

**THE EFFECT OF LABELING ON EX-CONVICT IN THE SCOPE OF THE
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Abstract

Even though they have paid the price for the wrongdoing, ex-convicts still receive labels that result in them being considered criminals by society. Not only labeling within the scope of society but also in the scope of the world of work, especially companies. This study aims to analyze the effect of labeling on ex-convicts within the scope of the world of work at companies in South Sulawesi. This type of research is empirical juridical research. Sources of data in this study are direct interviews as primary data sources and through literature study as secondary data sources. The analysis used is qualitative data analysis. The results of research on the effect of labeling on ex-convicts in the scope of the world of work at companies in South Sulawesi, show that labeling ex-convicts makes it difficult for ex-convicts to be accepted in social life and within the scope of the world of work, the fact is that until now there is no company in South Sulawesi Province. Those who are willing to accept ex-convicts as workers and the absolute requirements of SKCK in job admission also reinforce the labeling of ex-convicts so that ex-convicts are not confident to compete in the world of work to get decent work and feel discriminated against because they are not given opportunities in the world of work. In addition, the existence of labeling has also had an impact on the formation of recidivists or non-criminal repetitions because the offender who is labeled negative will eventually think that it is useless to do something good, if the community will continue to label him as a criminal and as if it does not give him the opportunity to be even better. , then that label has the potential to be realized by the perpetrator, especially if the ex-convict finds it difficult to get a decent job, so in order to meet economic demands in order to survive, the crime will be repeated.

Keywords: *Ex-Convicts; Labeling; World of Work***INTRODUCTION**

In formal criminal law, the term “criminal” is not known, only in a number

of terms, such as: reported, suspect, defendant, convict and convict. Not all crimes in the eyes of criminology are considered crimes, because that is the "strictness" of criminal law in the stream of "legism" compared to empirical criminology. The term "criminal" has also been attached to ex-convicts where the public will still consider that the criminal is still a criminal even though he has completed his sanction or sentence. From the perspective of Howard S. Becker, the study of labeling theory emphasizes two aspects, namely: the first explains why and how the person is labeled or labeled. And the second is the effect or effect of the label as a consequence of behavioral deviations. According to Howard S. Becker, there must be a distinction between lawbreakers and criminals. A lawbreaker is a behavior whereas crime is a reaction to other people against that behavior. Labeling of a person occurs at the time / time when carrying out an action, who is doing it and who is the victim as well as public perception of the consequences of the action. By attaching the labeling of ex-convicts, of course it will affect the life of the ex-convict in social life, especially in the world of work. Which will raise concerns and the question of whether it will be, whether there will still be employers who

will accept ex-convicts, and other concerns about the future of the former prisoners themselves. With labeling and public distrust of ex-convicts, especially in the world of work, which results in ex-convicts being unable to find decent work as a source of income, it will further open up opportunities for them to return to crime and continue to be involved in the criminal world. When this finally happens, the fault lies not with the perpetrators alone but also in the existing system in society where there is no opportunity and trust in them.

Meanwhile, basically, female and male ex-prisoners have the same rights to obtain decent work.

As stated in Article 27 Paragraph (2) of the 1945 Constitution which states that:

"Every citizen has the right to work and a living that is decent for humanity".

Thus, humans have the right to have jobs because work is a forum for citizens to increase their dignity, dignity and self-respect and for the sake of their life. So that the government also has the responsibility to create jobs in order to reduce unemployment. Available

employment opportunities are an integral part of all development programs.¹

Moreover, Law Number 13 of 2003 concerning Manpower should also protect all job seekers in Indonesia. As stated in Article 5 which states that:

“Every worker has the same opportunity without discrimination to get a job”.

Furthermore, Article 28 Paragraph (3) of the 1945 Constitution states that:

“Every person has the right to social security which enables his complete development as a dignified human being”.

In addition, the availability of decent work opportunities is also a supporting element in improving the quality of life of citizens. Thus, working as an effort to create prosperity, justice, prosperity and equality both materially and spiritually for every citizen can be realized.²

This is what underlies why the writer feels the need to know how labeling affects ex-convicts in the world of work at companies in South Sulawesi. Given the labeling given to them by the wider community, it is as if these ex-convicts have no chance to change for the better.

