

# The Inequality of Labor Graduates of Electromedical Engineer Women in Medical Device, Hospital and Health Equipment Facilities

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## Abstract

In medical device companies, hospitals and healthcare facilities, graduates of Electromedical engineering occupy positions as medical equipment technicians, medical device installations, and calibration (large equipment installations). The main problem of this research is the female Electromedical engineering graduate who works in the Electromedical equipment company almost all the time works only revolve around the administration, which in no way touches the repair and maintenance of health equipment that should be their competence. The purpose of this research is for the public to be fair and not to be subordinated to women. Women acquire gender equality including in the field of employment in accordance with their competence. The method used is qualitative research with a perspective Phenomenology approach and gender that analyses to twelve the subjective experience of research informers while working in three places, namely in electromedical equipment companies, in hospitals, and in health facilities services in Indonesia. Variables used are the competence of electrical engineering graduates and the type of work of female electromedical engineering graduates worked. The contribution of this research is to give input to the stakeholders to give the same opportunity to all the electromedical graduates both male and female. Emphasis on education institutions to review the education curriculum based on gender. The results of this research are There were 2 informants who work in hospitals and medical devices companies who still carry out Electromedical Engineering competencies with varying degrees, ranging from still doing maintenance, minimal calibration, but are mostly tasked with administrative and management assignments. There are 10 informants who work in medical devices and hospitals that hardly carry out maintenance, calibration and installation of medical devices. In other words, they are by purely serving as administrators of medical equipment companies. The Conclusions of this study are Female graduates of electromedical engineering programs felt that they had not yet achieved their expectations in accordance with their competencies as electromedical technicians.

**Keywords:** Competencies, Electromedical Engineering, gender, and phenomenology perspective

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## 1. INTRODUCTION

Patriarchal beliefs are in most cases transmitted and sustained through diverse forms of cultural and religious fundamentalism, which rigidly define what is acceptable and what is offensive to a society in relation to gender beliefs and roles. By this means, violence against women is indirect and structural in nature because it is not perceptible. Religion is often used as a social instrument through which patriarchy and its cultural beliefs about men's supremacy over the women are transmitted to the public domain.

Research on women conducted by Onwutuebe in Nigeria, In a bid to provide justification for the sustenance of patriarchy, religion could be politicized through various forms of religious interpretations. Religious texts are often (re)interpreted to canvass for total submission of women to the authority of men. This trend is prevalent in many Nigerian communities. Studies have shown that structural disadvantages suffered by most Nigerian women also limit their potentials and, in turn, provide higher levels of power, prestige, and reward to the men.[1] Research on Mila Shell and Nicolas Minot in rural Uganda, explained that remoteness is associated with lower women's empowerment, as is greater commercial orientation in crop production. This may be due to the fact that men are more involved in cash-crop activities, giving them an advantage through higher income. One policy implication is that education needs to target both girls and boys, especially in remote areas, putting special focus on girl's involvement in value added activities[2]. The assumption is that women are legitimate workers, but in sectors that are specifically for them. In essence, many consider that women are creatures who are gentle, patient, have different strengths than men. Another Research on gender inequality conducted by Ema Tusianti and Abdurrahman that it was discovered that from the results of a descriptive analysis showed there is still a discrepancy of formal labour absorption between men and women based on various characteristics (residential areas, business fields, education and access to job training)[3].

From the explanation above then the purpose and justification of the research this time is for the public to be fair and not to be subordinated to women. Women acquire gender equality including in the field of employment in accordance with their competence. Still has not been done research on women graduates

Diploma 3 and Diploma 4 electromedical engineering, as well as hopes and reality women graduate electromedical engineering in the workforce. The contribution of this research is to give input to the stakeholders to give the same opportunity to all the electromedical graduates both male and female. Emphasis on education institutions to review the education curriculum based on gender. This is one of the reason we made this study. This research analyses the inequality of women in electromedical engineering graduates working in medical devices, in hospitals and in medical equipment maintenance facilities that are more specialized in inconsistency to key competencies during education in Diploma 4 and Diploma 3 electromedical engineering. Working women have also spread their wings in the engineering world. The Department and Study Program of Electromedical Engineering (Academy of Electromedical Engineering / ATEM), for example, produces almost the same number of male and female graduates and has equal opportunities in the world of work. Referring to the profession of electromedical engineering which includes the technical work of medical devices Application Technicians, Maintenance, Repair, Calibration, and Installation and Design Technicians in the Hospital and Community Health Centre environment. Meanwhile, if in a medical equipment company, electromedical engineering health workers occupy positions in sections such as administration, marketing, technicians, installation (installation of large equipment) and calibration. According Minister of Health's Decree number 371 of 2007 [4].

