

		Pesangon	UMPK	UPH	Uang Pisah
1	<b>Merger, liquidation or division of a company</b> in which the employee refuses to continue the employment relationship or the employer is not ready to accept the employee. <i>(Article 41 PP 35/2021)</i>	1x	1x	+	-2
2	<b>Takeover of the company with the initiative of dismissal by the employer.</b> <i>(Article 42, paragraph 1 PP 35/2021)</i>	1x	1x	+	-3
3	<b>Takeover of a company that results in a change in working conditions, but the employee refuses to continue the employment relationship.</b> <i>(Article 42, paragraph 2 PP 35/2021)</i>	0.5 x	1x	+	-4
4	<b>Cost optimization due to company losses.</b> <i>(Article 43, paragraph 1 PP 35/2021)</i>	0.5 x	1x	+	-5
5	<b>Optimization to prevent company losses.</b> <i>(Article 43, paragraph 2 PP 35/2021)</i>	1x	1x	+	-6
6	<b>Closure of the company due to losses lasting more than 2 years or irregular losses during the same period.</b> <i>(Article 44, paragraph 1 PP 35/2021)</i>	0.5 x	1x	+	-7

7	<b>Closing of the company, not related to the company's losses.</b> <i>(Article 44, paragraph 2 PP 35/2021)</i>	1x	1x	+	-8
8	<b>Closure of the company due to force majeure.</b> <i>(Article 45, paragraph 1 PP 35/2021)</i>	0.5 x	1x	+	-9
9	<b>Force majeure circumstances that do not lead to the closure of the company.</b> <i>(Article 45, paragraph 2 PP 35/2021)</i>	0.75 x	1x	+	-10
10	<b>Status of deferred Debt repayment Obligations (PKPU) due to company losses.</b> <i>(Article 46, paragraph 1 PP 35/2021)</i>	0.5 x	1x	+	-11
11	<b>Debt default Status (PKPU), not related to the company's losses.</b> <i>(Article 46, paragraph 2 PP 35/2021)</i>	1x	1x	+	-12
12	<b>Bankruptcy of the company.</b> <i>(Article 47 PP 35/2021)</i>	0.5 x	1x	+	-13
13	<b>A request for dismissal submitted by an employee/worker due to a violation by the employer of the provisions of section 154A, paragraph (1), sub-paragraph g of the Labor Act.</b> <i>(Article 48 PP 35/2021)</i>	1x	1x	+	-14
14	<b>PPHI decision confirming that the employer has not violated the provisions of section 154A, paragraph (1), sub-paragraph g of the Labor Act.</b> <i>(Article 49 PP 35/2021)</i>	--	-	++	+

15	<b>The employee is dismissed at his own request and meets the conditions of article 154A, paragraph (1), sub-paragraph I of the Labor Law. (Article 50 PP 35/2021)</b>	--	-	++	+
16	<b>An employee is absent from work for 5 or more consecutive working days without a written explanation, supported by evidence, after 2 written calls from the employer. (Article 51 PP 35/2021)</b>	--	-	++	+
17	<b>Violation of the terms of the employment contract, company rules or collective agreement (PKB), provided that the employee has previously received 3 consecutive written warnings. (Article 52, paragraph 1 PP 35/2021)</b>	0.5 x	1x	+	-18
18	<b>is a serious violation under the employment contract, company rules (PP), or collective agreement (PKB). (Article 52, paragraph 2 PP 35/2021)</b>	--	-	++	+
19	<b>An employee may not perform a job for 6 months due to an arrest for an alleged criminal offense related to damage to the company. (Article 54, paragraph 1 PP 35/2021)</b>	--	-	++	+
20	<b>An employee may not perform work for 6 months due to an arrest for an alleged criminal offense unrelated to damage to the company. (Article 54, paragraph 2 PP 35/2021)</b>	-	1x	+	-21

21	<b>The Court issued a verdict in the criminal case before the expiration of 6 months concerning the crime of damage to the company and found the employee guilty.</b> <i>(Article 54, paragraph 4 PP 35/2021)</i>	--	-	++	+
22	<b>The Court issued a verdict in a criminal case before the expiration of 6 months concerning a crime not related to damage to the company, and found the employee guilty.</b> <i>(Article 54, paragraph 5 PP 35/2021)</i>	-	1x	+	-23
23	<b>An employee suffers from a long-term illness or disability as a result of an accident at work and cannot perform his duties for more than 12 months.</b> <i>(Article 55 PP 35/2021)</i>	2x	1x	+	-24
24	<b>The employee has reached retirement age.</b> <i>(Article 56 PP 35/2021)</i>	1.75 x	1x	+	-25
25	<b>Worker died.</b> <i>(Article 57 PP 35/2021)</i>	2x	1x	+	-