

Research Article

# The Role of Guidance Activity Units in Implementing Coaching for Female Inmates

(A Study at the Class IIA Women's Detention Center Medan)

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**Abstract:** Indonesia's correctional system is designed not only as a form of punishment but also as a means of rehabilitation, enabling inmates to return to society as good, productive, and responsible citizens. Female inmates, however, have unique characteristics and needs compared to male inmates, requiring rehabilitation approaches that are more gender-sensitive and responsive to their conditions. This study analyzes the role of the Activity Guidance Unit in implementing rehabilitation programs for female inmates at the Class IIA Women's Detention Center in Medan. Using a socio-legal research method with descriptive analysis, the research identifies the Activity Guidance Unit as playing a strategic and multifaceted role: acting as planner of activities, facilitator of skills training, psychosocial companion to address emotional and social needs, and evaluator of rehabilitation outcomes. The strategies applied combine holistic approaches with individual and group methods, including vocational training, counseling, and personality development programs. The results demonstrate that these integrated approaches not only improve the personal capacity of female inmates but also foster resilience, self-confidence, and readiness for social reintegration. Ultimately, the study emphasizes the importance of comprehensive and gender-sensitive rehabilitation programs as a vital component of Indonesia's correctional system in fulfilling human rights and correctional objectives.

**Keywords:** Activity Guidance Unit; Coaching; Female Inmates Rehabilitation; Rehabilitation; Social Reintegration

## 1. Introduction

Pancasila serves as the foundation of the Unitary State of the Republic of Indonesia (NKRI). Furthermore, Pancasila also constitutes the source of all state laws (Redyanto Sidi, 2021). Indonesia is a nation that upholds Human Rights (HAM) (Redyanto Sidi, 2021). This brings legal consequences that in the Indonesian state, the exercise of state power in its broadest sense must and should always be based on law, because law provides legitimacy while establishing the boundaries that constitute the authority of the state (government). In addition, Pancasila and the 1945 Constitution Article 27 paragraph (2) stipulate: "Upholding human rights and guaranteeing all citizens equal status in law and government without exception" (Laurentus Hermanuel Lbn. Gaol dan Redyanto Sidi, 2023).

Indonesia is a constitutional state where nothing in this country is conducted without legal foundation. To realize the principles of a constitutional state, legal norms or legislation are required, as well as professional, integrated, and disciplined law development and enforcement apparatus supported by legal facilities and infrastructure as well as community legal behavior (Yasmirah Mandasari Saragih, 2021). Indonesia, as a state based on law, firmly adheres to applicable legal principles. This is affirmed in the 1945 Constitution Article 1 paragraph (3) which states that "The Indonesian State is a constitutional state." Law refers to the entirety of regulations or rules that govern collective life, encompassing all rules about behavior that apply in society, and their implementation can be enforced through various sanctions (Naufal Akbar & Kusuma Hadi, 2022). The principle of "constitutional state" emphasizes that no entity or individual is beyond the reach of law. In this context, state power and government policies must always comply with applicable law (Eman Sulaiman,

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2013). This creates a stable and fair foundation for society, guaranteeing protection of individual rights and justice in the legal system (Haposan Siallagan, 2016). The state and nation constitute organizations in society that have the power and obligation to manage and regulate security and order as well as ensure protection and interests in social life, so that comprehensive happiness for society can be achieved (Fauzi Iswari, 2017). Not only for one group but all groups or residents in every region can experience happiness.

The importance of the "constitutional state" concept also underlines the importance of legal supremacy above all individual or group interests. Thus, law becomes a tool to maintain balance and justice in society, as well as a guide for individual and institutional actions in conducting social and political interactions (Nessya Monica Larasati Putri & Tundjung Herning Sitabuana, 2023). Through this principle, it is hoped that a just, transparent, and measurable legal order will be created, so that every citizen has equal access to legal protection and justice enforcement. Thus, the concept of "constitutional state" becomes the foundation for realizing a democratic, just, and dignified society (Nanik Prasetyoningsih, 2020).

The State Detention Center, hereinafter referred to as Rutan, is considered capable of providing guidance because the main purpose of the correctional system itself is as a place to make inmates realize their mistakes, improve their actions, and not repeat their actions again (Dwidja Priyatno, 2006). In addition, Rutan serves as a law enforcement apparatus while having a strategic role in forming independent, responsible, quality, and dignified Human Resources (C.I. Harsono, 1995).

