

## The Effectiveness of Guidance Programs for Inmates in the Process of Social Reintegration (A Study at Wonogiri Class IIB Prison)

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### ABSTRACT

*The passage of Law Number 22 of 2022 marks a fundamental shift in Indonesia's correctional system from a retributive approach to one oriented toward social reintegration. This study aims to analyze the effectiveness of the guidance program at the Class IIB Wonogiri Correctional Institution, identify supporting and inhibiting factors, and evaluate the reintegration readiness of the Assisted Residents. Using an empirical juridical method with a descriptive qualitative approach, data were collected through in-depth interviews, participatory observation, and document analysis. The results of the study show partial effectiveness: personality development programs have succeeded in restoring mental stability, while independence programs have not been substantially effective due to infrastructural stagnation and curriculum incompatibility. The analysis reveals the existence of a dialectic in which the humanistic dedication of officers as a supporting factor is overshadowed by dominant inhibiting factors, namely limited facilities and persistent social stigma. This condition creates the phenomenon of "Paradoxical Reintegration," in which the Fostered Citizens possess psychological readiness (internal desistance) but face structural rejection from society and the labor market. This study concludes that without structural interventions, such as social enterprises or affirmative policies, the legal mandate of reintegration cannot be fully realized.*

**KEYWORDS** Prison; the effectiveness of the coaching program; Social Reintegration; Law Number 22 of 2022; Paradoxical reintegration.



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### INTRODUCTION

The penitentiary system in Indonesia has entered a transformative era marked by a fundamental paradigm shift from a retributive approach to a framework oriented toward rehabilitation and social reintegration (Ratu, 2023). The culmination of this policy evolution was realized through the ratification of Law Number 22 of 2022 concerning corrections, which definitively replaced the previous legal framework, namely Law Number 12 of 1995 (Indonesia, 2022).

This new regulation is not just a legislative update but a declaration of aspiration to reconstruct the role and function of correctional institutions within the national criminal justice system. Previously, the penitentiary was positioned as the final stage in the judicial process; however, this new law confirms its more integrated position. The function of corrections is now carried out from the pre-adjudication, adjudication, to post-adjudication stages (Afrizal & Arma, 2025; Prabowo & Sulaiman, 2025).

These structural changes reflect the state's efforts to align correctional practices with the principles of human rights and the noble values of Pancasila, with the ultimate goal of reshaping individuals so that they can function positively in society (Ramadhan et al., 2025).

The philosophical foundation of Law Number 22 of 2022 is strengthened by new principles that guide the implementation of correctional services, including restorative reintegration, evidence-based treatment, individualization, sustainability, and collaboration (Nugroho, 2022).

All of these principles boil down to one main goal: the success of the social reintegration of the Assisted Citizens, namely their ability to return to society as productive and law-abiding individuals. This goal is in line with international standards such as the UN Model Strategies on Reducing Reoffending (the Kyoto Model Strategies), which promote the transformation of correctional institutions from mere places of detention into environments that support individual change (United Nations Office on Drugs and Crime [UNODC], 2025).

Thus, the main focus of the modern correctional system is to prepare the Assisted Citizens to integrate healthily with the community so as to reduce the rate of repeat crimes, or recidivism.

Although legal ideals have been established, the process of social reintegration in practice is a multidimensional challenge that is far more complex than merely the physical release from the penitentiary. Various international studies have identified severe barriers faced by ex-convicts, such as difficulty obtaining jobs and decent housing, rebuilding strained family relationships, and coping with psychological trauma (Batastini et al., 2017).

Among these obstacles, the social stigma attached to the label “ex-convict” is the most formidable barrier because it breeds discrimination and social exclusion that limit opportunities and encourage individuals to return to crime (Ningrum, 2023; Doleac, 2018). As a result, successful reintegration depends not only on internal changes within the individual but also on the active support of the family and the community. The failure of society to provide a viable pathway back is often a major cause of recidivism, placing the burden of systemic failure on the most vulnerable individuals (Mawarni, 2023).