Further, this research consists of second section is the method there are Data collection technique, Data Analysis Techniques, Phenomenology Perspectives and Gender, The third section is Result And Discussion, the fourth section is conclusion, Suggestion dan Future Work. In Schutz phenomenology researchers make observation based on tracing the meaning of actions from the informants. How is the explanation of informant facing life problems experienced by women electromedical technician achieving competence from in-depth interview and observes[5].

## 2. METHOD

The main competency of electromedical engineering graduates in accordance with the decision of the Ministry of Health of the Republic of Indonesia number 371 of 2007 working in hospitals, distribution of medical equipment and sight of medical devices both male and female graduates. For graduates of electrical engineering men work according to competence, but for some graduates of electrical engineering women do not work according to their competencies.

The three places of work are in :

- a. medical device companies
- b. in a government or private hospital
- c. at the Health Facilities Maintenance Agency

This issue was analysed using Phenomenology and Gender Perspectives to determine the occurrence of gender subordination and gender inequality.

Variables used are the competence of electrical engineering graduates and the type of work of female electromedical engineering graduates worked in hospitals and medical equipment companies

In this study there were twelve female informants who were interviewed in depth and made observations. Collected data analysed using Phenomenology and Gender perspectives

Here is the outline of the concept :

The following is a flow chart of research, starting from the main competence Electromedical engineering according to Minister of health Indonesia decree number 371 of 2007 that must be own by graduates of electromedical engineering if they work at hospital, Medical Equipment , and medical facility. From data interview, we analysis with phenomenology perspective and gender to determine the occurrence of subordination and inequality