¹ Maimun. (2007). *Hukum Ketenagakerjaan*. Jakarta: PT.Pradnya Paramita. hal.43.

² Hadijan Rusli. (2003). *Hukum Ketenagakerjaan*. Bandung: Ghalia Indonesia. hal. 9.

So that the perpetrator who is given a negative label will eventually think that it is useless to do something good, if the community will continue to label him as a criminal, then the end of that label will potentially be realized by the perpetrator.

As for the problem formulation that the writer raises, how is the effect of labeling on ex-convicts within the scope of the world of work at companies in South Sulawesi? This study aims to analyze the effect of labeling on ex-convicts within the scope of the world of work at companies in South Sulawesi.

METHOD

The type of research used in this research is empirical juridical research. The author chose the location of the research to be carried out in a company located in South Sulawesi and at the Makassar Class I Penitentiary in accordance with the problems contained in this thesis. The companies sampled in this research include PT. Haka Sarana Investama (Kalla Group), PT. GSI (Gunung Samudera Internasional), PT. Sinergi Ferronikel Indoperkasa, PT. Bank Mandiri Tbk. Persero, PT. Bosowa Berlian Motor, and PT. Kalla Oto. The data sources in this study were direct interviews with several sources as primary

data sources and through literature studies as secondary data sources. Data collection techniques used by the author to obtain data and information through library research methods through reading materials in the form of scientific writings, laws and regulations, expert theories and expert opinions through various media and field research methods through the process of interviews or direct conversations with authorized officers and officials. The data analysis used is qualitative data analysis.

ANALYSIS AND DISCUSSION

The Effect Of Labeling On Ex-Convict In The Scope Of The World Of Work In Companies In South Sulawesi

Discrimination against ex-convicts is the influence or effect of labeling from the community and within the world of work, where in their social life ex-convicts often receive negative labels/labels and unequal treatment or discrimination. In fact, a person who has been released and becomes an ex-convict after serving his sentence at the correctional institution or state detention center tends to get a label or stamp with a bad connotation from the community in the surrounding environment. This is a public reaction to the criminal act he has

committed in the past. Of course, this bad label or label brings an inner burden to the ex-convicts and their families.

In criminology, stamping or labeling is known as labeling theory. Labeling in this context is labeling as a result of the public's reaction to ex-convicts. The effect of labeling affects a person who is labeled / stamped, which can be a hindering factor for the realization of the goal of social guidance and reintegration between prisoners and the community. In fact, the community plays an important role in the process of returning prisoners to the environment to restore conflict or reunite the convicted person with the community. However, this contradicts the findings in the field, that there are still many people who give bad marks to former prisoners.

The impact of this labeling generally causes several possibilities experienced by ex-convicts, including making ex-prisoners more embedded with the label given and the consequence that they will receive is a rejection from society that can take the form of ridicule, ridicule, exclusion and even discrimination. Another possibility that ex-prisoners can experience due to labeling is that it can make a distinctive feature inherent in them. The impact of labeling that is also felt by the surrounding community is that

it can cause the values and norms to fade or it can affect the social balance of the community. According to Kartono, the negative issues attached to ex-convicts also make it difficult for inmates to find work.³

The effect of labeling on ex-convict in the scope of the world of work in companies in south sulawesi

The number of prisoners in Makassar Class I Penitentiary as a reference to find out how many ex-convicts in the next few years. The data that the authors obtained from the Class I Prison in Makassar, South Sulawesi Province are as follows:

³ Kartono, Kartini. (2005). *Patologi Sosial*, PT. Raja Grafindo Persada, hal. 204-205.

Tabel 1

Jumlah	Mantan	Narapidana	di	Lapas	Kelas	I	Makassar
Status			2017	2018		2019	2020
Tahanan							
A I						0	1
A II						2	0
A III		153	135			33	12
A IV						9	8
A V						4	2
Jumlah						48	23
NARAPIDANA							
SEUMUR HIDUP						21	27
PIDANA MATI						4	6
B I						808	660
B II A		907	842			23	38
B II B						0	0
B III						23	28
Jumlah						879	759
Total			1.060	977		927	782

Source : Data Lembaga Pemasyarakatan Klas I Makassar, 2020.