The effectiveness of coaching programs as a central mechanism to prepare inmates to face the challenges of reintegration is actually weakened by the structural crisis that has long been rooted in the Indonesian correctional system. Overcapacity is a chronic problem in almost all correctional institutions, resulting in the depletion of resources, security disruptions, and obstacles to the implementation of quality coaching programs (Angkasa, 2023).

This problem is exacerbated by limited budget allocation, inadequate supporting facilities, and a lack of competent human resources (Yuliandhari, 2024). As a result, many coaching programs are unable to achieve their expected goals. Participant selection is often not objectively based on interests or talents, and the material provided frequently lacks the depth necessary to produce sustainable behavioral change (Arisna et al., 2023). This situation creates a paradox in which the legal mandate for evidence-based coaching collides with the reality of resource-constrained implementation, causing programs to become ceremonial rather than effective scientific interventions.

Several previous studies have examined the implementation of coaching programs in correctional institutions. Arisna, Adnyani, and Landrawan (2023) found that personality development programs at Singaraja Prison were implemented consistently in accordance with Law Number 22 of 2022; however, overcapacity significantly hindered coaching quality, and the study did not examine independence programs or reintegration readiness factors. Nugroho (2022) provided a comprehensive juridical analysis of the new correctional law’s principles *The Effectiveness of Guidance Programs for Inmates in the Process of Social Reintegration (A Study at Wonogiri Class IIB Prison)*

but did not empirically examine implementation at the technical unit level. Novianti (2019) identified that overcapacity at Pekanbaru Prison depleted resources for security rather than coaching, limiting facilities, budgets, and personnel; however, the study did not explore the dialectic between supporting and inhibiting factors or analyze inmate readiness through desistance theory. Fauzi et al. (2025) emphasized that the effectiveness of independence programs at Kediri Prison depends on training relevance to market demands, highlighting gaps between prison training and actual labor market needs; however, the study did not comprehensively analyze social and cultural barriers such as community stigma and labor market discrimination.

Despite these contributions, research gaps remain. Most studies focus on juridical analysis or systemic issues rather than the empirical examination of law in action at technical implementation units. Few studies systematically analyze the dialectic between supporting and inhibiting factors using theoretical frameworks such as Soekanto's legal effectiveness theory. In addition, limited research explores inmate reintegration readiness through desistance theory, which distinguishes internal psychological readiness from external structural readiness. Previous studies have also not adequately addressed the phenomenon of paradoxical reintegration, in which inmates are mentally prepared for change yet face structural rejection from society and the labor market.

The novelty of this research lies in its comprehensive analysis of coaching program effectiveness at Wonogiri Class IIB Prison using an integrated theoretical framework that combines Soekanto's legal effectiveness theory with desistance theory. The study examines the dialectic between effective personality programs and partially effective independence programs, introduces the concept of paradoxical reintegration to describe the condition in which inmates achieve psychological readiness through personality programs but remain unprepared for structural reintegration due to ineffective independence programs and external social barriers, and offers evidence-based recommendations for structural interventions, including social enterprise development and affirmative policies, to bridge the gap between internal desistance and external reintegration.

Although the normative mandate in Law Number 22 of 2022 is very clear, there is a significant gap between the ideality of the law and the effectiveness of its implementation at the operational level. A review of the literature shows the scarcity of empirical studies that specifically measure the effectiveness of post-enactment coaching programs at the institutional level. Existing research focuses more on juridical analysis of laws, systemic issues such as overcapacity, or the post-release phase handled by the Correctional Center (Bapas) (Mawarni, 2023; Nugroho, 2022).

Therefore, empirical research that examines law in action in technical implementation units is needed to understand the contextual factors that determine the success of policy implementation. Without micro case studies such as these, policymakers lack granular data to conduct evidence-based evaluations and policy adjustments.