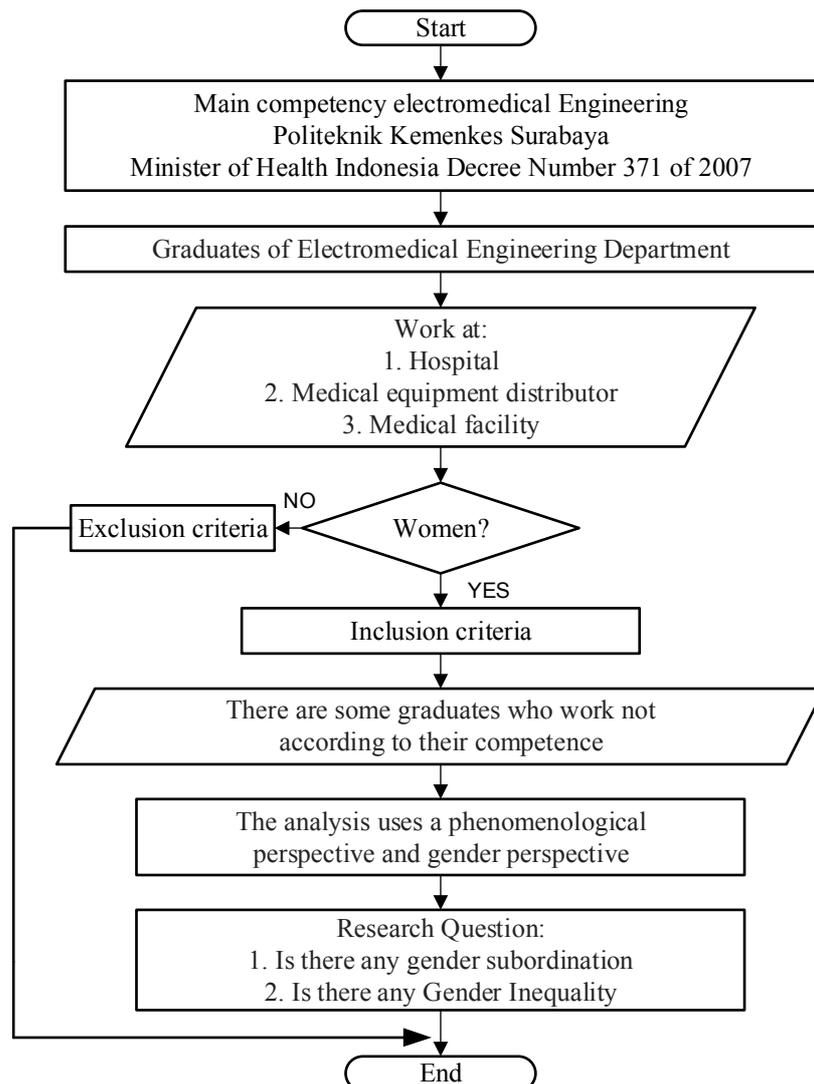


Figure 1 : Research Flow chart

This research was carried out in Surabaya on women graduating from the Surabaya Ministry of Health Electromedical Engineering who worked in hospitals and medical equipment companies in Surabaya from April until November in 2019.

#### Phenomenology Perspectives and Gender

As a central figure in the Perspective of Phenomenology Theory, Schutz developed his entire approach to analysis based on an analysis of individual social experiences. Humans are social beings. Awareness in everyday social life is a social awareness. Social awareness proceeds in two ways, namely by taking for granted the existence of the social reality around it and by using the tips produced and communicated [5].

Explores the phenomenological sociology of Alfred Schutz, with particular reference to his concern to understand the social distribution of knowledge in society. The methodological principles of phenomenology are discussed, with particular reference to 'ideal types'. Schutz's identification of the stratification of knowledge with three key ideal types is elaborated and the implications for information behaviour research are discussed. The relationship between methodology and method is discussed, and a novel typology of social research methods is offered[5].

1. According to the phenomenological analysis, it was explained that the marginalization of women as Other in cultures created by men. The cultural construct creates women as objectified creatures, whose nature presents the opposite side to men. The difference between women and men then gave birth to liberal feminists and radical feminists, giving rise to an explanation, there has been a gender imbalance. [6]

### 3. RESULT AND DISCUSSION

Referring to the profession of electromedical engineering which includes the technical work of medical devices

such as Minister of Health's Decree Republic of Indonesia number 371 of 2007 : Application Technicians, Maintenance, Repair, Calibration, and Installation and Design Technicians in the Hospital and Health Centre environment[4]. Competency Standards are statements about skills, knowledge, and attitudes that is required of someone to do a job or task in accordance with the required performance. Core employability skills are built through basic education, such as reading and writing, acquiring the technical skills needed to perform specific duties, and professional/personal attributes such as honestly, reliability, punctuality, attendance and loyalty. The skills are categorized under four broad headings: learning to learn, communication, teamwork and problem-solving[7]

The ILO defines employability skills as: ... the skills, knowledge and competencies that enhance a worker's ability to secure and retain a job, progress at work and cope with change, secure another job if he/she so wishes or has been laid off and enter more easily into the labour market at different periods of the life cycle. Individuals are most employable when they have broad-based education and training, basic and portable high-level skills, including teamwork, problem solving, information and communications technology (ICT) and communication and language skills. This combination of skills enables them to adapt to changes in the world of work[8].

### 3.1 Work in medical device companies in Surabaya

Informants who work in medical device companies in Surabaya are in charge of the administration that oversees spare parts for medical devices, but mainly works on bids and billing. The following is the informant's narrative.

Informant 1:

"I work in the administration of the company by making offers, billing, services and offering spare parts. Not like my male friend who served as a technician".

Meanwhile, the following women informants served in addition to being an electromedical technician also in engineering administration, by scheduling equipment maintenance, and ordering spare parts. Next is the narrative:

Informant 8:

"Maintenance and technician administration. Set a maintenance schedule for the equipment, every three months the lab must be maintenance. I ordered the sales that needed spare parts This is not an electromedical competency work".

There seems marginalization due to gender differences which results in injustice for women in the world of work, and if this is the case, subordination has taken place. The term subordination refers to the role and position of women who are lower than the roles and positions of men. Women's subordination begins with the division of labour based on gender and is related to the function of women as mothers. This ability of women is used as an excuse to limit their roles to the domestic role and maintenance of children - a type of work that does not generate income - which gradually leads to the belief that women are unproductive laborers and do not contribute to the global development process.