The Class IIA Women's Detention Center Medan is one of the special women's correctional institutions located in Medan City, North Sumatra, Indonesia. This detention center aims to accommodate female correctional inmates who will be sentenced by the court. The Class IIA Women's Detention Center Medan is responsible for maintaining security and order within the facility while providing various rehabilitation and guidance programs to female inmates so they can return to become productive members of society after serving their sentences. Since society consists of various individuals causing various interactions, conflicts or friction between individual interests and other interests as well as with community interests are not uncommon. Generally, women's detention centers like the Class IIA Women's Detention Center Medan provide different services from detention centers for male inmates, considering the different needs and characteristics between female and male inmates. Usually, women's detention centers pay more attention to reproductive health aspects, children's needs, mental and emotional guidance, as well as skills development that matches the interests and potential of female inmates.

In the context of women's guidance, activity guidance units have a very important role. Activity guidance units are tasked with providing guidance, counseling, and direction to female inmates so they can improve themselves and prepare for life outside prison after their sentence ends. In the Indonesian context, efforts to guide female inmates are also in line with more humane and rehabilitative sentencing goals, in accordance with the mandate of the Basic Correctional Law.

In the context of Indonesia's criminal justice system, guidance for inmates is an important aspect that not only aims to punish but also to improve behavior and prepare them to return to society with positive changes (Andi Kaisar Agung Saputra Aswar & H. M. Yasin, 2021). Specifically, guidance for female inmates raises special attention because their characteristics and needs differ from male inmates. As stated by Aristotle, the purpose of law is to achieve a better life. Activity guidance units in correctional institutions, such as the Class IIA Women's Detention Center Medan, become very important. Through criminal law, the government establishes certain acts as new criminal offenses. This study will explore and analyze the role of activity guidance units in implementing guidance for female inmates in Indonesia, focusing on the Class IIA Women's Detention Center Medan as a case study. Based on the description above, this research carries the theme title, "The Role of Activity Guidance Units in Implementing Guidance for Female Inmates (A Study at the Class IIA Women's Detention Center Medan)".

## 2. Literature Review

### The Correctional System in Indonesia

Indonesia's correctional system has undergone a long and dynamic journey, evolving from rigid imprisonment concepts to more humane correctional approaches. This transformation aims to achieve a noble mission: returning inmates to society as better individuals and humanizing those who have fallen into criminal behavior. This dynamic reflects efforts not only to punish but also to reform and provide second chances to inmates.

Law Number 22 of 2022 concerning Corrections not only strengthens the concept of social reintegration but also serves as a reform of Indonesia's national criminal law. The correctional system aims to provide protection guarantees for detainee rights, such as the right to receive physical and spiritual health services (Ismaidar & Rahmayanti, 2023).

The term "prison," which has long been known with negative and rigid connotations, is gradually being eliminated. In its place, Correctional Institutions have emerged, aimed at providing guidance and rehabilitation to inmates. These Correctional Institutions are expected to help inmates realize their mistakes, improve themselves, and prepare them to return to society with better provisions.

The first proponent of the Correctional Institution concept was Sahardjo, who served as Minister of Justice during the Old Order era. Sahardjo saw the need for fundamental change in handling inmates, from merely punishing to providing holistic guidance. This change represents a progressive step in Indonesia's correctional system, which not only aims to maintain public safety but also to reform and rehabilitate individuals who have gone astray. With Correctional Institutions, inmates are expected to have greater opportunities to change and become better members of society after their release. According to the Correctional Law, the inmate guidance program implemented at the Class IIA Women's Detention Center Medan implements the Decision of the Minister of Justice R.I. Number: M.02-PK.04.10 of 1990 concerning Inmate Guidance Patterns. This guidance program is designed to help inmates develop themselves, both in terms of personality and independence skills, so they can return to society better and more productively.

### Guidance for Female Inmates

A convict is someone who is sentenced based on a court decision that has obtained permanent legal force (Ismaidar dan Sumarno, 2022). The implementation of integrated guidance programs for prisoners represents one of the final efforts, more directed as a tool for prisoners to become aware of their actions (Dwidja Priyatno, 2006). Female inmates have different needs from male inmates, so guidance programs must be adapted to these needs. Guidance for female inmates is a series of programs and activities specifically designed to help female inmates during their detention period in correctional institutions. The main purpose of this guidance is to prepare them to live better and more productive lives after release, and to ensure they can reintegrate well into society.