Based on the identified research gaps, this study aims to fill gaps in the literature by conducting an in-depth analysis of the effectiveness of the coaching program at the Wonogiri Class IIB Correctional Institution under the mandate of Law Number 22 of 2022. Specifically, this research will: (1) analyze the effectiveness of the implementation of personality and independence development programs; (2) identify supporting and inhibiting factors that affect

their effectiveness; and (3) analyze the readiness of the Assisted Citizens to undergo social reintegration. The results of this study are expected to make a theoretical contribution to the development of correctional law and criminology studies, as well as provide evidence-based practical recommendations for Wonogiri Class IIB Prison, the Directorate General of Corrections, and the Ministry of Immigration and Corrections in formulating more effective derivative policies. Thus, this study has high urgency and relevance in evaluating the real impact of correctional reform in Indonesia.

## **METHOD**

This study used an empirical type of juridical legal research with a qualitative approach to analyze the law in practice (Law in Action) the implementation of Law No. 22 of 2022 concerning Corrections in Class IIB Wonogiri Prison for two months. Primary data collection was carried out through in-depth interviews with correctional officers and inmates as well as participatory observation. Secondary data are derived from the study of documents including relevant laws and regulations and related scientific literature. All the data collected were then analyzed using an interactive model (Miles and Huberman, 1992) which included three stages: data reduction, data presentation, and conclusion drawing and verification to answer the research questions credibly.

## **RESULT AND DISCUSSION**

### **The Effectiveness of Coaching Programs Based on the Correctional Regulatory Framework**

The philosophical foundation of punishment in Indonesia rests on the Correctional System initiated by Sahardjo on the Theory of the Correctional System, which rejects retributive imprisonment and focuses on social reintegration as the main goal of punishment (Jupri, J, 2020). This Philosophical Theory is now a central mandate in Law Number 22 of 2022 concerning Corrections (Correctional Law), which fundamentally repositions the function of prisons from simply confining them to preparing Assisted Citizens (WBP) to return to society.

Operationally, this reintegration mandate is realized through two main pillars: personality development and independence development, as stipulated in Government Regulation Number 31 of 1999 concerning WBP Development. To measure the effectiveness of its implementation in the Wonogiri Class IIB Prison, this study analyzed the factual findings of the field (Das Sein) using the regulatory framework as the ideal standard (Das Sollen). The research hypothesis shows that there is a dichotomy of effectiveness: both between the Personality Development and Independence Programs, there are substantial supporting factors and barriers that are crucial for the readiness of the reintegration of the Fostered Citizens.

#### **A. Effectiveness of Personality Development Programs**

Personality development at the Class IIB Wonogiri Prison is focused on the internal recovery of the WBP, including religious awareness, legal awareness, and social interaction. According to observation data and interviews with the Head of the Prisoner/Student Development Section (Kasi Binadik), programs such as routine recitations, weekly worship, sports, recreational, scouting and basic law counseling run consistently.

The Effectiveness of Guidance Programs for Inmates in the Process of Social Reintegration (A Study at Wonogiri Class IIB Prison)



**Figure 1. Implementation of Religious Activities in the Personality Development Program**

Source: Researcher Documentation, 2025

This Factual condition can be seen in Figure 1. This finding is in line with the mandate of the Correctional Law which makes personality development a basic right of the WBP. The effectiveness of this program can be seen from the high participation of WBP and the creation of stability in prisons.

Other research at Singaraja Class IIB Prison also confirmed that the implementation of personality development after Law 22/2022 is the main focus, especially in mental and spiritual formation (Ariana, P.D.K, Et al, 2023). In various prisons in Indonesia, religious-based programs such as the pesantren model have proven to be one of the most frequent and successfully implemented interventions, because they are considered to be able to increase religiosity and change WBP behavior.

Internationally, positive psychology-based interventions have also shown promising evidence in improving psychological well-being in prisons. Although in Wonogiri Prison the intervention is still predominantly religious, the consistency of its implementation has met the minimum standards of procedural regulatory mandates.

## **B. Implementation Gap in the Self-Reliance Development Program**

In contrast to the personality program, the findings of research at the Class IIB Wonogiri Prison show that the independence development program is partially or partially effective to achieve its main goal of creating WBPs who are ready to work and economically independent post-free.