From the data above, it can be seen that in Class I Social Institutions Makassar City, there are 2 categories based on their status, namely prisoners and convicts. Prisoners themselves are classified into several sections, namely prisoners AI, detainees A II, detainees A III, prisoners A IV and prisoners A V. Meanwhile, prisoners are also classified into several sections, namely life inmates, death penalty, BI, B II A, B II B and B III. Where the number of prisoners varies each year, namely in 2017 the number of prisoners was 1,060, in 2018 the number of prison-

ers was 977, in 2019 the number of prisoners was 927 and in 2020 the number of prisoners was 782. Based on these data, it can be concluded that there is a decrease in the number of prisoners every year but this figure is still high with an average figure of over 500 people per year and after undergoing criminal law, of course the former convict must return to the midst of society to continue his life and livelihood. However, as we know, the facts that have occurred until now, it is very difficult for them to be accepted again with open arms by the society itself. So this is a separate

concern for the author, because if it is examined further, it will be seen how many ex-convicts must receive negative labels or labels as immoral people and receive discriminatory treatment from the community and job providers or providers later. So that when rejection for rejection is accepted or it is difficult to be accepted back in social life, especially in the scope of the world of work, then of course the opportunity to commit criminal acts will be even greater on the pretext of meeting the minimum necessities of life to get a bite of rice.

The negative labeling or stigma of ex-convicts in the scope of the world of work in South Sulawesi Province is strengthened by research conducted by the author on several companies in South Sulawesi, especially in Makassar City by conducting interviews with the Human

Resource Department of several companies, including another on October 1, 2020 with Mr. Wahyu as Human Capital Manager Region X Sulawesi Maluku PT. Bank Mandiri (Persero) Tbk., Then on October 4, 2020 with Mr. Ahmad Tojiwa Ram as HRD of PT. Kalla Oto Makassar, then on October 5, 2020 with Mr. Andreas as HRGA (Human Resource & General Affair) PT. Gunung Samudera Internasional as well as HRD supervisor at HRBP throughout Indonesia and with Mr. Jemmi as HRGA (Human Resource & General Affair) PT. Indoperkasa Ferronickel synergy and the last one on October 13, 2020 with Mr. Abid Raisardhi as HRD of PT. Haka Sarana Investama (Kalla Group), which I then accumulated into a table form as follows:

Tabel 2

Sampel Perusahaan di Provinsi Sulawesi Selatan

No.	Nama Perusahaan	Riwayat	
		Penerimaan Narapidana	Mantan
Persyaratan	SKCK	Pernah	Tidak
		Pernah	
1.	PT. Haka Sarana Investama (Kalla Group)		Memberlakukan
	Tidak Pernah		
2.	PT. Gunung Samudera Internasional (PT. GSI)		Memberlakukan
	Tidak Pernah		
3.	PT. Bosowa Berlian Motor		Memberlakukan
	Tidak Pernah		
4.	PT. Bank mandiri Tbk. Persero		Memberlakukan

Tidak Pernah		
5.	PT. Kalla Oto	Memberlakukan
Tidak Pernah		
6.	PT. Feronikel Indoperkasa	Memberlakukan
Tidak Pernah		

Source : Akumulasi dari hasil penelitian Penulis pada perusahaan terkait, 2020.