This guidance encompasses various aspects adapted to women's unique needs. The programs provided include psychological counseling to address trauma and emotional problems, as well as moral and spiritual education aimed at strengthening positive values within them. Additionally, skills and independence training also becomes a main focus, providing job training and courses that can help them acquire practical and professional skills.

Health programs are also adapted to women's special needs, including reproductive health services and routine health examinations. Sports and recreational activities are provided to maintain their physical and mental fitness. Furthermore, this guidance also involves family support and social reintegration programs, such as family visitation programs and parenting education, to strengthen family relationships and prepare them for life outside correctional institutions. With a holistic and comprehensive approach, guidance for female inmates aims to provide the support they need to live better lives and contribute positively to society after their release.

### State Detention Centers (Rutan)

The definition of state detention centers can be found in Article 1 number 2 of Government Regulation Number 58 of 2010 concerning Amendments to Government Regulation Number 27 of 1983 concerning Implementation of the Criminal Procedure Code, which states that state detention centers, hereinafter called rutan, are places where suspects or defendants are detained during investigation, prosecution, and court examination processes. Rutan serves as a place to temporarily detain suspects or defendants before the issuance of a court decision with permanent legal force.

Besides rutan, there are also detainees placed in rutan branches or certain places such as immigration quarantine, detention facilities within police, prosecutor's offices, and customs environments used as detention places not yet designated as rutan branches. The position of rutan viewed from Article 1 paragraph (1) of the Decision of the Minister of Justice Number: M.04.PR.07.03 of 1985 concerning Organization and Work Procedures of State Detention Centers and State Confiscated Goods Storage Houses is a technical implementation unit in the field of detention for investigation, prosecution, and court examination interests that is under and directly responsible to the head of the Regional Office of the Department of Justice.

The position of rutan according to the Decision of the Minister of Justice Number M.03.PR.07.10 of 1992 concerning the Organizational Structure of Regional Offices of the Department of Justice states that rutan has the same position as correctional institutions, correctional centers, state confiscated goods storage houses, immigration offices as technical implementation units located in regency or city areas that have their respective duties and functions under and directly responsible to the Head of the Regional Office of the Ministry of Law and Human Rights. In order to realize a good correctional system, effective and efficient internal correctional supervision is needed, in this case the government's role in supervising correctional institutions and rutan both are equally the responsibility of the Ministry of Law and Human Rights of the Republic of Indonesia because both institutions are Technical Implementation Units of Corrections.

### **Purposes of Sentencing in Indonesia**

Law Number 1 of 2023 concerning the Criminal Code, hereinafter referred to as the National Criminal Code which will take effect in 2026, specifically regulates the purposes and guidelines of sentencing. This regulation represents an important and significant innovation in Indonesia's criminal law system, considering that the Colonial Criminal Code, which previously served as reference, contained no explicit formulation regarding the purposes and guidelines of sentencing.

A sentence is punishment imposed on someone who has been proven legally and convincingly to have committed a criminal act. According to Criminal Code provisions, sentences consist of primary sentences and additional sentences (Syaiful Asmi Hasibuan dan Muhammad Guntur Perkasa, 2022). In this new National Criminal Code, there is emphasis on various sentencing purposes including retribution (retributive justice), prevention (preventive justice), rehabilitation (rehabilitative justice), and restoration (restorative justice). These purposes reflect a more holistic and humane approach in handling law violators, focusing not only on punishment but also on rehabilitation and reintegration of perpetrators into society. Additionally, sentencing guidelines regulated in the National Criminal Code include principles that must be considered by judges in imposing sentences. These principles include proportionality, individualization of punishment, and consideration of the impact of sentences on perpetrators and victims. With these guidelines, criminal decisions are expected to be more just and appropriate to the specific conditions of each case.

### **3. Materials and Method**

This research employs sociological legal research (social legal research) with descriptive analytical characteristics to identify law and evaluate the effectiveness of its implementation in society, particularly regarding the role of Activity Guidance Units in the guidance of female inmates. The data used includes primary data through interviews, secondary data from legislation and related literature, as well as tertiary data from dictionaries and other supporting references. All data is analyzed qualitatively with a descriptive approach to produce a comprehensive picture of the phenomenon under study, guided by legislation and expert

opinions, then conclusions are drawn using the deductive method from general to specific matters after all data has been carefully examined.

