

Fostering Prisoners in the Correctional System in Indonesia



Syahroni Ali¹, Sukamto Satoto², Helmi³

^{1,2,3} Faculty of Law, Universitas Jambi, Jambi, Indonesia

ABSTRACT: The correctional system is an order regarding the direction and limits and ways of fostering correctional prisoners based on Pancasila, which is carried out in an integrated manner between the coach, the fostered, and the community to improve the quality of correctional prisoners so that they realize their mistakes, improve themselves, and do not repeat criminal acts so that they can be accepted back by the community, can actively participate in development, and can live reasonably as good and responsible citizens. However, the quality of the implementation of the correctional system is not optimal and is still in the public spotlight. The suboptimal implementation of the correctional system has an impact on the quality of treatment of detainees and prisoners, as well as the emergence of tactical problems that then surface. Various problems such as riots in prisons, drug trafficking networks controlled from within prisons, the growth of radical ideas, service discrimination, overcrowded, and others are very disturbing in achieving the objectives of the correctional system. This research is normative juridical in nature. This research focuses on examining the application of rules or norms in terms of theoretical, principles, conceptions, legal doctrines and the content of positive legal rules. The approaches used in this research and dissertation research are conceptual approach, statute approach, comparative approach and case approach. The results of this research, the development of prisoners can be through policy programs that include, assimilation and social reintegration. In addition, also through revitalization. Revitalization of Correctional Implementation is an effort to optimize the implementation of the correctional as a form of treatment of detainees, prisoners and clients as well as protection of ownership rights to evidence.

KEYWORDS: Prisoners; Development; Correctional System.

I. INTRODUCTION

In Indonesia itself, the history of imprisonment starts from the period of forced labor between 1872-1905, during this period in Indonesia there were two types of criminal law, namely the Special Criminal Law for Indonesians and the Special Criminal Law for Europeans. Furthermore, in the period before the enactment of the "Wetboek van Strafrecht Voor Nederlandsch-Indie" (KUHP 1918/1905-1921), this period was marked by efforts to concentrate convicts of forced labor who were scattered everywhere in regional shelter centers. The implementation of punishment in Indonesia after the enactment of the Criminal Code 1918 was characterized by the enactment of the Prison Regulations, Ordinance V.I and also housing regulations for various penal institutions.

Before the correctional system emerged, the prison system was implemented in Indonesia. The concept of prison originated from Europe and was brought by the Dutch to Indonesia. The concept of imprisonment grew and originated from a liberal view, so that it greatly influenced all components of the prison system.²⁴ The prison system is a system of treatment for the convicted (prisoners), where this system is the purpose of imprisonment for those who have been proven to have committed a criminal offense and then by the court sentenced (criminal). And this prison system emphasizes physical violence against prisoners who have committed crimes.¹

According to Dwidja Priyatno, the correctional system adopted by Indonesia, regulated in law number 12 of 1995 concerning pemasyarakatan, this is the implementation of imprisonment, which is a juridically philosophical change of ideas from the prison system to the correctional system.²

The principle adopted in the correctional system today places detainees and prisoners, state children and other

¹ Harsono, 1995, *Sistem Baru Pembinaan Narapidana*, Jakarta: Djambatan, p. 5-8.

² Dwidja Priyatno, 2006, *Sitem Pelaksanaan Pidana Penjara Di Indonesia*, Bandung: Refika Aditama, p. 3.

Fostering Prisoners in the Correctional System in Indonesia

prisoners as subjects and are seen as individuals and ordinary citizens and are faced not with a background of retaliation but with guidance. The differences between the two systems have implications for differences in the ways of guidance and guidance carried out. The correctional system in addition to aiming to restore the prisoners as good citizens also aims to protect the community against the possibility of repetition of criminal acts by prisoners, as well as an application and an integral part of the values contained in Pancasila.

