

Legal Protection of Correction Institutional Citizens who Have Obligation to Work at Rutan Bangli

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Published: 07/01/2023

How to Cite:

Armony, L.P.P (2023) Legal Protection of Correction Institutional Citizens who Have Obligation to Work at Rutan Bangli *KERTHA WICAKSANA: Sarana Komunikasi Dosen dan Mahasiswa*. 17 (2), Pp 162-170. <https://doi.org/10.22225/kw.17.2.2023.162-170>

Abstract

The sentencing process is the estuary of the justice system and law enforcement in Indonesia. However, not many people know that apart from serving time in correctional institutions and detention centers, convicts also undergo a coaching process and undergo mandatory work. Transforming into productive prisons and detention centers so as to generate PNBPNP and realize a better economy and for WBP itself can provide a decent life and livelihood. The problem of overcapacity, support for development programs in different nomenclature of detention centers and correctional institutions as well as marketing for sustainability and legal protection are obstacles in realizing optimal results from the development program. The problem to be investigated is from the perspective of how prisoners can act as workers, to the process of coaching and legal protection for prisoners who are undergoing compulsory work at the Bangli Class IIB State Detention Center. The research method used is empirical research by taking a statutory, conceptual, case and legal sociology approach, with primary and secondary data sources with research locations at the Rumah Tahanan Negara Kelas IIB Bangli Center. This study uses data collection techniques by interview, observation and documentation as well as recording with interpretation analysis. The results of the research show that prisoners do not only act as objects but are subjects who enthusiastically participate in compulsory work coaching activities for their own development and the rights that should be obtained, the coaching process at the Rumah Tahanan Negara Kelas IIB Bangli Center can run well to fulfill these rights. Prisoners' rights with coaching programs for working with third parties, and legal protection for convicts who are obliged to work are given preventively through applicable laws and regulations and can be conveyed on a reflexive basis to the Correctional Guardian or during the Correctional Observer Team (TPP) session.

Keywords: *Legal Protection, Correctional Families, Compulsory Work, Rumah Tahanan Negara Kelas IIB Bangli*

Abstrak

Proses penjatuhan pidana merupakan muara dari sistem peradilan dan penegakan hukum di Indonesia. Namun tidak banyak yang mengetahui bahwa selain menjalani masa hukuman di Lapas dan Rutan, para narapidana juga menjalani proses pembinaan dan menjalani wajib kerja. Bertransformasi menjadi Lapas dan Rutan yang produktif sehingga menghasilkan PNBPNP dan mewujudkan perekonomian yang lebih baik dan bagi WBP sendiri dapat memberikan kehidupan dan penghidupan yang layak. Permasalahan overkapasitas, dukungan program pembangunan di berbagai nomenklatur Rutan dan Lapas serta pemasaran untuk keberlanjutan dan perlindungan hukum menjadi kendala dalam mewujudkan hasil optimal dari program pembangunan tersebut. Permasalahan yang akan diteliti adalah dari segi bagaimana narapidana dapat berperan sebagai pekerja, hingga proses pembinaan dan perlindungan hukum bagi narapidana yang menjalani kerja wajib di Rutan Kelas IIB Bangli. Metode penelitian yang digunakan adalah penelitian empiris dengan mengambil pendekatan hukum, konseptual, kasus dan sosiologi hukum, dengan sumber data primer dan sekunder dengan lokasi penelitian di Rumah Tahanan Negara Kelas IIB Bangli Center. Penelitian ini menggunakan teknik pengumpulan data dengan wawancara, observasi dan dokumentasi serta pencatatan dengan analisis interpretasi. Hasil penelitian menunjukkan bahwa narapidana tidak hanya berperan sebagai objek tetapi merupakan subjek yang

dengan antusias mengikuti kegiatan pembinaan kerja wajib untuk pengembangan diri dan hak-hak yang seharusnya diperoleh, proses pembinaan di Rumah Tahanan Negara Kelas IIB Bangli Center dapat berjalan dengan baik untuk memenuhi hak-hak tersebut. Hak-hak narapidana dengan program pembinaan untuk bekerja sama dengan pihak ketiga, dan perlindungan hukum bagi narapidana yang wajib bekerja diberikan secara preventif melalui peraturan perundang-undangan yang berlaku dan dapat disampaikan secara refleksif kepada Wali Pemasarakatan atau Tim Pengamat Pemasarakatan (TPP).) sesi.