Based on the table, it can be concluded that until now there are no companies that are willing to accept ex-convicts as workers or employees to work in their companies. Apart from that from the table, it can also be seen that all companies from the sample of companies that the author examined, it is known that all of them apply SKCK as a recruitment requirement for the applicant. So of course, with the SKCK requirements, it will be very detrimental to ex-convicts who clearly have their own criminal records so that ex-convicts are reluctant to submit job applications because they feel they will be rejected with these requirements and in the end will make ex-convicts feel discriminated in the world work. In addition, from the results of the author's interview with the Human Resource Department of the six companies that the author has described above, it shows that there is a tendency of a mindset in the form of worrying about ex-convicts if accepted as workers, it will harm the company itself, for example There will be a greater possibility of fraud and other crimes and there is a concern that the former convict will endanger employees or other workers and the integrity of the former convict is also in doubt so that this mindset or perspective is one of the things that makes it difficult for ex-convicts to be accepted as workers and will open up opportunities for discrimination against former prisoners. However, of the six companies that the author sampled, some of them actually still provided the opportunity to take part in interviews with company HRDs to find out more about the background and personality of the former prisoners to be considered for acceptance as workers. So that some of these companies only make SKCK requirements a formality. It's just that, even so the author still thinks that even though SKCK is only used as a formality and further interviews will be a determinant and become a separate consideration for HRD, but according to the author, attaching the SKCK requirements at the beginning of registration will of course still make the former the prisoner was worried, afraid or not brave enough to apply to the company. So that in the end they are not confident to

pass and are reluctant to apply for jobs. And even if you look at the facts that occur in the field, it shows that of the six samples of companies that the author studied, not one company has ever received application files or application letters from former prisoners. This implies that ex-convicts lack the confidence or courage to submit a job application and feel they will either give up early or fail before trying to register with the company.

With the stigma that appears in society, ex-prisoners try to adapt to their environment. Most people think that inmates are seen as problem makers so that most people reject and often discriminate against former prisoners. The response of citizens to former detainees was sometimes exaggerated, thus affecting how former detainees felt about themselves. Former detainees experience social discrimination, making it difficult for them to find good work. Meanwhile, according to the author, these former prisoners actually need support that is not only provided by the community but the government is also responsible for providing support to former prisoners. This is a challenge for people who want to quit the world of crime. These former prisoners need support from the community to become good citizens so

that there is no more incentive to commit crimes. However, it turns out that this support is very difficult to obtain even though there are still some who provide opportunities and support to former criminals both economically, socially and spiritually. Economic problems, for example, ex-convicts who want to change and be accepted by the community find it difficult to fulfill the necessities of life, especially for those with families. When usually they easily get money or income from stealing, gambling or by cheating and are now faced with making money by working according to the law and norms they have to accept the reality of the difficulty of finding a job. Companies are reluctant to give jobs to ex-convicts because of the fear that has existed in the perception of society that a criminal is still a criminal. They cannot be trusted and should not be trusted. This label is too attached to the minds of the general public and becomes a culture. There is an impact experienced by ex-convicts as a result of public distrust of ex-convicts or former criminals, especially in terms of employment, where almost no company is willing to accept ex-convicts. If this continues to occur where the ex-convicts or former criminals are unable to find work as a source of income, they are likely to return to committing

crimes. When this eventually occurs the fault lies not with the perpetrators alone but also in the existing system in society where there is no opportunity and trust given to them. This is in line with labeling theory, which is a labeling theory of deviating individual behavior. This theory is the basis for the "stamp" of the perpetrators of crime. Included in the interactionist school of thought in criminology that takes a social reaction approach to crime.⁴ Labeling theory was born out of a sense of dissatisfaction with traditional criminology. Traditional criminology tries to find the causes of deviance, because this evil behavior must be eradicated. Handling of crime is left to the state, so that traditional criminology can be viewed as a slave or a servant of the state because it only focuses on the defense of the order that is determined in society, which leads to the determination according to certain laws of what is called crime.⁵ This labeling theory views criminals not as evil people who are involved in wrongdoing, but they are individuals who have previously had an evil status as a gift from the criminal justice system and soci-

ety at large.⁶ However, of the people who commit crimes, only certain types of people are labeled as criminals or criminals. As human beings, the police can only take action against people they perceive to be lawbreakers. So only certain people who become criminals. Not because they were the only ones who committed the crime or they didn't even commit it but because based on the interpretation they were the ones who committed the crime.⁷ In addition to the labeling theory, there is also a sociology theory of law, which the author uses as an analysis tool in the problem that the author examines in this paper. The sociological approach also concerns the relationship of law with morals and the internal logic of law. The main focus of the sociological approach, according to Gerald Turke, includes: 1. The influence of law on social behavior; 2. In the beliefs held by citizens in their "the social world"; 3. In social organization and social development and legal institutions; 4. About how laws are made; and 5. Concerning the social conditions that give rise to law.⁸

⁴ Muhammad Mustofa. (2007). *Kriminologi Kajian Sosiologi Terhadap Kriminalitas Perilaku Menyimpang dan Pelanggaran Hukum*. Jakarta: Fisip UI Press. hal. 86.