The idea of correctional was initiated by Sahardjo on July 5, 1963 in a speech conferring the title of Doctor Honoris Causa in the field of law by the University of Indonesia. In his speech he gave a formulation of the purpose of imprisonment is in addition to causing pain to the convict due to the loss of freedom of movement, guiding the convict to repent, educating so that he becomes a useful member of the Indonesian social community. In short, the purpose of imprisonment is correctional. The term "Correctional" officially replaced the term imprisonment since April 27, 1964 through the written mandate of President Ir. Soekarno which was read at the conference of the Office of Prison Officials in Lembang Bandung. This mandate was intended in the context of "retooling" and "reshaping" of the prison system which was considered not in harmony with the idea of pengayoman as the conception of national law with the personality of Pancasila.³

The concept of corrections at the beginning of its formation as stipulated in Law Number 12 of 1995 concerning Corrections as a manifestation of a shift in the function of punishment which is no longer just a deterrent, but also an effort to rehabilitate and social reintegration of Prisoners. After twenty-two years of enactment of Law No. 12 of 1995 on Corrections, the implementation of the correctional has developed considerably. Corrections, whose scope of role was originally limited to the adjudication phase, has now developed to the pre-adjudication phase and the post-adjudication phase which is realized in the state detention center (rutan), state confiscated object storage house (rupbasan), correctional center (bapas) and correctional institutions (lapas). Corrections is present not only as a guarantee of protection for the person but also covers the property attached to it.⁴

Based on article 1 number 2, the correctional system is an order regarding the direction and limits and ways of fostering correctional prisoners based on Pancasila, which is carried out in an integrated manner between the coach, the coached, and the community to improve the quality of correctional prisoners so that they realize their mistakes, improve themselves, and do not repeat criminal acts so that they can be accepted back by the community, can actively participate in development, and can live reasonably as good and responsible citizens.

The correctional system has a place to foster prisoners which is commonly called the Correctional Institution (Lapas). Correctional Institution (Lapas) in Indonesia has the meaning as a place to foster prisoners based on the norms of Pancasila which is carried out in an integrated manner between the coach, the coached and the community so that prisoners can realize their mistakes and become better human beings and not repeat criminal acts again. In its development, the correctional system, which aims at social integration, continues to process in an effort to face challenges, the dynamics of rapid changes in the times related to politics, law, science, technology, economics and modernization of social changes in society.⁵

Along with the development, the Correctional Institution is no longer just a prison for convicts but in fact its main tasks and functions also include the fulfillment of services to prisoners, care for state confiscated goods, security, and guidance of prisoners and correctional clients. Therefore, the sub-system of the correctional system is not only the Correctional Institution that carries out guidance, but there is also a State Detention Center intended for detainee services, State Confiscated Goods Storage House intended for the maintenance of state confiscated goods owned by prisoners or used as evidence, and Correctional Center intended as guidance for prisoners and correctional clients.

The function of the correctional system is to prepare correctional prisoners in order to integrate healthily with the community, so that they can be restored to their nature as human beings in their relationship with the creator, with their person, with their neighbors and their environment. More or less since 1954 in Indonesia, especially in Jakarta, the capital city, special judges have been formed to try children with the assistance of prayuwana employees, but detention is generally still united with adults.

Today, the suboptimal quality of the implementation of the correctional system carried out by the Correctional Technical Implementation Unit, in this case the Correctional Institution (Lapas), is still in the public spotlight. The suboptimal implementation of the correctional system has an impact on the quality of treatment of detainees and prisoners, as well as the

³ Andri Rinanda Ilham, "Sejarah Dan Perkembangan Konsep Kepenjaran Menjadi Masyarakat", Jurnal Kajian, Penelitian dan Pengembangan Pendidikan Sejarah, Vol. 5, No. 1, 2020, p. 2.

⁴ Adi Sujatno, 2004, *Sistem Masyarakat Indonesia Membangun Manusia Mandiri*, Jakarta: Direktorat Jenderal Masyarakat Departemen Hukum dan HAM RI, p. 24.

⁵ Umar Anwar dan Rachmayanthi, 2021, *Politik Hukum dan Masyarakat*, Depok: Rajawali, p. 3-4.

Fostering Prisoners in the Correctional System in Indonesia

emergence of tactical problems that then surface. Various problems such as riots in prisons, drug trafficking networks controlled from within prisons, the growth of radical ideas, service discrimination, overcrowded, and others are very disturbing in achieving the goals of the correctional system.⁶

It is also felt that the implementation of correctional facilities does not guarantee legal certainty for the protection and fulfillment of the rights of prisoners in vulnerable groups. This indicates a problem in correctional governance. The overcapacity situation that occurs in prisons in Indonesia today then causes a lot of losses both for individuals who live it such as not fulfilling the basic rights of each detainee / prisoner including his family to the fullest and the State as the organizing party, which this problem has occurred for years in Indonesia. But it seems that until now it has not found the right formulation to overcome this.