Kata Kunci: Perlindungan Hukum, Keluarga Pemasarakatan, Kerja Wajib, Rumah Tahanan Negara Kelas IIB Bangli

I. INTRODUCTION

Prison is a term that is attached to a scary image and is full of torture as a form of sanction and part of the legal system which has a function, such as the function of suffering for lawbreakers to create a deterrent effect, as well as the function of seclusion to lock someone up in one place and prevent them from interacting with others. public. By experiencing suffering, it is hoped that a convict will be deterrent and when his sentence end he will not repeat acts of violation or against the law. It was against this background that the concept of Corrections was first initiated by the Minister of Justice Sahardjo in 1962 which was sparked at the conferment of the title Doctor Honoris Causa by the University of Indonesia. These main ideas were then used as the main principles of the concept of correctional at the conference of the Directorate of Correctional Services in Lembang Bandung on April 27 – May 7 1974. In this conference a decision was made that correctional is not solely the goal of imprisonment, but is a convict coaching system and April 27, 1964 is designated as the birthday of the penitentiary. The correctional system is an order regarding the direction and limits as well as ways of fostering correctional inmates (inmates, students and correctional clients) based on Pancasila. According to Law no. 12 of 1995 concerning corrections article 5, it is stated that the correctional system is implemented based on the principles of Protection, Equality of treatment and service, Education, Guidance, Respect for human dignity, Loss of independence is the only suffering, Guaranteed the right to keep in touch with family and certain people. So with the birth of the correctional system, we are entering a new era in the process of coaching convicts and students, they are fostered, guided and required to become useful members of society. Guidance for convicts and students based on the correctional system applies to coaching inside prisons and coaching

outside prisons carried out by the Correctional Center (BAPAS). Penitentiary is a punishment system that has abandoned the concept of retributive (retaliation), deterrence (deterrence), and resocialization, but Correctionalism as a punishment for Correctional Families (hereinafter referred to as WBP) using a rehabilitation and social reintegration approach. For the State of Indonesia which is based on Pancasila, thoughts regarding the function of punishment are no longer just deterrence, but also an effort to rehabilitate and social reintegrate Prisoners (WBP) who have been established with a system of treatment for lawbreakers in Indonesia which is called the Criminal Justice System. Correctional. The term penitentiary was first conveyed by the late Mr. Sahardjo (Minister of Justice at that time) on July 5, 1963 in a speech conferring the title of Doctor Honoris Causa by the University of Indonesia. Correctional by him stated as the goal of imprisonment. One year later on April 27 1964 at the Prison Service Conference held in Lembang Bandung, the term Correctional was standardized as a substitute for imprisonment.

Corrections in this conference were stated as a system of guidance for lawbreakers and as an embodiment of justice that aims to achieve social reintegration or restore the unity of the life relationship, life and livelihood of prisoners in society. In subsequent developments, the implementation of the Correctional System became more stable with the promulgation of Law Number: 12 of 1995 concerning Corrections which was later revised to become Law Number 22 of 2022 concerning Corrections. With the existence of this Correctional Law, the efforts to realize the vision of the Correctional System as an order regarding the direction and boundaries as well as the way of fostering prisoners based on Pancasila will be carried out in an integrated manner between coaches, those who are coached, and the community to improve the quality of prisoners so

that they realize mistakes. , self- improvement, and not repeating criminal acts so that they can be accepted again by the community, can play an active role in development, and can live normally as good and responsible citizens. As stated in article 2 paragraph 2 of Law Number 22 of 2022 concerning Corrections which is the goal of the Correctional system itself. The last component in the criminal justice system is Corrections. One of the main tasks and functions is to provide guidance to convicts who are serving their criminal terms in Correctional Institutions (hereinafter referred to as Lapas) in accordance with what is mandated in Article 1 paragraph 18 of Law Number 22 of 2022 concerning Corrections. This is explained in article 1 paragraph 10 of Law Number 22 of 2022:

