FACTOR OR NUMBER OF WORKING/PAID DAYS IN A YEAR

(Source: National Wages and Productivity Commission)

1. For those who do not work and are not considered paid on Saturdays and Sundays or rest days:

Equivalent Monthly Rate (EMR) = Applicable Daily Wage Rate (ADR) x 261 days
12 months

Where 261 days: 247 - ordinary working days

11 - regular holidays

3 - Special days

261 - Total number of days/year

2. For those who do not work and are not considered paid on Sundays or rest days:

Equivalent Monthly Rate (EMR) = Applicable Daily Wage Rate (ADR) x 313 days
12 months

Where 313 days: 299 - ordinary working days

11 - regular holidays

3 - Special days

313 - Total number of days/year

3. For those who do not work but are considered paid on rest days, special days and regular holidays:

Equivalent Monthly Rate (EMR) = Applicable Daily Wage Rate (ADR) x 365 days
12 months

Where 365 days: 299 - ordinary working days

11 - regular holidays

52 - Sundays/rest days

3 - Special days

365 - Total number of days/year

4. For those required to work everyday including Sundays or rest days, special days and regular holidays:

Equivalent Monthly Rate (EMR) = Applicable Daily Wage Rate (ADR) x 392.5 days
12 months

Where 392.5 days: 299 - ordinary working days

22 - regular holidays

67.6- 52 rest days x 130%

3.9- 3 special days x 130%

392.5- Total number of days/year