According to, Laura C. Macedo Piosiadlo, the social relations among man and woman, including personal relationships, will be conforming in a socially and historically legitimized way to The construction of masculinity and femininity takes on men and women, on male or female biological bodies that are immersed in a transforming social environment[9]

Differences in male and female functions, roles or behaviour are actually socio-cultural formations in certain societies. Liberal feminists view that "women's subordination is rooted in a set of cultural constraints and habits that hinder women's access to opportunities to compete fairly with men.[10] The concern with gender relations in development has strengthened the affirmation that equality in the status of men and women is fundamental to every society. And this concern has prompted us to refine our perspective on what development should be and how to bring it about efficiently. We realize that development requires more than the creation of opportunities for people to earn sustainable livelihoods — it also requires the creation of a conducive environment for men and women to seize those opportunities. Development implies not only more and better schools but also equal access to education for boys and girls. Development requires good governments that give men and women equal voices in decision-making and policy implementation. Bearing in mind the perspective that gender matters in development, we can go on to re-examine and redefine other development concerns and objectives.[11]

In contrast to the eleven other women informants, the following informant, almost all of the work that she was responsible for in the company where he worked, was as a pure administrative staff precisely in the warehouse administration of the medical device company.

Informant 12:

"Laboratory Equipment Warehouse Administration. Serving customer goods requests, I issue from the warehouse, with invoices and so many prices. Controlling the income and expenditure of goods. The goods that come out are so many, the items entered so much, then recapitulated, then match the original stock and stock in the computer. I am also in charge of checking. I memorize the stock, calculate the stock in the warehouse".

The following is the explanation of informants 7 and 12:

Informant7:

"I am Disappointed, it is not convenient, but I have learned, 3 years of study but it does not work according to the field."

Informant 12:

"Almost 100% administration".

According to the directorate of community education development (2010), women's subordination is defined as "the notion that women are weak, unable to lead, whiny and so on, resulting in women becoming number two after men".

Dede Wiliam de Vries and Nurul Sutarti said that "restriction of women is the starting point for the occurrence of gender injustice". Democracy occurs because everything is viewed from a male perspective. That is, placing men as number one or more important than women. Conversely, when there is nomination of women, it is assumed that women carry 'labels' are weak and men are strong. As a result, the role of women is marginalized[12].

Study in China by Isabelle attune about A Demography of Gender explained that Discrimination against women, in particular in childhood, which is the result of their less valued status, poses an important challenge for the Chinese authorities from an individual point of view, with regard to the respect of their rights and accession to greater equality between the sexes. From the point of view of society as a whole, the repercussions of demographic gender-based discrimination will also be considerable, since they will affect current balances not only on the marriage and sexuality market as mentioned, but also on the labour market[13].

Ben Fine explained in (Women's Employment and the Capitalist Family: Towards a Political Economy of Gender and Labour Markets, 1992) duality of domestic and waged work response to the development of the theory of domestic labour, along a number of different tracks. One was to accept that domestic labour contributes to the reproduction of the labourer through the production of use values, but to deny that this entailed the production of value itself or the commodity labour power as such. A second was to continue to recognize the structural separation between the capital and the household but to emphasise more strongly the dual labouring role of women both as domestic and wage worker. For rich families, domestic work is carried out by domestic helpers, although women often assume multiple roles. In general, views in society perpetuate the idea that the work done by women, are jobs that are "light" and "ordinary"[14].

### 3.2 Work in a government or private hospital

Informants who work in government and private hospitals commented that they are tasked with calling patients in Hospital Magnetic Resonance (MRI) rooms. Few jobs make use of Electromedical Engineering competencies.

Informant 4:

"I served in the Services section. Services for patients and services for tools needed by doctors for patients in the Hospital MRI room and ..... calling the names of patients ... (her face looked sad and upset....) "

In patriarchal culture, subordination is an assessment or assumption that a role performed by one sex is lower than the other. Women are considered responsible for and have a role in domestic or reproductive affairs, while men are in public affairs or production. This situation was felt by informants who experienced disappointment because of the differentiation of responsibilities from their male friends who came from the same educational competencies.