"Coaching is an activity held to improve the quality of personality and independence of Prisoners and Assisted Children" However, in reality, many convicts are eventually placed in the State Detention Center (hereinafter referred to as Detention Center) to serve their sentence. This is caused by the condition of prisons that exceed capacity and also in some cities/districts that do not have prisons. This conversion has been regulated in the Regulation of the Minister of Justice Number M.04-UM.01.06 of 1983 concerning Procedures for Placement, Treatment of Detainees and Orders of State Detention Houses.

So that the detention center which functions as an institution or place of service for prisoners, namely providing protection and fulfilling the rights of prisoners and children in the judicial process, must also function as a correctional institution that conducts coaching to fulfill the rights of convicts who are placed in the detention center. Currently there are 270,840 prison inmates in Indonesia with a capacity of 132,107, this shows that prisons/detentions are experiencing overcapacity of 173% (data source: <https://ditjenpas.go.id/>, 18 March 2022). One of the impacts of this excess capacity is that the coaching program for prisoners in correctional institutions becomes ineffective due to limitations in facilities, funding, number of officers, etc. Therefore, the implementation of convict coaching is also borne by the detention center, even though the actual task and function is to provide services and care for detainees.

One of the detention centers that was designated as a transfer of functions from prisons

was carried out by the Rumah Tahanan Negara Kelas IIB Bangli. This has increased the function of the detention center because currently there are 352 residents with convict status (data source: Daily Activity Report of the Class IIB Bangli Detention Center on Thursday, 05 October 2022). Under these conditions, Detention Centers are also required to be able to carry out coaching for Prisoners carried out by Correctional Officers. The implementation of coaching carried out at Rutan for prisoners does not seem to be fully running in accordance with what is mandated in the laws and regulations regarding the development of prisoners. This is bearing in mind that the actual function of the detention center is as a place of service and care for suspects and defendants in the process of investigation, prosecution and examination at court hearings. The function of the detention center is stated in writing in Article 1 of the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 6 of 2013.

The ineffectiveness of the detention center as a place for coaching becomes a problem which will then interfere with the coaching process for convicts. This is of course caused by many factors, both internal and external. With these inhibiting factors, the success of the coaching objectives will not be achieved. This will have an effect on the prisoner himself or the environment in which he lives after completing his sentence [Ginting, \(2021\)](#). From the background of the problems above, this empirical research was carried out with the aim of analyzing how legal protection is for Prison Inmates (hereinafter referred to as WBP) who are used as workers in the Bangli Class IIB State Detention Center.

So that the following is the formulation of the problem that arises as the background of this writing, namely:

1. What is the role of convicts as workers in prisons/detention centers?
2. What is the coaching process at Class IIB Bangli State Prison
3. What is the legal protection for convicts who are obliged to work at the Bangli Detention Center?

II. METODE

The research method used is empirical research by taking a statutory, conceptual, case and legal sociology approach, with primary and

secondary data sources with research locations at the Rumah Tahanan Negara Kelas IIB Bangli Center. This study uses data collection techniques by interview, observation and documentation as well as recording with interpretation analysis.

III. RESULT AND DISCUSSION

The Role Of Depriminants As Workers In Prison

The process of fostering Correctional Assistance at Rumah Tahanan Negara Kelas IIB Bangli Center is actually not listed in the DIPA and Budget Work Plans of Ministries/Institutions (RKA-K/L) Rumah Tahanan Negara Kelas IIB Bangli Center because the Rutan nomenclature only has the obligation to carry out services, care and guarding prisoners but not convict development activities that should be carried out in Correctional Institutions (LAPAS). However, with the policy of placing convicts in detention centers due to the over-capacity experienced by all prisons and detention centers in Indonesia. The same thing happened to the Bangli Class IIB State Detention Center where 85% of the contents of the occupancy were occupied by convicts who also carried out coaching programs like prisons. So that in order to fulfill the rights of Correctional Inmates, in this case Prisoners, such as managing Remission, Integration, Assimilation, substantive activities must be carried out and followed, so that in an effort to fulfill them, the Detention Center must work with third parties in providing workforce training to promoting results of production.