⁵ Koesriani Siswosobroto. (2009). *Pendekatan Baru Dalam Kriminologi*. Jakarta: Universitas Trisakti. hal. 8.

⁶ Topo Santoso & Eva Achjani Zulfa. (2013). *Kriminologi*. Ed. 1. Cet 13. Jakarta: Rajawali Pers. hal. 98.

⁷ Muyassaroh. (2014). "Dampak Labelling Pada Mantan Napi: Pengangguran Atau Pencuri" *Jurnal Paradigma*, 2 (3): 2-3.

⁸ Achmad Ali dan Wiwie Heryani. (2013). *Menjelajahi Kajian Empiris terhadap Hukum*. Jakarta: Kencana. hal. 26.

Pros and cons of SKCK requirements as a condition to apply for a job

The pros and cons of a SKCK which are considered to be related to human rights violations and efforts to maintain public security have also become the highlight of the Indonesian Ombudsman. Indonesian Ombudsman member Adrianus Meliala who is also a criminologist, explained that the SKCK dilemma between human rights violations and public safety factors is true. He agreed that this was between a human rights and security dilemma. So it is best if the SKCK is returned to its original idea, it is actually some kind of written track record of the person concerned so it must be what it is, according to the parameters set by local security. Then the question is whether the parameter is certain, then it is not certain, but at least that is what is determined.

So then how to assess this, of course it can be seen as a human right, but also as a form called choice. Indonesia seems to be going that way, where all our data is, we make it ourselves. So if someone chooses to do evil, then that will be his profile or image. With that profiling, someone will be easily eliminated or eliminated in relation to certain jobs and certain professions, that's what choice

says. This means that the police expert assesses that the issuance of SKCK from the police to a person at the request of an institution is also one of the responsibilities of the state. At least as notification or pay attention to the company about the job applicant's profile. Then what do you want to see this as, of course it can be seen as something limiting, like making someone difficult to work. But of course it can also be considered to be something that secures people from people who do not have the capability. This certainly shapes the pros and cons of issuing SKCK as a requirement for a job application file. This problem is of course a debate between touching Human Rights (HAM) or the security of the community itself.

Meanwhile, if we talk about the legal basis, the rules governing the authority of the National Police regarding SKCK are based on the Chief of Police Regulation No. The difference between the SKKB and the SKKB is clearly visible, where for SKCK all Indonesian citizens, even foreigners, are entitled to obtain an SKCK. Only what distinguishes the notes. If a person has been involved in a criminal case or legal norms, his record will automatically be included in the SKCK. For example, having been

involved in a crime as referred to in Article 362, of course it is included and attached because it has been recorded in the Police database and it cannot be changed. In that sense, it cannot be manipulated because if someone does not have a criminal record, then of course there is not. If someone says there is nothing but the fact is there, then that cannot be deceived. It cannot be denied that although there is a tendency to lie when filling out the SKCK application form, the Polri database will certainly be detected. Then the inclusion of a criminal record certainly has some basis. If a person is listed as a suspect in a certain case and an SPDP is being investigated, it means that since then it has been recorded that the person concerned has been involved in a criminal case by being declared a suspect. Then if there is a case that is registered as SP3, then the Police will ask for proof of the SP3 letter from the person concerned. However, even though the case has been completed, the criminal record will still be there. So actually it needs to be understood, that SKCK in nature has never been deleted because it is a record, especially in Law Number 2 of 2002 concerning the Police of the Republic of Indonesia that has mandated the police to operate a criminal

data center and until death it will never be deleted. If the case in question is listed so that it affects the assessment of the institution or agency that the person concerned is trying to propose, then of course that becomes the consideration of the agency or institution itself for the person concerned.