Caroline Moser (1993) has suggested a third category of work – community work – and so she has coined the term 'triple role' to describe women's work. Community work involves contributions to what is known as civil society (NGOs, community associations, religious groups, women's groups, campaign networks, parents' associations, and so on), as well as the collective organisation of social events, such as wedding and funeral ceremonies and services in the community. This work can be divided into two types: community management (provision and management of community resources such as water, healthcare and education, and social events), which is largely voluntary and unpaid, and community politics (local lobbying groups and local politics, community representation at higher levels of government, etc.), which may be paid for. Again, the former is largely carried out by women, the latter largely by men. The latter usually carries a higher social value[15].

Carrying out her duties as an administrator in the Hospital Facility Maintenance Installation (IMF) section was known from the beginning, because there were already many electromedical technicians at the hospital, but there were still no administrative personnel in that sections so informant was assigned to administration of hospital equipment maintenance, because no one else was doing administrative work, even though the first recruitment was as an electromedical technician

Following is the informant's 2:

Informant 2:

"Social Studies Administration, because the required position is administration, at Hospital. there are no administrative staff in the hospital facility maintenance installation section. There is a guy, he is old, but he doesn't master the computer. "

Informant 3:

"I just took advantage of the opportunity, because when recruiting new employees there were two women who registered. The company underestimated new employees. Are you ready to go out of town? Are women brave enough to work outside the city? He asked.

What is done by the informant is a form of response to interactions obtained in the environment in which he is located, by accepting whatever is available because there are no other alternatives. Phenomenology believes that many of the ways of interpretation experience are available to each of us through interaction with others, and the meaning of that experience is what constitutes reality or reality.

Study in Japan by Lau Chung Ming about How to increase the number of female manager is still one of the contemporary issues in Japan. The representation of women in management is a globally controversial issue. In particular, the number of female managers is not showing any significant increase and full of barriers. Cultural problem is considered as one of major obstacle of invisible glass ceiling especially in Japan. Even though many potential female management candidates have excellent qualifications, they are actively ignored and have to face an unbreakable glass ceiling to get any opportunities in the position of senior executive and board positions[16].

The actual percentage of electromedical engineering competencies used in the world of work seems alarming, exemplified by the disappointment felt by the following informants.

Informant 4:

"Our electromedical science is only 5% used, for example changing fuse, when the electricity goes off, it makes the tool broken, because there are no special generators, the generator still goes central to one building. while the other 95% is for service and dealing with people. "

Informant 6:

"If you look at the ability of electromedical Engineering items, my work is currently not doing a lot of technical work because there are more budgets. If a scale of 1 to 10 is made, about Electromedical Engineering, then my current job is between 6 and 7. "

The informants experienced disappointment due to the lack of opportunity to utilize their three to four year training at college.

Informant 9 carried out a test of the function of the tool and service even though it was still carried out at a minimum (a little).

Informant 9:

"In the e-catalogue sales administration, because this company, all the goods have been used in medical devices analogue. I also work in after sale service. Handling post-selling products. As a function and service test technician, this is still minimal. Beside that I arrange friends schedule who are in charge of testing functions and the same time scheduling themselves... ha ha ha

Informant 10 is maintenance suction pump, monitor simulators and ECG. They are hospital instrument. Informant 10 as Quality Control (QC) of that instrument or devices.

Informant 10:

"I work in QC division. I am responsible for testing the standard conformity of spare parts. The responsibility of this job is entered in the category of competence electromedical technique. Because I still set the Suction pump, monitor simulator, and ECG where this work is an Electromedical technician that learns it"

Informants who are still able to do work according to their competence, although not as much as their male friends do in the same competency, are a little more optimistic about the equal division of technical tasks coming from hospital leadership. The working of a gender system purposes traits inherent in men and women. constructed socially and culturally. Gendered traits where women are known to be softer, more beautiful, emotional or motherly, while men are considered strong, rational, male and mighty, become interchangeable. Changes in the characteristics of those traits can occur from time to time and from one place to another.

Study Gender equity in the health workforce: Analysis of 104 countries by Mathieu Boniol, Michelle McIsaac, Lihui Xu, Tana Wuliji, Khassoum Diallo, Jim Campbell, explained gender pay gap, that slightly greater than global estimates of gender pay gap data, showing that women are paid approximately 22% less than men[17].

Furthermore through dialectics, the social construction of gender is socialized in an evolutionary manner and slowly influences the biology of each sex. Work that is usually done by men in the community, slowly social-gender construction land will replace of being done by women. That means a work can be done by anyone regardless of gender, and this is can be exchange. That the division of roles between men and women can be exchanged according to the abilities and skills possessed by each individual regardless of gender [18].