Some of the issues that cause the need for correctional revitalization are the increasing number of residents (over crowded) and the limited occupancy capacity in prisons / detention centers, public demands in providing services for prisoners and the emergence of an image that prisons / detention centers are institutions that only spend the state budget. Thus, it is necessary to revitalize the correctional system. The work mechanism in all UPT Corrections must be correlated with the legislation as legal substance so that the correctional is able to work optimally and effectively in engineering the legal culture of correctional prisoners. Structuring and updating correctional management is needed to follow the dynamics of the development of human life so that the purpose of coaching, namely prisoners not repeating legal acts and educating them to have social and entrepreneurial skills can be achieved.

Challenges and demands on prisons due to the complexity of life in society which have implications for the increasing number of residents and make prisons over crowding so as to make the purpose of Corrections for the reintegration of Prisoners difficult to realize need to be addressed immediately. The idea of Correctional Revitalization is considered suitable to answer the existing conditions. Through the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 35 of 2018 concerning Revitalization of the Implementation of Corrections as a form of seriousness and a new round of efforts in overcoming the complexity of correctional problems. Correctional Revitalization is in the spotlight of public attention. Not only in terms of its effectiveness but also in its application related to fulfilling a sense of justice and upholding human rights.

By taking into account this background, the development of prisoners in the correctional system in Indonesia is expected to continue to be improved to create a safer and more dignified environment for the entire community.

II. RESEARCH METHOD

This research is normative juridical in nature. This research focuses on examining the application of rules or norms in theoretical matters, principles, conceptions, legal doctrines and the content of positive legal rules. The approaches used in this research and dissertation research are conceptual approach, statute approach, comparative approach and case approach. The source of legal materials used to review or analyze the subject matter in this dissertation writing consists of primary legal materials, secondary legal materials and tertiary legal materials.

III. RESULT AND DISCUSSION

Development of Prisoners in the Correctional System in Indonesia

The existence of a coaching model for prisoners in the Penitentiary is inseparable from a dynamic, which aims to provide more provisions for prisoners in welcoming life after completion of the sentence (free). As was the case long before, the terminology of the Prison has also undergone changes to become correctional. The birth of the term Correctional Institution was chosen in accordance with the vision and mission of the institution to prepare prisoners to return to society.

According to Gillin and Gillin, some general characteristics of community institutions include:⁷

1. A social institution is the organization of patterns of thought and patterns of behavior manifested through social activities and their results. Social institutions consist of customs, manners, habits and other cultural elements that are directly or indirectly incorporated into a functional unit.
2. A certain degree of permanence characterizes all social institutions. Belief systems and various kinds of actions, will only become part of a social institution after a relatively long time.

⁶ Yuliyanto, et.all., 2021, *Implementasi Peraturan Menteri Hukum Dan Hak Asasi Manusia Nomor 35 Tahun 2018 Tentang Revitalisasi Penyelenggaraan Pemasyarakatan*, Jakarta: Balitbangkumham, p. 2.

⁷ Ismail Pettanase, "Pembinaan Narapidana Dalam Sistem Pemasyarakatan", *Jurnal Universitas Palembang*, Vol. 17 No. 1, 2019, p. 57-58.

Fostering Prisoners in the Correctional System in Indonesia

3. Social institutions have one or more specific goals.
4. Community institutions have equipment used to achieve the objectives of the institution concerned, such as buildings, equipment, machinery and so on. The form and use of these tools are usually different from one society to another.
5. Symbols are usually characteristic of social institutions. The symbols symbolically describe the purpose and function of the institution concerned.
6. A social institution has a written or unwritten tradition, which formulates its objectives, applicable rules and others.

