

**[CEZA ADMINISTRATIVE ORDER NO. 002, S. OF
2010, May 28, 2010]**

**GUIDELINES FOR FILING, HEARING AND RESOLVING LABOR-
RELATED COMPLAINTS**

Pursuant to the Provisions of the Declared Policy of Republic Act 7922, otherwise known as the "Cagayan Special Economic Zone Act of 1995" the following guidelines are hereby prescribed for the guidance and compliance of all locators, contractors, investors and employees within the zone.

ARTICLE I – PRELIMINARY PROVISIONS

SECTION 1. Title - These guidelines shall be known as CEZA Administrative Order No. 002 series of 2010.

SECTION 2. Statement of Policies - Pursuant to its mandate, the Authority aims to assuage the high unemployment rate in the Philippines, particularly within the immediate surroundings of the zone, by providing a conducive business climate that shall effectively attract legitimate and productive foreign investments and thereby create jobs.

These guidelines shall layout policies on industrial peace, harmony and productivity within the zone taking into consideration the influx of foreign investments, vis-a-vis the basic rights and welfare of all workers within the zone.

SECTION 3. Applicability - These guidelines shall apply to all CSEZFP Registered Enterprises and other service contractors and subcontractors doing business within the zone and to all employees employed therein.

SECTION 4. Definition of Terms - For the purpose of this Administrative Order, the terms used herein shall mean as follows:

- a. "RA 7922" shall refer to Republic Act No. 7922, otherwise known as the "Cagayan Special Economic Zone Act of 1995".
- b. "CEZA" shall refer to the Cagayan Economic Zone Authority, a government corporate body established pursuant to RA 7922.
- c. "CSEZFP" shall refer to the Cagayan Special Economic Zone and Freeport defined in Section 3 of Republic Act 7922 as a separate customs territory covering the entire area embraced by the Municipality of Santa Ana and the Island of Fuga, Barit and Mabbag in the Municipality of Aparri, all in the Province of Cagayan.