In this coaching activity, convicts are not only objects that are assessed in carrying out work activities, but also as subjects or actors who carry out production in detention centers. At the Rumah Tahanan Negara Kelas IIB Bangli Center, the assisted residents enthusiastically and voluntarily participate in coaching activities organized by the Rutan. This can be observed in direct observation when coaching activities are being held at the detention center where each activity is followed with enthusiasm and exceeds the expectations of the detention center. This can be seen from the implementation of the activities, the participants are always fully present and even the convicts actually offer their expertise to be trained with other convicts so that it can become one of the sustainable programs that generate benefits and benefits.

As one example of the coaching activities in the Bangli Prison, namely Personality Development which refers to the spiritual activities of each religion and belief and Development of Independence which consists of Work Workshops, Arts, Plantation, Animal Husbandry and Handycraft Making. At the workshop, initially there were only carpentry and furniture activities, but there was one prisoner who had expertise and worked as a welder. So that after being assessed and recommended at the TPP trial, he actually volunteered to train his fellow prisoners. So that the program of work activities can be increased. The results of the interviews with the prisoners indicated that prison is not the right place to seek sustenance in the form of money, but sustenance in the form of charity from the good deeds done. This is the meaning of making up for mistakes and mistakes that have been made before. So that in this case the convicts are fully aware that they have sincerely served their sentence of imprisonment including the coaching program that is part of it.

Another thing that motivates WBP to participate in the coaching process is to kill time and overcome boredom while serving a sentence. Psychologically they will feel continuous sadness and sink into anger and regret for the actions they have committed so that they can be locked up in prison. This downturn did not produce the expected change and it still refers to the concept of imprisonment where the WBP is locked up in the dark of a cell and reflects on the actions that have been committed. However, this contemplation will not change the reality that has occurred and without a definite solution for the good towards it so that correctional transformation occurs which is expected to be a solution to reduce the recidivism rate. So that the coaching activities carried out by these prisoners can provide benefits after being released from LAPAS / RUTAN.

The obligation to take part in coaching is intended for convicts because it is a condition that is taken to obtain their rights in the form of a reduced sentence or release. Apart from convicts, detainees also include correctional inmates. However, detainees are still undergoing a judicial process by the detaining party, be it the Police, the Court or the Prosecutor's Office, so they are not obliged to take part in work activities or coaching. Because the prisoner's sentence cannot be calculated yet to enter the maximum or medium

security category and be tried by TPP, right? However, many detainees take part in voluntary activities under the pretext of filling in the time so they don't think negatively when they are silent behind bars when there is no trial scheduled. These detainees, of course, while carrying out these activities did not receive benefits because they were still the responsibility of the detainees and also did not receive leniency because they had not yet been sentenced. This shows that the role of the WBP is not only to be an object in the coaching program which is regulated by the Government and existing rules, but they are also subjects who have the initiative and thoughts to change themselves, develop themselves through the activities organized and create activities that are new.

Development Process at the Rutan Bangli

According to [Manan, \(2014\)](#), the concept of a welfare state is the State and Government which are not merely guardians of security and public order, but are the main bearers of responsibility in realizing social justice, general welfare, and the greatest prosperity of the people. In this case the people referred to are not only the general public but also prisoners in correctional institutions/detentions. With the transformation of the prison system into a penitentiary so that punishment in Indonesia has changed the vision and mission of revenge with the aim of making deterrent to coaching to socialize. Making the WBP a fully civilized human being when he returns to society. They can improve their socio-economic status so that they do not repeat unlawful acts again, they even hope that they can have a decent life and livelihood for themselves or even be able to open up employment opportunities obtained from the coaching process. So that since his placement in prison / detention center a WBP has been accompanied by a Correctional Guardian. Now the correctional guardian plays a role as a family or companion for WBP in any case, whether bridging with the detention center for complaints and needs needed or maybe also bridging the family outside the detention center. Correctional guardians play an important role in providing recommendations for guidance to be given, the level of security for employment, assessment and granting of reduced sentences/sentences to be conveyed during the session of the correctional observer team (TPP Session). In addition, the