Correctional Institution is one of the components in the Criminal Justice System in Indonesia that is tasked with providing guidance to prisoners. Criminal Justice System is a system of law enforcement as an effort to overcome crime. The Criminal Justice System consists of 4 components (sub-systems), namely the police sub-system, the prosecutor's sub-system, the court sub-system and the correctional institution sub-system. The implementation of the correctional system also requires the participation of the community, both by cooperating in coaching and by being willing to accept the return of prisoners who have completed serving their sentences.⁸

The four sub-systems in the Criminal Justice System have different tasks, but they all have the same goal and are closely related. If one of the sub-systems does not perform its duties properly, it can affect the system as a whole. The Penitentiary Institution as the last sub-system directly dealing with prisoners to carry out guidance, has a strategic position in realizing the ultimate goal of the Criminal Justice System. Correctional Institution is expected to be able to realize the ultimate goal of Criminal Justice System, which is to prevent crime.

The Correctional System in addition to aiming to return Prisoners as good citizens, also aims to protect the community against the possibility of repetition of criminal acts by Prisoners, as well as an application and an integral part of the values contained in Pancasila.

In further development, the Correctional System began to be implemented since 1964 supported by Law No.12 of 1995 concerning Corrections. The Correctional Act strengthens efforts to realize a correctional system which is a coaching order for prisoners. With reference to this idea, former Minister of Law and Human Rights Hamid Awaludin said that the correctional system is a coaching process carried out by the state to prisoners and detainees to become human beings who realize their mistakes.

With the use of the correctional system as a method of fostering prisoners, it is clear that there is a change in the function of the Penitentiary Institution, which was previously a place of retaliation, to a place of guidance. In its journey, the form of guidance applied to prisoners includes:⁹

1. Coaching in the form of direct interaction of a familial nature between the coach and the coached;
2. Persuasive coaching, which is trying to change behavior through example;
3. Coaching is planned, continuous and systematic;
4. Personality development which includes awareness of religion, nation and state, intellectual, intelligence, legal awareness, skills, mental and spiritual.

Experts in the field of prison (penolog) recognize that there are 3 (three) main elements if the correctional goal is achieved, namely: 1) officers; 2) prisoners; and 3) the community. The consideration of the community element is something rational and appropriate considering several things that the convict is a member of the community who has violated the law, and the convict will also return to the community after serving the sentence.

The correctional system as a direction for the guidance of prisoners in the penitentiary has not achieved adequate results, with several indicators:

1. Prisoners who escape from the penitentiary.
2. Violation of prisoners' rights.
3. Rejection of former prisoners by the community.
4. Limited facilities and infrastructure in supporting coaching.

The Ministry of Law and Human Rights as the umbrella of the Indonesian correctional system, organizes the correctional system so that prisoners can improve themselves and not repeat criminal acts, so that prisoners can be accepted back into their community, return to actively participate in development and live reasonably as a citizen.

There are several policy programs for the development of prisoners as stipulated in Law Number 12 of 1995 concerning

⁸ Adi Sujatno, *Op.Cit.*, p. 21.

⁹ Departemen Kehakiman, 1990, *Pola Pembinaan Narapidana/Tahanan*, Jakarta: Mahkamah Agung, p. 5.

Fostering Prisoners in the Correctional System in Indonesia

Corrections. The policy program includes:¹⁰

1. Assimilation In assimilation, various kinds of coaching programs are packaged, one of which is the provision of work training and production to prisoners.
2. Social Reintegration In social integration, two forms of coaching programs are developed, namely parole and leave before release.
 - a. Conditional release is the granting of release with several conditions to prisoners who have served two-thirds of their sentence, where two-thirds is at least nine months.
 - b. Pre-release leave is the granting of leave to prisoners who have served two-thirds of their sentence, where the two-thirds period is at least nine months.

However, there are problems faced by the ranks of the Ministry of Law and Human Rights under the Directorate General of Corrections (Ditjen PAS) which takes care of prisons throughout Indonesia into a serious problem that must be faced and need to be evaluated on these various issues. The problems that are always faced must have fundamental things faced by the ranks of Corrections both from the direction of policy and prison management that must be addressed. The existence of these problems shows that the correctional system in the form of regulations, policies and good governance, will determine the sustainability of the organization in this case all Correctional Technical Implementation Units (UPT) in order to run in accordance with what is the ideals and objectives by carrying out various strategic policy steps in its management.