Formally, the Wonogiri Prison has organized independence programs, such as sewing training, cooking, agricultural work activities (spinach, chili), light or automotive workshops, and there are findings, namely local independence programs such as Gamelan Art and collaborating with third parties of MSMEs around by making baskets, knitting mats. However, observation data and in-depth interviews with Officers and Fostered Residents reveal that there is a significant gap between the ideality of regulation and the reality of implementation.

**Table 1. Gap Matrix for the Implementation of the Coaching Program**

<b>Pillars of Coaching</b>	<b>Ideal Mandate of Regulation (Law 22/2022) and (PP 31/1999) (Das sollen)</b>	<b>Key Factual Findings (Das Sein)</b>	<b>Effectiveness Status</b>
A. Personality	Forming morals, mental, and legal awareness of WBP.	Programs (Religious, Law, Sports, Recreational, Scouting) run consistently and scheduled.	Effective (Procedural-Substantial)

B. Independence	Provide relevant job skills and build partnerships for job placements.	Most of the programs (Sewing, Cooking, Workshop) were halted due to renovations. Agricultural work activities are running. Gamelan Art and MSME Products Running	Not Effective (Substantial)
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Source: Primary data processed from interviews and observations, 2025

The most crucial gap identified in Table 1 lies in the pillar of independence. The factual condition of the facilities, especially in inadequate facilities, is the main visual evidence of the substantial ineffectiveness of this program. It can be seen from Figures 2 and 3. Which will explain the condition of obstacles to the renovation of facilities and infrastructure and the low number of participants in agricultural work activities (spinach, chili).



**Figure 2. Implementation of Agricultural Activities in the Independence Development Program**

Source: Researcher Documentation, 2025



**Figure 3. Implementation of Facility and Infrastructure Renovation**

Source: Researcher Documentation, 2025

This gap is identified at several crucial points:

1. Limitations of Facilities and Facilities:

The most prominent finding in this study was the stagnation of independence training activities in almost all training rooms, except for agricultural training.

The stagnation was caused by the renovation process and limited space that did not allow the transfer of activities to other locations, so that practical training activities were delayed until next year. An exception is in agricultural training that continues because it is carried out inside and outside the prison, although it is limited to the delivery of theory. As a result, WBP does not get adequate practice hours, so learning outcomes are only at the level of "knowing" and have not reached the "skilled" stage.

The temporary delay (stagnation) of this independence program has differential implications for the Assisted Citizens, depending on the duration of their crime. For inmates with long sentences or those who are in the initial coaching stage, the negative impact is relatively minimal. This is based on the opinion that they still have the opportunity to participate in the program in the next period when the program has run normally.

The Effectiveness of Guidance Programs for Inmates in the Process of Social Reintegration (A Study at Wonogiri Class IIB Prison)

On the other hand, the most significant impact was felt by inmates with short sentences. They risk completing their sentences before the program is reactivated, which has implications for the lack of skills when the social reintegration process begins. These findings are in line with previous research that shows that the implementation of coaching programs in various prisons is still suboptimal due to limited infrastructure.

## 2. Quality and Relevance of the Curriculum:

The programs carried out tend to be repetitive and not necessarily in accordance with the needs of the job market in Wonogiri or Central Java at this time. This finding is reflected in the doubts expressed by the Assisted Residents themselves regarding the relevance of the training.

A WBP 1 Initials [DIS] expressed this ambivalence by stating: "It's true that there is a mas program, it's good, but I don't know if it will be useful or not. I'm grateful I got a new skill."

This quote highlights a central problem: while WBPs are grateful for new skills (a positive aspect), there is significant uncertainty about the usefulness of those skills in the external job market. This indicates that there is a potential gap between the training curriculum in prisons and the actual demand for skills in the real world of work.

Research at Kediri Prison emphasizes that the effectiveness of independence programs is highly dependent on "relevant training quality" and "skills that can be applied directly in the job market" (Fauzi, M.R, et al, 2025).