In line with this problem, based on the results of the author's interview on October 9, 2020 with 5 sources, each named Ibrahim, Ikhsan, Rusdi, Furqon and Faisal who are none other than prisoners at the Makassar Class I Penitentiary, stating that this SKCK requirement is limitations and big obstacles for them in getting a decent job. So they hope that there will be relief and wisdom from the employer not to make SKCK the main consideration and still provide opportunities for former inmates to work in order to continue their lives and fulfill their livelihoods properly. They also said that if no company was willing to accept it because of the SKCK constraints, then another solution was to open their own business even though it was again constrained by venture capital, which of course had to be collected first. It is really hard life that the former prisoner has to live. Even though he has finished taking responsibility for his actions, he has to

fight back against the harshness of life outside prison. And based on the author's interviews with several informants on December 10, 2020, each named Alif, Batti and Wawan who are none other than ex-convicts who are now looking for income from being scavengers and casual daily laborers, where they state that they are really experiencing difficulties in finding decent work because of the negative stigma from society and employers, so it often makes them think about going back to their criminal acts in order to earn income such as being thieves, drug dealers and con artists in order to make ends meet. They even had the intention to open their own business, but again they were constrained by venture capital. No one wants to lend them capital.

Apart from this, according to the author, the welfare of every citizen is the responsibility of the government, so that the government is obliged to provide opportunities for every citizen to get a decent job. This obligation should be applied equally. However, in practice, the opportunities that should have been given to all Indonesian citizens turned out to be only given to those who were deemed clean from criminal records. For example, a police record certificate containing a

person's criminal record where only people who do not have a criminal record can obtain the letter. The function of the letter is for CPNS registration requirements, so that ex-convicts cannot participate or be registered as CPNS. After the Government made these regulations, many companies finally followed these requirements. Many companies, both state-owned and private, also require an SKCK as a requirement for prospective employees. This of course leads to reduced opportunities for ex-convicts to get decent work. So that the job options available to ex-convicts are only the informal sector or have their own business, of course with a lot of capital.

The impact of labeling on the formation of recidivists

According to Becker, at first a person does not go astray because of the label they are given. There is another process of deviation that precedes it before that.⁹ With a stamp attached to a person, the perpetrator tends to develop a deviant self-concept (also known as a psychological reorganization process) and then results in a deviant career. The

⁹Robby Milana. (2016). *Penyimpangan yang diciptakan*. Diakses melalui <http://www.kompasiana.com/robbymilana/-penyimpangan-yangdiciptakan>. [Diakses pada tanggal 13 Desember 2020].

process of secondary deviation takes a long and subtle time. For example, there is someone who behaves homosexually for money, even though he or she is forced to do it. However, because society has already labeled him (as a reaction to his actions), as a result he will become a real homosexual. Another example, for example, there is someone who acts eccentrically, whose behavior is different from the people around him and looks strange, if his environment or family then takes him to a psychiatrist and by the psychiatrist he is treated as a person who has a disability and is then asked to enter a mental hospital, then it was likely that that person would become a truly mentally ill person. Another example, someone who has been labeled by his family as a drunkard, in the end he will drink as much as possible to overcome the rejection of his behavior towards his environment.¹⁰

In line with this, based on the research conducted by the author at the Class I Prison in Makassar City, it shows that there is still a high number of recidivists each year. This is evidenced by the existence of data for the last 3 years that the author obtained from the Class I Prison in Makassar City, as follows:

¹⁰ Elly M. Setiadi, 2011, *Pengantar Sosiologi*, Kencana, Jakarta, hal. 241.

Tabel 3

Jumlah Residivis di Lapas Klas I Makassar

No.	Tahun	Jumlah Residivis	Jenis Tindak Pidana
1	2017	112	Pencurian
2	2018	62	Pencurian
3	2019	100	Pencurian