### 3.3 At the Health Facilities Maintenance Agency

There were two informants who worked at the Maintenance and Health Facilities Agency, carrying out the Electromedical Technician competencies above. Are as following

That Informants 5 and 6 carry out calibration of medical devices:

Informant 5:

"I am a government employee at health equipment facility. Following the medical equipment procurement

training in Bali. I was certified for medical equipment. Adding to my new assignment other than as a medical equipment calibration officer”.

Informant 6

“I work as an operational staff. I am in charge of making a supporting system for working methods for medical equipment technicians. I made quality development, managing ISO 17025 and ISO 17043, reviewing management, making accreditation schedules, coordinating with sick plant installation and laboratory units. This is the administrative work”

From the narrative above, it appears that female graduates of electromedical engineering still carry out tasks according to competence, namely maintaining (servicing) and carrying out functional tests and calibration, and at the same time also administering in the form of recording, scheduling, and reporting, which is considered a job which is suitable for women.

Women workers are unavoidably having to follow the procedures for "acting" in the form of social systems and development policies. Being a woman who works as a model of adaptation (externalization) for women to connect and maintain their lives themselves and their families. The form of adjustment to the situation is a safe way for women when faced with work that is not as expected.

As the opinion of Mansour Fakhri that male and female roles are interchangeable[19]. That Gender concepts can change over time, place, and class. In line with the opinion of Samantha C. Paustian-Underdahl Florida International University, Lisa Slattery Walker and David J. Woehr in their study titled Gender and Perceptions of Leadership Effectiveness: Despite evidence that men are typically perceived as more appropriate and effective than women in leadership positions, a recent debate has emerged in the popular press and academic literature over the potential existence of a female leadership advantage. This meta-analysis addresses this debate by quantitatively summarizing gender differences in perceptions of leadership effectiveness across 99 independent samples from 95 studies. Results show that when all leadership contexts are considered, men and women do not differ in perceived leadership effectiveness[20]. Yet, when other-ratings only are examined, women are rated as significantly more effective than men. In contrast, when self-ratings only are examined, men rate themselves as significantly more effective than women rate themselves[20]. In the study of José Antonio Cavero-Rubio, Antonio Collazo-Mazón, Araceli Amorós-Martínez Miguel Hernandez University of Elche, Avda, explaining that Women are still relegated despite being on the board of directors; Low percentage of female positions in top managers; and also short time women are in that position [21].

#### 4. CONCLUSIONS

As already mentioned earlier that the purpose of this research is for the public to be fair and not to be subordinated to women. Women acquire gender equality including in the field of employment in accordance with their competence. The findings of this study are of the twelve informants, there were two informants who were still carrying out their competencies as electromedical technicians, namely carrying out maintenance of medical devices, electromedical device function tests, and calibrating electromedical devices, as well as additional tasks to carry out administrative management work (especially those working at the health care facilities in government agencies). There were 3 informants who work in hospitals and medical devices companies who still carry out Electromedical Engineering competencies with varying degrees, ranging from still doing maintenance, minimal calibration, but are mostly tasked with administrative and management assignments. There are 7 informants who work in medical devices and hospitals that hardly carry out maintenance, calibration and installation of medical devices. In other words, they are purely serving as administrators of medical equipment companies. Female graduates of electromedical engineering programs felt that they had not yet achieved their expectations in accordance with their competencies as electromedical technicians.

Some of the suggestions conveyed from this research are the implementation of women's empowerment programs with the approach of Women in Development (WID) and Gender and Development (GAD), namely the placement of human beings as subjects and objects of development emphasizing the importance of human empowerment, namely human ability to actualize everything its potential. Thus, men and women take on the same positions and roles in planning, implementing, evaluating and enjoying the results of development in various fields, including the technical field. Governments and employers should pay more attention to women in the public sphere and give women the confidence and flexibility so that women can play more roles in the public space as well as the educational competencies they have undertaken. Giving input to the stakeholders to give the same opportunity to all the electromedical graduates both male and female. Emphasis on education institutions to review the education curriculum based on gender.

The next work is after the stakeholders, the Government and the public read this research, then the next we will do research on how the progress of the acceptance of stakeholders on the women graduates electromedical technicians the following years.

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