## 3. Lack of Professionals and Partnerships:

The effectiveness of the program is still hampered by the limited number of instructors with special technical expertise. Although the Class IIB Wonogiri Prison has collaborated with the local BLK and several related agencies, the partnership pattern is still limited, generally in the form of monthly contracts or short practices per period, so it has not been able to provide continuous coaching or systematic work distribution channels as encouraged by the Correctional Law.

The phenomenon in Wonogiri Prison is not an anomaly; This is a reflection of systemic problems. Many studies highlight that overcapacity in Indonesian prisons directly hinders the effectiveness of coaching programs, because resources (facilities, budgets, and officers) are depleted for basic security, not coaching (Novianti, R.R, 2019).

This finding confirms that although the Wonogiri Prison has made efforts to implement the mandate of the Correctional Law and its derivatives, its effectiveness is still partial. The personality program succeeds in maintaining internal stability, but the independence program as the main "bridge" to social reintegration is still hampered by classic problems such as limited facilities and budgets, resources, and gaps in relevance to the world of work. These inhibiting factors will be analyzed in more depth in the next section.

## **Dialectics of Supportive-Inhibitory Factors and Their Implications for Social Reintegration Readiness**

Following up on the findings in Discussion Section 1 which concluded that there is an implementation gap between the pillars of personality development (effective) and the independence pillar (not yet effective), this Discussion Section 2 specifically dissects the factors that cause it.

To unravel this complexity, this analysis uses Soerjono Soekanto's five-factor legal effectiveness framework. According to Soekanto, this theory of effectiveness consists of 5 things, namely Legal Factors, Law Enforcement, Facilities/Facilities, Community, Culture (Swatantri, N. P. D. A., 2020). This framework will function as an analytical tool to systematically map the factors that act as supporters and inhibitors of program implementation in the field.

### A. Dialectics of Supporting and Inhibitory Factors (Soekanto Factor Analysis)

Field findings show the existence of a complex dialectic (tug-of-war) between the existing factors, Mapping of these factors is summarized in the following table to see the dialectic:

**Table 2. Analysis of Supporting Factors and Inhibitors of Program Implementation (S. Soekanto Theory)**

Effectiveness Factors	Factual Findings in Wonogiri Prison (Interview & Observation Data)	Properties (Supportive/Inhibitory)
<b>1. Legal Factors</b>	Law 22/2022 is clear, but the technical rules/derivative SOPs at the UPT level related to the evidence-based curriculum are not optimal.	- Supportive (Macro) - Inhibitor (Micro)
<b>2. Law Enforcement</b>	Law Officers (Kasi Binadik, Wali) have high dedication and humanism, but the quantity/ratio is not balanced with the WBP. Overcapacity	- Supportive (Quality) - Inhibitor (Kuantitas)
<b>3. Facilities/Facilities</b>	Acute limitations on the means of the independence program (Space, practice tools, work workshops).	- Inhibitor (Dominan Internal)
<b>4. Society</b>	- Partners (BNN, related agencies) exist for personality programs. - Stigma in the general public is still high and stigmatization in the (private) job market has not been opened.	- Supportive (Partial) - Inhibitor (External Dominant)
<b>5. Culture</b>	The culture of "hesitation" or fear in the community to interact with former WBP. Rigid bureaucratic culture in recruitment. and high stigmatization.	- Inhibitor (External Dominant)

Source: Primary data processed from interviews and observations, 2025

#### 1. Legal and Law Enforcement Factors (Supportive):

The main factor that is supportive in the implementation of the program is the dedication and integrity of the coaching officers (Law Enforcement). Field data shows a significant paradigm shift in the interaction pattern between officers and Assisted Citizens (WBP), which now prioritizes a humanist approach. Patra Rakasiwi, as the Head of the Sub-Section of Registration and Community Guidance (Bimkemas), emphasized that the role of officers has now transformed from just a security supervisor to an empathetic coaching figure.