Source : Data Lembaga Pemasyarakatan Klas I Makassar, 2020

From these data it can be concluded that the number of recidivists in South Sulawesi Province each year is still high with an average number of over 50 people. Only in 2018, the number of recidivists decreased considerably from the previous year, namely only 62 people, which decreased from 2017 with the number of recidivists as many as 112 people. However, the decline in the number of recidivists did not last long because the number of recidivists increased again in 2019, namely as many as 100 people. This is certainly a scourge in itself for the success of coaching these former prisoners. Which one of the indicators of success or in other words an indicator of whether or not a coaching is effective or not can be seen after the prisoner is released from prison or finishes carrying out his criminal sentence. If the former prisoner commits a criminal or recidivist act again, it can be concluded that the guidance provided is still ineffective, especially in an effort to make the prisoner aware of the wrongdoing and regret his actions. However, according to the author, apart from this, the most important thing that must be reviewed is what is the background or what reasons ultimately make the ex-convicts repeat their criminal or recidivist acts. And based on the results of interviews that the author conducted on October 12, 2020 with 3 (three) resource persons named Ical, Safar and Zul who are recidivist inmates at the Class I Prison in Makassar City, stated that the main reason for them was again committing a criminal act or committing repetition of criminal acts is due to the factor of increasingly pressing economic demands. They said they had previously tried to find work but that no one wanted to accept ex-prisoners like them for work. Moreover, there is a negative stigma given to them by the wider community as if the

ex-convicts did not have the opportunity to change for the better. So that the perpetrator who is labeled negative in the end will think that it is useless to do something good, if the community will continue to label him a thief, then that label has the potential to be realized by the perpetrator. They even tend to think that "if society continues to think of me as a thief even though I have repented, then it is better that I continue to be a thief".

In line with this, economic factors are also a strong reason for the ex-convicts to commit criminal acts again, this is further strengthened by the presence of recidivist data that the authors listed above. Based on these data, it can be seen clearly that the most types of criminal acts committed by recidivists every year for the past 3 years are theft. So of course the authors conclude that there are still many ex-convicts who end up committing criminal acts, in this case theft, apart from being caused by a negative label from society, also because of the economic demands that must be fulfilled to survive and all of this cannot be separated from rejection after rejection. who continue to be accepted by the former inmates both in social life and in the world of work.

CONCLUSION

The conclusion that the author can describe is the effect of labeling on ex-convicts in the scope of the world of work at companies in South Sulawesi, the results of the study show that the labeling of ex-convicts makes it difficult for ex-convicts to be accepted in the scope of social life and in the world of work, this is evident that until now there are no companies in South Sulawesi Province that are willing to accept ex-convicts as workers or employees in their companies and the enforcement of the absolute SKCK requirements as a recruitment or job acceptance requirement also strengthens the community and employers to label ex-prisoners, resulting in ex-convicts not confident to compete in the world of work and obtain a decent job, resulting in ex-convicts feeling discriminated against because they are not given opportunities within the scope of work values. In addition, the existence of labeling has also had a major impact on the formation of recidivist or non-criminal repetition because the offender who is labeled negatively will eventually think that it is useless to do something good, if society will continue to label him as a criminal, then that label has the potential to be realized. by the perpetrator, especially if the ex-convict

finds it difficult to get a decent job, then in order to meet the necessities of life or economic demands in order to survive, the crime will be repeated.

SUGGESTION

Based on the above conclusions, there are suggestions that the author can give, namely in order to minimize labeling of ex-convicts in the world of work, it is better if the community, companies and government can jointly guard and try to accept former prisoners with open arms and eliminate the negative stigma that will make the ex-convict depressed and feel discriminated against in the social sphere and in the world of work. In this case, the Government should conduct outreach to the wider community, including companies through mass media, social media and go directly to the field / community to socialize so that they can accept ex-convicts with open arms so that ex-convicts can more easily mingle or adapt again to the community and continue their life and fulfill their livelihoods. In addition, the correctional institutions should immediately sign the MoU or cooperate with the Manpower Office so that they can provide quality work training and issue certificates or certificates stating that the ex-convicts

have been well fostered and have attended job training that produces ready-to-use labor. . So that it can be a material consideration for companies to accept ex-convicts as workers. It aims to reduce the risk or possible recidivist opportunity due to the factor of economic demands in continuing their life, a decent living and fulfilling their daily needs. The author also hopes that ex-convicts do not become discouraged and do not give up because of the labeling which causes ex-convicts to experience rejection in the world of work. Even more than that, the author hopes that ex-convicts who are not accepted as workers in a company are expected to be able to open their own jobs so that they do not depend on the employer, in this case companies or other work providers.

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