This methodological approach is particularly appropriate for examining the practical implementation of correctional policies and programs within the Indonesian legal framework. The combination of primary data through direct interviews with relevant stakeholders and secondary data from legal sources provides a robust foundation for understanding how Activity Guidance Units function in practice versus their theoretical mandates. The qualitative descriptive analysis allows for a nuanced examination of the complex social and legal dynamics within correctional institutions, while the deductive reasoning process ensures that conclusions are systematically derived from the evidence collected. This methodology aligns well with socio-legal research traditions that seek to understand law not merely as abstract rules but as living practices that operate within specific social contexts and institutional settings.

#### **4. Results and Discussion**

##### **The Role of Activity Guidance Units in Implementing Guidance for Female Inmates at Class IIA Women's Detention Center Medan**

The implementation of integrated guidance programs for prisoners represents one of the final efforts, more directed as a tool for prisoners to become aware of their actions (Dwidja Priyatno, 2006). Generally, the Activity Guidance Unit is an important part of the correctional system tasked with organizing and implementing various guidance programs for inmates. This unit functions like a coordination center that manages all activities aimed at helping inmates become better and ready to return to society. At the Class IIA Women's Detention Center Medan, this unit has a special role because it must handle the needs of female inmates which differ from males.

The Activity Guidance Unit at the Class IIA Women's Detention Center Medan has a primary role as a planner of guidance programs adapted to women's special needs. They are tasked with observing and understanding the condition of each female inmate, from educational background, family problems, to abilities possessed. After understanding these conditions, the activity guidance unit creates guidance plans suitable for each individual. For example, some need more help dealing with emotional problems due to separation from their children, some need skills training to earn a living, and others require special assistance due to trauma. The unit team must be skilled at reading these diverse needs and designing targeted programs.

As facilitators or people who help the learning process, the Activity Guidance Unit organizes various training and learning activities for female inmates. They organize skill classes such as sewing, cooking, handicrafts, and other skills that can be used to earn income later. Besides practical skills, they also organize activities to improve reading, writing, and communication abilities for those still lacking in these areas. This unit also collaborates with external parties, such as training institutions or community organizations, to provide more program variety. The role as facilitator is very important because they must create a comfortable learning atmosphere and motivate inmates to actively participate in every activity.

In terms of mental and emotional guidance, the Activity Guidance Unit serves as a companion helping female inmates overcome their personal problems. Many female inmates experience severe stress due to separation from family, especially their children. There are also those who feel ashamed and afraid of not being accepted by society later. This unit provides counseling or personal guidance services to help overcome these negative feelings. They also organize group activities where inmates can share stories and provide mutual support. This companion role also includes helping inmates communicate with family at home, resolving family problems that may arise, and providing encouragement so they do not despair during their sentence period.

The Activity Guidance Unit also serves as a voice for aspirations or advocates for female inmates' rights. They ensure that female inmates receive appropriate treatment according to women's special needs. For example, ensuring availability of women's specific hygiene products, access to adequate health services, or safe and comfortable facilities. When there are problems or complaints from inmates, this unit will convey them to relevant authorities

to find solutions. They also play a role in voicing female inmates' special needs to institutional leadership or even higher levels when necessary.

As supervisors and evaluators, the Activity Guidance Unit is tasked with monitoring each inmate's development and assessing how successful the implemented guidance programs have been. They keep records of each inmate's progress, seeing which programs succeed and which need improvement. This evaluation is important to ensure that time and energy spent on guidance truly provides benefits. This unit also creates reports about guidance activities already conducted and provides suggestions for future program improvements. With this evaluation role, they can continuously improve their working methods to make guidance increasingly effective.

### **Strategies and Methods Used by Activity Guidance Units at Class IIA Women's Detention Center Medan**

Generally, guidance strategies are ways or plans arranged to achieve guidance objectives, while methods are techniques or practical ways to implement these strategies. The Activity Guidance Unit at the Class IIA Women's Detention Center Medan uses various strategies and methods adapted to the characteristics and special needs of female inmates. The approach used must consider that women have different needs from men, both physically, emotionally, and socially.

The main strategy applied is a comprehensive approach that not only focuses on one aspect but covers all sides of female inmates' lives. This approach means guidance not only teaches work skills but also helps their mental, spiritual, and social problems. For example, an inmate is not only trained in sewing but also given counseling to overcome trauma, guided religiously to strengthen mental state, and helped to improve family relationships. This comprehensive strategy is needed because problems faced by female inmates are usually interconnected. When mental problems are resolved, they usually become more enthusiastic about participating in skills training. When family relationships improve, they become more motivated to change for the better.