assessment and recommendations provided by the Correctional Guardian are also presented in the Development Progress Report (such as the sample report attached) which will be considered by both the Detention Center and the Ministry of Law and Human Rights in submitting proposals and granting permission for remission or parole. Apart from the Correctional Guardian, other considerations are also obtained from the Correctional Assessor in the Detention Center and the Correctional Center (Bapas) officer in charge of conducting correctional research (litmas) in the environment where the assisted resident lives. The Litmas function is to find out the description of the life of the prisoner before entering the detention center/correctional center and to ensure whether after leaving the detention center/correctional correctional facility the environment and society can accept him again, including ensuring that the prisoner does not repeat his actions. And even if there is resistance from the community, it is Bapas who bridges and mediates this by conveying the achievements of the coaching pattern obtained by the WBP, both from the LPP Wali Penitentiary Report and from the results of the Correctional assessment.

The Head of Rumah Tahanan Negara Kelas IIB Bangli Center, I Wayan Agus Miarda said that with the Litmas from the Bapas it can be seen whether the effectiveness of the guidance carried out in the Detention Center, because there will be a significant increase in every process that is undertaken. From a background that was previously problematic so that he became a prisoner and had to be placed in a prison/detention center then underwent a criminal term with various restrictions but was still able to work and be creative so that it has use value and is expected to be accepted back in his environment to become part of that society by getting a life and a decent living so that they can become real human beings like what are the goals of the Correctional Institution.

In addition, effectiveness in the pattern of coaching carried out with a persuasive and familial approach model/effort which certainly does not deviate from the applicable rules through assessment is considered very effective because with this the prison/remand center can facilitate coaching activities according to their needs, interests, talents and the skills possessed by WBP are without coercion, as quoted from the statement by the Head of Subsidy Subsidy for Rumah

Tahanan Negara Kelas IIB Bangli Services when interviewed on 16 March 2023. Almost the same as what was conveyed by the detention center, several prisoners interviewed also felt that the coaching carried out by the detention center had also been effective because there was already an organized schedule and positive activities that prisoners could participate in so that they were considered capable of building character to become better by keeping the environment clean, diligently exercising and obedient to worship. In addition, the skills acquired during coaching can also be applied to live life after sentencing.

However, it cannot be denied that there are obstacles in the coaching process so that it cannot run optimally at the Bangli Class IIB State Detention Center, including:

1. Nomenclature of the Bangli Class IIB State Detention Center as a detention center which functions as a place to place prisoners so that it should only carry out security duties, service and care for prisoners, not coaching which should be aimed at convicts, because legally the management of detainee activities is fully carried out by the detainees and only entrusted at the detention center because they still have to go through the process of their case so they can't be employed because they haven't been incraht yet so the principle of presumption of innocence continues.
2. In fact, because all prisons/detentions in Indonesia are over capacity as well as the Bangli Class IIB State Detention Center, so from the occupancy data at the Bangli Detention Center, 90% of the prisoners are convicts whose rights must be fulfilled to get a reduced sentence (remission).), assimilation, or conditional release where to propose it requires a coaching process that should be carried out in Correctional Institutions but is endeavored to be carried out in Detention Centers with all its limitations.
3. With regard to limited prison duties, it also affects the development process which cannot be included in the Ministries/Institutions Budget Work Plans (RKA K/L) as attached. So that the detention center cannot provide adequate equipment, facilities and infrastructure as well as training that is considered capable of adding to the knowledge

and skills expected to support this development.

4. It is still related to the nomenclature of the functions of the detention center, which is only limited to securing, serving and caring for detainees, so there is no position or section that specifically handles coaching. So that there are no human resources/employees who specifically handle these coaching activities so that they can be monitored and run well.