**Figure 4. Interview with the Head of Subsireg Bimkemas**

Source: Researcher Documentation, 2025

In an interview, Patra stated: "We as officers are now not what they used to be. We consider them [WBP] like our own family, understanding each other to build in the right direction."

An indicator of the success of this emotional relationship (bonding) can be seen from the high trust of WBP in officers. Patra added that the relationship continued even post-release: "Even after leaving, they still sometimes still contact us, asking: 'Sir, is there a job?'" This fact proves that officers not only act as guardians, but also play an active role as motivators and informal facilitators in the WBP social reintegration process.

The quality of interaction between officers and WBPs that is humane is in line with research by Lynch and Sabol (2022) which highlights that the success of rehabilitation is greatly influenced by the quality of officer interaction.

## 2. Facilities and Facilities (Internal Inhibitors):

The supporting factors of these officers are weakened by the main inhibiting factors from within the prison, namely the Facilities and Facilities Factor. As identified in Discussion 1 (Figure 3), infrastructure limitations in the self-reliance program are the most dominant inhibitors. This is in line with studies in various prisons in Indonesia which concluded that the implementation of coaching programs is suboptimal due to inadequate infrastructure. Failure in this one factor, according to Soekanto, can cause the entire program to be ineffective.

## 3. Social and Cultural Factors (Dominant External Inhibitors):

These are the crucial findings of this study. Even if the internal independence program of the prison is perfected, the program will face an external "wall" of obstacles from Community Factors and Cultural Factors.

### a. Stigma Social:

The findings of the in-depth interviews with the WBP who will be free show that their main anxiety is not in the aspect of technical skills, but in the shadow of the stigma of "ex-convicts". This anxiety was validated by DIS, a recidivist WBP in narcotics cases who has empirical experience related to community response.



**Figure 5. Interview with WBP 1 Initials (DIS)**

Source: Researcher Documentation, 2025

In an interview, DIS revealed the psychological impact of the verbal scorn (labeling) she received from the surrounding environment:

"I can say this because I've experienced it People often say: 'Eh it was once in prison, now what? Back and forth? Do you feel at home in prison?'. From there I became a bit embarrassed to start a relationship with someone who said so."

This DIS recognition confirms that stigmatization from society is a real obstacle. Cynical comments from residents ("feel at home in prison") create a deep sense of shame, which then triggers social withdrawal behavior. As a result, WBPs are reluctant to rebuild social interactions, even though these interactions are an absolute requirement for successful social reintegration.

b. Job Market Discrimination:

The Community factor also manifests itself in the reluctance of the business world (job market) to absorb ex-convicts, who often take refuge behind administrative requirements. This was revealed by HS, a female prisoner with a background of work experience in the formal sector. Despite having employability skills, HS realizes that his legal status will be an absolute obstacle in the recruitment process.



**Figure 6. Interview with Insial Female Prisoners (HS)**

Source: Researcher Documentation, 2025

In an interview, HS expressed his realistic concerns regarding the SKCK requirements: "My experience applying for a job [in the past] was to attach an SKCK. But now I'm a suspect in the gold shop robbery so what I'm worried about is that I might have a hard time getting another job out there."

HS's statement emphasized that the Police Record Certificate (SKCK) functions as a formal exclusion mechanism. The work skills he had (experience in gold shops) became meaningless as a result of the criminal record. This reinforces research at Kediri Prison which

The Effectiveness of Guidance Programs for Inmates in the Process of Social Reintegration (A Study at Wonogiri Class IIB Prison)

emphasizes that skills training will be useless if there is no guarantee of job market acceptance or the removal of administrative barriers for former inmates.

## **B. Implications for Social Reintegration Readiness (Analysis of Social Reintegration Theory and Desistance Theory)**

The findings of supporting factors and inhibitors in the discussion of point A have direct implications for WBP reintegration readiness. This analysis uses two theoretical lenses. First, Social Reintegration Theory is used to map the dimension of readiness (Personal, Structural, Community) (McNeill, F., 2021).