Individual or one-on-one guidance methods become one of the main ways used to address different needs of each female inmate. Each inmate has different life stories, problems, and abilities, so their handling cannot be equated. This method is conducted through personal counseling sessions between officers and inmates, where they can talk privately about personal problems that might be difficult to discuss in front of others. In these sessions, officers will listen to inmates' stories, understand problems faced, and together make plans to overcome these problems. This individual approach is very important especially for sensitive issues such as domestic violence, problems with children, or past trauma that might be the cause of their criminal acts.

Group guidance strategies are developed to teach inmates how to interact with others and learn from peers' experiences. In daily life, humans do not live alone but must be able to socialize with others. Therefore, inmates need to be retrained in their social abilities. This group method is conducted through joint activities such as discussions, experience sharing, group work, and other activities involving several people at once. Group formation is usually adjusted to certain similarities, for example groups based on similar age, same education level, or similar types of problems. Through group activities, inmates can learn from their friends' experiences, provide mutual moral support, and practice communication skills. They also learn to cooperate, respect others' opinions, and resolve conflicts in good ways.

Guidance strategies through work skills training become an important focus for preparing female inmates' economic independence after leaving correctional institutions. Skills taught are chosen based on inmates' interests and job opportunities available in society. Training programs are designed gradually, from basic levels for beginners to advanced levels for those who have mastered the basics. Training not only teaches techniques or work methods but also other practical aspects such as how to calculate production costs, how to market work results, and how to manage simple finances. The Activity Guidance Unit also seeks to establish cooperation with small businesses outside the institution so inmates can gain real work experience. Some inmates who are already skilled are even given opportunities to teach skills to friends still learning, so they also practice teaching and leadership abilities.

Guidance approaches utilizing technology are beginning to be implemented as ways to follow developments and prepare inmates to face an increasingly modern work world. Inmates are introduced to simple computer use, how to use the internet to search for useful information, and how to utilize social media to market products from their work. Technology training is adapted to inmates' basic abilities, starting from the simplest things like how to turn on computers and use basic applications. For those already more skilled, they are taught how to create simple content for business promotion or how to communicate with potential buyers through online platforms. Technology use also helps in monitoring inmates' development processes, where data about their progress can be recorded and analyzed more systematically.

Guidance methods involving family and society are developed because social reintegration success greatly depends on support from the closest environment. Inmates' families are involved in the guidance process through family counseling programs, directed family visits, and joint planning for the future after inmates are released. The Activity Guidance Unit also seeks to build relationships with community organizations, places of worship, and local communities that can provide support to inmates. They also conduct socialization to society about the importance of giving second chances to former prisoners and reducing negative stigma often attached. Programs preparing to face society are also given to inmates who will soon be released, including how to face negative social views, how to rebuild trust, and adaptation strategies to changes that occurred while they were absent from society.

### **Effectiveness of Guidance Conducted by Activity Guidance Units in Preparing Female Inmates for Social Reintegration**

Generally, guidance effectiveness can be measured from how successful guidance programs are in achieving their objectives, namely preparing inmates to return to society as good and productive citizens. This effectiveness can be seen from various aspects, from changes in inmates' attitudes and behavior during guidance periods, skills they successfully master, to their ability to adapt and contribute positively after returning to society. Evaluating this effectiveness is important to know whether time, energy, and costs spent on guidance truly provide expected results.

Guidance effectiveness in changing female inmates' attitudes and behavior shows quite encouraging results. At the beginning of detention periods, many inmates showed uncaring attitudes, anger, or even refused to participate in guidance activities. However, over time and with appropriate approaches, most of them began showing positive changes. They became more active in participating in activities, more disciplined in following rules, and began showing desires to change for the better. These attitude changes are visible from increasing numbers of inmates registering to participate in various training programs, decreased rule violations, and increased participation in positive activities. Many inmates who were initially quiet and withdrawn became more open and willing to interact with others. These changes show that guidance programs successfully touched their hearts and minds, growing internal motivation to change.