The dual position that is currently implemented actually breaks the focus and concentration of employees so that their work is not optimal. In addition, these employees do not have education or skills that are relevant to the coaching that is held because they are only self-taught to meet coaching needs. Meanwhile, many benefits were felt by both the detention center as the manager and the prisoner who underwent the training, apart from being the main requirement for submitting remission, PB and assimilation so that this program is expected to be implemented in the detention center, namely:

1. From the detention center, this coaching is very helpful in the maintenance process in cleaning activities, simple building/office maintenance (such as painting, or patching up small damage) as well as making facilities such as tables and chairs can be carried out by prisoners who have these skills and recorded in the coaching program as tamping.
2. The coaching that is carried out is not only to fill the WBP's free time, but also to make the WBP comply with the applicable regulations so that security and order can be created with this coaching. The atmosphere in the detention center became conducive.
3. For WBP who receive a coaching program, they can carry out positive activities every day while serving their sentence so that it is hoped that they will not violate the law again
4. Have skills or abilities that can be useful so that after serving a sentence they can later be accepted by society.
5. WBP gains experience and additional knowledge that was not previously obtained outside prisons/detentions so that it is hoped that they will be able to produce a better attitude/mental character when they leave prisons/detention
6. Train Interpersonal Skills / abilities (both soft

skills and hard skills).

Legal Protection of Depriants who Have Work Obligations

According to [Hadjon, \(2005\)](#) that legal protection for the people as a preventive government action aims to prevent disputes from occurring, while refransive protection aims to resolve a dispute. So that if there is a violation of the rights that should be received by convicts in the coaching process, it is a violation of the legal protection they have. In this regard, the preventive legal protection given to convicts who are used as workers in the coaching process has been regulated in the Rights, Obligations and Prohibitions contained in Law No. 22 of 2022 concerning Corrections, that every WBP is required to take part in a coaching program at correctional institutions/detentions. and are entitled to receive wages for their work. The same thing is implied in the Regulation of the Minister of Law and Human Rights Number 3 of 2018 concerning Terms and Procedures for granting Remission, Assimilation, Visiting Family Leave, Parole, Prior Release Leave and Conditional Leave. That in addition to fulfilling administrative requirements, they must also fulfill substantive requirements in the form of good behavior by not being recorded in register F and participating in activities and Development Programs organized by Correctional Institutions/Detention Centers. Whereas refransive legal protection can be taken by WBP if there is a dispute either in the form of non-fulfillment of rights that should be proportional to the obligations that have been carried out. Then the WBP can convey his aspirations through the Correctional Guardian. This is where the role of the Correctional Guardian is not only to be a companion in the coaching process but also to be able to accommodate complaints and suggestions as well as bridging the aspirations of Prisoners to the Institution and vice versa socializing Institution policies and directing the WBP to comply with applicable regulations. Another way that can be taken is to express opinions in a legal and official forum, namely the Correctional Observer Team (TPP) meeting.

So that with the realization of significant legal protection, it is hoped that convicts who are used as workers in prisons / detention centers will get legal certainty. In his theory, Gustav Radbruch put forward 4 (four) fundamental things related to legal

certainty, namely: law is positive, law must be based on facts, facts must be clearly formulated, and positive law should not be easily changed. Thus there will be no arbitrariness on the part of the prison/detention center in the use of prisoners as workers in it and prisoners in submitting objections or problems must also use clear and verifiable facts.

The problems that usually arise are related to disputes between WBP and the prison/detention center which are different from disputes between workers and employers in general. Because the biggest reward expected for the work done is not oriented towards premiums/wages. However, the focus is more on the compensation that will be received by the WBP. The compensation received by all WBP is a very valuable thing which of course is very much expected by all WBP, namely a reduction in sentence terms and parole. So the compensation received is not only in the form of salary/wages but what is expected and considered valuable in sentencing is freedom, both the actual freedom to leave prison/detention center and the freedom felt emotionally by the prisoner.

