University” had a weighted mean of 4.86 for students and 4.81 for employees with a total of 4.86 which were all in the very much concerned category.

“Giving fair treatment among all individuals” had a weighted mean of 4.88 for students and 4.81 for employees with a total of 4.88 which were all in the very much concerned category.

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“Following all the policies mentioned in the CTU Code and other related provisions of law, such as the Civil Service Law, Code of Ethical Standards of Public Officials” had a weighted mean of 4.82 for students and 4.81 for employees with a total of 4.82 which were all in the very much concerned category.

“Giving rightful opportunity of students to participate in school activities and most particularly the qualified applicants of CTU to participate during the screening and interview conducted by the key personnel: such as the Vice President of the concerned areas, Directors, AO’s, HRMO’s, and Chairpersons” had a weighted mean of 4.91 for students and 4.46 for employees with a total of 4.91 which were all in the very much concerned category.

“Maintaining harmonious relations to all employees / students in the University” had a weighted mean of 4.87 for students and 4.72 for employees with a total of 4.87 which were all in the very much concerned category.

Data reveal that the average weighted mean was 4.87 for students and 4.72 for employees with a total of 4.87 which were all in the very much concerned category.

This means that the employees and the students of the six (6) identified Cebu Technological University campuses have the same perceptions on the issues and concerns raised in this study.

CONCLUSION

SUMMARY, FINDINGS, CONCLUSION AND RECOMMENDATION

This chapter presents the summary of findings that are made as the basis of the conclusions and recommendations of the study.

SUMMARY

This study assessed the practices based on Locke’s Theory of the Social Contract in the identified campuses of the Cebu Technological University during the Academic Year 2015 – 2016 as the basis for enhanced governance.

Specifically, this study answers the following: The profile of the respondents; The extent of the practices on social contract theory of John Locke as to the rights to Life, Liberty, Property, Due Process of Law, and Equal Protection of the law; The significant mean differences of the perceptions of the various campuses on the aforementioned rights; The issues and concerns related to the social contract practices; and the proposed action

plans for the enhanced governance of CTU Administration.

FINDINGS

On the basis of the data gathered and presented, the following are the results of the study:

Fifty percent of the respondents were in the age bracket of 16 – 22 years old (27 or 49.10 percent were male, and 20 or 51.28 percent were female), 6.38 percent were in the age bracket of 23 years old (four [4] or 7.27 percent were male and two [2] or 5.13 percent female), 7.45 percent were in the age bracket of 24-39 years old (three [3] or 5.5 percent male and four [4] or 10.26 percent female), 23.40 percent were in the age bracket of 40-55 years old (15 or 27.27 percent male and seven [7] or 17.95 percent female), and 12.77 percent were in the age bracket of 56 and above (six [6] or 10.91 percent were male and [6] or 15.38 percent female).

There were 60. 64 percent single and 39.36 percent were married.

There were 23.40 percent doctorate holder, 5.32 percent Master’s Degree holder with Doctoral units; 2.13 percent were Master’s Degree holder; 2.13 percent were Bachelor’s with Masteral units; 5.32 percent were Bachelor’s degree holder, 60.64 percent were in the Associate Degree, and 1.06 percent was High School Level.

Of the 92 employees and students, one [1] or 1.09 percent was specializing in the law profession, 28 or 30.43 were in the field of Technology, two [2] or 2.17 percent were in the field of Business Administration, four [4] or 4.35 percent were in the field of Public Administration, one [1] or 1.09 percent was in the field of Mathematics, three [3] or 3.26 percent were in the field of General Science, 21 or 22.83 were in the field of Education, 39 or 31.52 were in the field of Engineering, and three [3] or 3.26 were in the field of Social Sciences

There were three (3) Vice Presidents of Cebu Technological University, one [1] or 1.06 percent was the Vice President for Academic Affairs, one [1] or 1.06 percent was the Vice President, Production Extension and Business Affairs, one [1], or 1.06 was the Vice President for Administration.

There were five [5] or 5.32 percent Campus Directors, six [6] or 6.38 percent were the Administrative Officers, six [6] or 6.38 were the Finance Management Officers, 15 or 15.97 were the Academic Program Management Officers, six [6] or 6.38 percent were the

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Rank and File Employees, 53 or 56.39 percent were the six (6) students of the Cebu Technological University.

There were 31. 91 percent attended 90 hours and above, one [1] or 1.06 percent attended 60 to 89 hours, five [5] or 5.32 percent attended 30 to 59 hours, four [4] or 4.26 percent attended 15 to 29 hours, and 54 or 57.45 percent attended 14 hours and below.

The total mean average of the right to life was 4.59 which were rated by the respondents in the very much practiced category.

The overall mean average on the rights to liberty was 4.88 which were rated by the respondents in the very much practiced category.

The total mean average insofar as to the rights to property was 4.86 which were all rated by the respondents in the very much practiced category.

The total mean average as to the rights to due process of law was 4.88 which were rated by the respondents in the very much practiced category.

The total mean average on the Social Contract Theory of John as to the equal protection of the law was 4.88 which were rated by the respondents in the very much practiced category.

The students and employees differ in their perceptions as the natural rights are concerned:

First, the right to life, liberty, and the right to due process were a significant difference. Second, the right to property was highly significant. Thirdly, the right to equal protection of the law was not significant. Lastly, the employees, as well as the students of the six (6) CTU campuses, have the same perceptions on the issues and concerns raised on the aforementioned rights of John Locke.

CONCLUSION

Although these rights were very much practiced in the respective campuses, and the rights mentioned by John Locke there were still significant differences for both employees and students in the identified campuses of the Cebu Technological University.

RECOMMENDATIONS

It is highly recommended that the action plan be adopted for the continued development and enhancement of governance of the University.

OUTPUT OF THE STUDY

This chapter presents the output of the study that is the proposed action plan for enhanced governance in the identified Cebu Technological University campuses in the light of the Social Contract Theory of John Locke.

Rationale

The main highlight of this study is to propose and give valuable recommendations for the enhancement of the Administrative and Academic Management of the identified Cebu Technological University campuses. The researcher's proposal will be utilized to any relevant succeeding evaluations of the campus such as ISO 9001:2008 and even in the AACUP Accreditation for the enhancement of the school programs / offerings and its facilities.

Objectives

This will give enlightenment to the Cebu Technological University key personnel such as the Vice Presidents, Campus Directors, Administrative Officers, Directors, Deans / Chairpersons of the Academic Program Management, Finance Officers, faculty and staff for their continued enhanced governance in the public service.

Scheme of Implementation

This covers the identified priorities mentioned in the areas of concerns, objectives to be taken up for further development, strategies & activities prior to its accomplishments and implementation, persons involved, budget, source of budget, timeframe, expected outcome, actual achievement and remarks. This will be used as a guide for the enhanced governance in the identified campuses of the Cebu Technological University.

PROPOSED ACTION PLAN FOR THE ENHANCED GOVERNANCE IN THE IDENTIFIED CAMPUSES OF CEBU TECHNOLOGICAL UNIVERSITY

The proposed action plan will serve as a guiding strategy and procedure for the development of the identified campuses of the Cebu Technological University. The Administrators and the students of the CTU campuses are encouraged to look into its highlights for the legitimacy of its purpose.

The attainment of its continual enhancement of the University reflects on how the Administrators response to their responsibilities. Action plan A to D shall

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be presented to the person in authority in the identified campuses of CTU to achieve a better service to the clientele.

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