In terms of practical skills mastery, training program effectiveness can be seen from inmates' abilities to produce quality products and work independently. Sewing training programs, for example, have successfully taught inmates to make various types of clothing and textile products worthy of sale. The quality of their work results continues to improve along with increasing experience and guidance provided. Some inmates are even capable of making their own designs and teaching skills to their friends. Products produced are not only used for internal institutional needs but also sold outside, providing real experience about the business world. This success is also visible from inmates' enthusiasm to continue learning and developing skills already possessed. Many of them stated plans to continue similar businesses after leaving correctional institutions.

Guidance effectiveness in mental health aspects and emotional stability of female inmates shows significant improvement, although there are still challenges for certain cases. Counseling and psychological assistance programs have helped many inmates overcome depression, anxiety, and trauma problems they experienced. Signs of improvement can be seen from reduced sleep disorder complaints, increased appetite, and improvements in how

they interact with others. Inmates who previously often cried, got angry, or isolated themselves began showing more stable emotions and were able to express their feelings in more positive ways. They also began being able to see the future more optimistically and make realistic plans for life after release. However, there are still some inmates with more severe psychological problems requiring special handling from professionals, such as psychologists or psychiatrists.

In terms of readiness to face life after release, guidance program effectiveness can be seen from inmates' confidence levels and maturity in planning their futures. Pre-release preparation programs show that inmates who have consistently participated in guidance programs have clearer pictures of what they will do after release. They are able to make realistic work plans, both for finding jobs and starting their own businesses with skills already mastered. Plans to improve family relationships also become more mature and structured. Inmates begin understanding challenges they will face, such as social stigma or difficulty finding work, and have thought of strategies to overcome them. Their confidence in facing the future also increases, supported by skills already mastered and support networks built during guidance periods.

Nevertheless, long-term guidance effectiveness still faces challenges from factors beyond correctional institutions' control. Social stigma toward former prisoners, especially women, remains a major obstacle in the process of returning to society. Although inmates are already equipped with skills and strong mentality, they often experience difficulties getting jobs or being accepted back by their social environment. Family economic conditions that deteriorated while inmates served sentences also add burdens in the adjustment process. Some inmates must face the reality that their husbands have remarried or their children no longer want to know them. These challenges make Activity Guidance Units continue striving to develop follow-up assistance programs to provide support to former inmates in initial phases of returning to society.

Long-term evaluations of former inmates who have undergone guidance programs show quite encouraging results in terms of low crime repetition rates. Most former inmates successfully build productive lives and do not return to criminal acts. Many of them successfully open small businesses utilizing skills obtained during guidance periods, and others successfully get decent jobs. Relationships with family and society also show improvement, although the process is not always easy and requires considerable time. This success shows that investment in guidance programs indeed provides real positive impacts. However, limitations in long-term monitoring systems make deeper evaluations still difficult to conduct. Activity Guidance Units continue striving to improve follow-up systems to better understand long-term impacts of guidance programs and continue making improvements based on experiences of former inmates who have successfully returned to society.

## 5. Conclusion

The Activity Guidance Unit at the Class IIA Women's Detention Center Medan has a very important and complex role in guiding female inmates, ranging from program planning, learning facilitation, psychosocial assistance, advocacy for inmates' rights, to evaluation and monitoring. This role is implemented holistically by considering women's special needs that differ from men, so that guidance programs can run more effectively and in accordance with female inmates' characteristics.

The guidance strategies and methods applied by the Activity Guidance Unit have used diverse approaches suitable for female inmates' needs, including holistic approaches, individual and group methods, vocational skills training, technology utilization, and family and community involvement. This variation of strategies and methods enables more effective guidance because it can adapt to the diversity of inmates' backgrounds and needs.

The effectiveness of guidance conducted by the Activity Guidance Unit in preparing female inmates for social reintegration shows positive results, evident from changes in attitudes and behavior, skills mastery, mental health improvement, and readiness to face life after release. Although still facing challenges from external factors such as social stigma, the success rate of reintegration and low recidivism rates show that guidance programs provide real impact.

## 6. Recommendations

The Activity Guidance Unit needs to strengthen coordination with other units within the institution and increase cooperation with external parties, especially women's organizations and institutions concerned with gender issues.

The Activity Guidance Unit should develop a more systematic evaluation system to measure the effectiveness of each strategy and method used, and needs to add variety to skills training programs that align with labor market developments.

The Activity Guidance Unit needs to develop more structured and systematic aftercare or post-release assistance programs, and strengthen cooperation with society and the private sector to create job opportunities and reduce stigma against former female inmates, so that the social reintegration process can run more smoothly and sustainably.

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