Moreover, the production or work of the WBP cannot be fully enjoyed by the WBP because there must be PNBP paid by the Detention Center to the State based on Government Regulation of the Republic of Indonesia Number 45 of 2014 concerning Types and Tariffs for Types of Non-Tax State Revenue that apply to the Ministry of Law and Human Rights and emphasized by the Letter of the Head of the Correctional Division of the Regional Office of the Ministry of Law and Human Rights of the Republic of Indonesia number W20.PAS.UM.01.01-376 dated 20 October 2018 concerning the Target of UPT PNBP within the Ministry of Law and Human Rights of the Bali Regional Office.

In addition to PNBP, production profits at the detention center are also constrained by operations, where the raw materials used must be purchased from outside, and the equipment and infrastructure used cannot be provided by the detention center, so they have to rent, etc. So that not all WBPs who are required to work receive a premium for their work, for example WBPs who are required to work related to cleaning or as tamping do not receive a salary/wages but they have more flexibility than other WBPs such as being able to go out to the front yard of the detention center so that they have more interaction extensive with the outside world

compared to other WBP. Inmates who are placed in this position are of course those who have served more than $\frac{3}{4}$ of their criminal past and are included in the minimum security. Then WBP who work on plantations and farms to produce vegetables and food ingredients also cannot receive a premium, because the plantation products are converted to meet the food supply of all WBP so that the Detention Center does not need to buy out food supplies to meet WBP's food needs. Whereas WBP who work in workshops produce handicrafts as well as paintings and furniture get sales proceeds with a profit sharing policy with a percentage of 50% for WBP who are obliged to work, 20% for PNPB and 30% for operations. However, this policy adjusts to the PNPB target charged to each UPT that must be met (as attached).

Meanwhile, to meet this target, the initial percentage must be reduced as well as for the purchase of equipment and supporting materials so that after we interviewed several inmates who are obliged to work at the Bangli Detention Center, that the percentage of income they receive is not absolute and corresponds to 50% of sales profits, but depends on the achievement of realization PNPB targets that have been achieved in that period. However, this does not affect the performance or the coaching process that is carried out because the orientation of WBP who undergo compulsory work is not the wages/premiums that are paid, but that they undergo these activities to get "freedom" is the most important thing that everyone in prison wants more than money. and whatever. So what is wanted is for their legal process to be quickly resolved in the detention center by proposing a reduction in their sentence (criminal) and parole.

IV. CONCLUSION

From the results of research conducted to answer the problems that have been formulated so that a conclusion can be drawn, namely, as follows:

1. Prisoners can act as workers in Correctional Institutions/Detention Centers due to changes in the prison system in Indonesia which has become a correctional system with a coaching program in it that aims for the long term, not only to take revenge for the crimes committed but also so that these convicts

do not repeat crimes and can be accepted in society with a decent life and livelihood. So that all convicts who want to take care of their rights such as reduction of their sentence (remission), parole, assimilation, etc. are required to take part in this training by participating in one or several independence development activities whose results can be commercialized and or utilized by the state. And for this work, the convict will receive a premium in the form of wages or compensation in the form of a reduction in criminal past. It is because of this attachment that convicts can act as workers in prisons/detention centers.

2. The process of coaching the WBP at the Bangli Class IIB State Detention Center is actually not listed in the DIPA and Budget Work Plans of Ministries/Institutions (RKA-K/L) for the Bangli Class IIB State Detention Center because the Rutan nomenclature only has the obligation to carry out services, care and guarding detainees is not coaching convicts but with the placement of convicts of up to 85% so that the Bangli Detention Center also implements a coaching program like prisons to fulfill services for the rights of convicts in it. Such development includes Agriculture, Animal Husbandry, Handicrafts, and the Arts in collaboration with third parties in its implementation.
3. Regarding legal protection for prisoners who are undergoing mandatory work at the Rumah Tahanan Negara Kelas IIB Bangli Center in a preventive manner as mandated in the Correctional Law No. 22 of 2022 concerning Corrections regarding the Rights, Obligations and Prohibitions of WBP in Correctional Institutions / Detention Centers that WBP is obliged participate in a coaching program held in the detention center and get a premium for their work. Refensive WBP can convey their aspirations through the WBP Correctional Guardian respectively or at the TPP Session including if there are rights that are not fulfilled or criticism and other suggestions

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