In response to this, the Ministry of Law and Human Rights of the Republic of Indonesia made a policy contained in the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 35 of 2018 concerning Revitalization of the Implementation of Corrections, hereinafter referred to as Permenkumham No. 35 of 2018, where all Correctional Technical Implementation Units (UPT) must improve themselves. It cannot be denied that so far, prisons and detention centers have not maximized their functions, and can even be considered to have deviated from the original purpose of their establishment, which aims to foster. In the Permenkumham, it is stated that the Revitalization of Correctional Implementation is an effort to optimize the implementation of correctional services as a form of treatment for detainees, prisoners and clients as well as protection of ownership rights to evidence.¹¹

Correctional revitalization includes 4 (four) main regulatory aspects, namely detention services, inmate development, client guidance and management of state confiscated goods and state booty. In the correctional revitalization program in the aspect of prisoner development, correctional institutions have a classification based on the level of risk of prisoners who inhabit correctional institutions. These classifications include Super Maximum Security prisons, Maximum Security prisons, Medium Security prisons and Minimum Security prisons. The use of the classification of prisoner placement has the aim of being able to categorize according to the needs and risks of prisoners so that the treatment given to prisoners is successful, because this concept emphasizes behavior change. The division of this classification is also a progressive step in implementing individualized treatment as part of evidence-based correctional treatment (evidence or data-based coaching) to encourage objectivity and accountability of prisoner assessments.

The implementation of prisoner development through the Revitalization of the Implementation of Corrections is divided into 4 stages as a classification of placement. First, the Super Maximum Security Prison is a classification of prisons intended for prisoners with high risk levels.¹² As in the rules of Correctional revitalization, elements that classify high-risk prisoners include prisoners at risk of endangering state security and or endangering public safety. The purpose of imprisonment at the Super Maximum Security stage is to raise the self-awareness of prisoners, which focuses on changing the attitudes and behavior of prisoners which has implications for reducing the level of risk and protecting the community. In the coaching system, the method used is individual separation. The placement of prisoners is placed in each room or one man one cell. In terms of restrictions, in accordance with the provisions in Article 27 paragraph (2) of Permenkumham No. 35/2018 concerning Revitalization of the Implementation of Corrections that prisoners who are in this stage are not given reintegration rights such as remission, assimilation, leave to visit family, parole, pre-release leave and conditional leave.

Second, the Maximum Security Prison is a classification of prisons that emphasizes the pattern of guidance to encourage prisoners to obey and order the law, be aware of their violations and internalize disciplinary attitudes and behavior. Prisoners who are placed at this stage are prisoners who are transferred from Super Maximum prisons who qualify with a decrease in the level of risk and behavioral changes based on Litmas and recommendations at the TPP Session. The coaching pattern applied

¹⁰ Harsono, *Op.Cit.*, Jakarta: Djambatan, p.32.

¹¹ Yuliyanto, et.all., *Op.Cit.*, p. 4.

¹² *Ibid.*, p. 4.

Fostering Prisoners in the Correctional System in Indonesia

with the limited observation method, where the placement of prisoners has been put together with other prisoners or in groups. At this stage, inmates are not limited in their reintegration rights but still consider the provisions and Litmas and recommendations at the TPP hearing.

Third, Medium Security prisons are prisons with treatment that focuses on preparing the return of prisoners to society and prisoners as subjects strengthened by the existence of guidance that directs the interests and talents by exploring the potential of prisoners to be developed. Where in the treatment of prisoners can develop themselves in harmony with the right to develop themselves. Therefore, in the method of coaching inmates in order to optimize their potential, there is a classification of coaching, namely education and training for entry-level skills, education and training for advanced skills, and education and training for advanced skills. So that the pattern used by Medium Security Prisons is to assimilate and apprentice prisoners.

Fourth, the Minimum Security Prison is a prison with treatment that emphasizes the provision of reintegration and coaching outputs that lead to the production of industrial-scale goods or services. Therefore, prisoners are given leeway in security and given trust and responsibility due to changes in attitude and behavior. This is done to motivate prisoners to increase their independence and productivity. The embodiment of the Minimum Security Prison is an open prison. Where in the concept applied by open prisons with Community Based Corrections, namely the method of coaching by involving elements of the community and by providing looser security even without iron bars like prisons in general which aims at reintegration (reunification) with the community.