Second, the Desistance Theory initiated by Robert J. Sampson is used to understand the process of how WBP achieves readiness. Desistance's theory explains that desisting from crime is a long-term process that requires "turning points", such as getting a stable job, and new "social bonds" to be able to let go of their criminal identity (Sampson, R. J., 2007). The coaching program in prisons ideally functions as a facilitator to create these turning points.

The main finding of this study is that WBPs in Class IIB Wonogiri Prison are internally (psychologically) ready to desist (stop), but external systems (structural and social) are not ready to accept their reintegration.

1. Readiness for the Personal Dimension (Internal Desistance) The result of an effective personality program (study, counseling) has succeeded in building internal capital for desistance. The interview data showed they had high motivation to change and were building a new pro-social 'identity narrative', in line with Robert J. Sampson's theory of cognitive desistance.
2. Unpreparedness in the Structural Dimension (Failure Turning Points) This is where the main failure lies. This personal readiness is not supported by structural readiness. As a result of the ineffective self-reliance program (due to the Means Factor), WBP failed to get the crucial "turning point" offered by Sampson and Laub, namely work skills (human capital). They are mentally "ready," but "not ready" skillfully to compete in the job market.
3. Blockade on the Community Dimension (Rejection of Social Bonds) This is the crux of the problem. The personal readiness of the WBP and the lack of skills then hit the "wall" of the biggest barrier: the Community Factor (Stigma).

The Reintegration Theory is a two-way interaction, and the Desistance Theory requires social bonds. However, stigma and discrimination in the labor market blocked the formation of these new social bonds. Although WBP is trying to change, society (as a result of Cultural Factors) is not easy to accept or even refuse to accept.

As a policy implication, these findings confirm that reintegration strategies can no longer rely solely on a formal labor market that has proven to be resistant to stigma. The government, especially the Ministry of Immigration and Corrections (Kemenimipas) in synergy with the Social and Labor Service, needs to engineer a 'buffer ecosystem' through three strategic steps:

1. Strengthening Post-Release Business Incubators: Transforming the role of the Correctional Center (Bapas) from just a supervisor to a 'business incubator'. Independent entrepreneurship programs must be community-based with real capital and market assistance, not just training (Budi & Prasetyo, 2025).
2. Institutionalization of "Social Enterprise": Encourage the establishment of social enterprise units that are specifically designed as safe havens for former WBPs. Here, they can work

without having to hide their past identities, which serves as a bridge of transition before entering the open job market (Prasetya & Santoso, 2025).

3. CSR Affirmation & Incentive Policy: Issuing regulations that link the company's CSR (Corporate Social Responsibility) compliance with the acceptance of former WBP workers. The government can provide non-fiscal incentives or 'Human Rights-Friendly Business World' certification for companies that implement this affirmative action (Setiawan & Rahmawati, 2025).

Without structural intervention on Social and Cultural Factors, the coaching program in prisons, no matter how good the quality is, will only result in the phenomenon of 'Paradoxical Reintegration': producing individuals who are mentally and spiritually 'ready' and 'recovered', but remain 'isolated' and socio-economically 'paralyzed' upon returning to society.

### CONCLUSION

This study concludes that the implementation of Law Number 22 of 2022 at the Wonogiri Class IIB Prison shows partial effectiveness. Personality development programs have proven to be effective in restoring the mental stability of inmates, but the independence program has not been effective due to infrastructure constraints and curriculum incompatibility with the job market. This ineffectiveness is caused by the dominance of inhibitors in the form of lack of training facilities and strong community stigma, which defeats the supportive factors of the dedication of correctional officers. This condition creates the phenomenon of "Paradoxical Reintegration", in which the Fostered Citizens have a psychological readiness to change, but face structural rejection in society. Therefore, further research is recommended to focus on concrete solutions to overcome these external barriers, such as examining the effectiveness of tax incentives for companies that recruit ex-convicts or the development of community-based social enterprise models as inclusive economic transition zones.

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