The revitalization of the correctional system has strengthened the role of Community Research (Litmas) in carrying out correctional duties and functions. Litmas is carried out in an effort to reveal the background of criminal acts to determine the level of risk and needs of lawbreakers, determine detention service programs, processes and stages of WBP development, evaluate the implementation of development programs, and determine the success of handling WBP. In addition, as an implementation of the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 35 of 2018 concerning Revitalization of the Implementation of Corrections, the Directorate General of Corrections of the Ministry of Law and Human Rights launched the Prisoner Development Assessment System (SPPN) which functions as an instrument for assessing changes in prisoner behavior which will then be used as primary supporting data in providing rights and coaching programs to prisoners.¹³

IV. CONCLUSIONS

There are several prisoner development policy programs as stipulated in Law Number 12 of 1995 concerning Corrections. The policy program includes assimilation and social reintegration. In assimilation, various kinds of coaching programs are packaged, one of which is the provision of work training and production to prisoners. Whereas in social reintegration two kinds of coaching programs are developed, namely parole and leave before release, namely: (1) parole is the granting of release with several conditions to prisoners who have served two-thirds of their sentence, where two-thirds is at least nine months; and (2) leave before release is the granting of leave to prisoners who have served two-thirds of their sentence, where the two-thirds period is at least nine months. In addition, the implementation of prisoner development through the revitalization of the Correctional Institution is divided into 4 stages as a classification of placement, namely the Super Maximum security prison is a classification of prisons intended for prisoners with a high level of risk; Maximum Security prison is a classification of prisons that emphasizes the pattern of guidance to encourage prisoners to obey and order the law, be aware of their violations and internalize disciplinary attitudes and behavior; Medium Security prisons are prisons with treatment that focuses on preparing for the return of prisoners to society and prisoners as subjects are strengthened by the existence of guidance that directs the interests and talents by exploring the potential of prisoners to be returned; and Minimum Security prisons are prisons with treatment that focuses on providing reintegration and coaching outputs that direct the production of industrial-scale goods or services.

REFERENCES

- 1) Adi Sujatno, 2004, *Sistem Pemasyarakatan Indonesia Membangun Manusia Mandiri*, Jakarta: Direktorat Jenderal Pemasyarakatan Departemen Hukum dan HAM RI.
- 2) Andri Rinanda Ilham, "Sejarah Dan Perkembangan Konsep Kepenjaraan Menjadi Pemasyarakatan", *Jurnal Kajian*,

¹³ Yudha Cahyo Prabowo, "Perlakuan Terhadap Narapidana Terorisme Risiko Tinggi di Lapas Super Maximum Security", *Jurnal Gema Keadilan*, Vol. 7, No.2, 2020, p. 111.

Fostering Prisoners in the Correctional System in Indonesia

Penelitian dan Pengembangan Pendidikan Sejarah, Vol. 5, No. 1, 2020.

- 3) Departemen Kehakiman, 1990, *Pola Pembinaan Narapidana/Tahanan*, Jakarta: Mahkamah Agung.
- 4) Dwidja Priyatno, 2006, *Sitem Pelaksanaan Pidana Penjara Di Indonesia*, Bandung: Refika Aditama.
- 5) Harsono, 1995, *Sistem Baru Pembinaan Narapidana*, Jakarta: Djambatan.
- 6) Ismail Pettanase, "Pembinaan Narapidana Dalam Sistem Pemasarakatan", *Jurnal Universitas Palembang*, Vol. 17 No. 1, 2019.
- 7) R. Soegondo, 2006, *Sistem Pembinaan Napi di Tengah Overload LAPAS Indonesia*, Yogyakarta: Insania CitaPress.
- 8) Umar Anwar dan Rachmayanthi, 2021, *Politik Hukum dan Pemasarakatan*, Depok: Rajawali.
- 9) Yudha Cahyo Prabowo, "Perlakuan Terhadap Narapidana Terorisme Risiko Tinggi di Lapas Super Maximum Security", *Jurnal Gema Keadilan*, Vol. 7, No.2, 2020.
- 10) Yuliyanto, et.all., 2021, *Implementasi Peraturan Menteri Hukum Dan Hak Asasi Manusia Nomor 35 Tahun 2018 Tentang Revitalisasi Penyelenggaraan Pemasarakatan*, Jakarta: Balitbangkumham.



There is an Open Access article, distributed under the term of the Creative Commons Attribution – Non Commercial 4.0 International (CC BY-NC 4.0) (<https://creativecommons.org/licenses/by-nc/4.0/>), which permits remixing, adapting and building upon the work for non-commercial use, provided the original work is properly cited.