



# Nursing Migration and its Impact on Source Countries.

Noah Dean

## INTRODUCTION

- Globalization, supply–demand dynamics, uneven development, enhanced connectivity, the better flow of information, and the reduced cost of travel have encouraged the global integration of nursing labor markets. Developed regions have begun attracting internationally educated nurses (Walton-Roberts et al., 2017).
- With the size of the U.S. health care industry, the severity of the nurse shortage, comparatively high nurse salaries, and an active recruiting industry all combine to create a very strong pull on global nurse resources (Pittman et al., 2017).
- The migration of highly skilled workers from less-developed nations to industrialized nations is an inevitable part of the process of globalization which results in both positive and negative effects (Pittman et al., 2017).
- To decrease the negative effects nursing migration has on its source countries, new policies, incentives, and further change needs to occur.

## SIGNIFICANCE

- The number of new jobs expected to be created for nurses in the United States over the next decade is one of the highest for any occupation. A shortage is forecast of between 400,000 and 800,000 within the next decade (Pittman et al., 2017).
- In Zambia, the nurse to population ration is 0.22 to 1,000, a figure that is more than 40 times less than that of the United States (Pittman et al., 2017).
- There is a troubling pattern of growing disparity in which poor nations with the fewest nurses are losing them to wealthy countries with the most nurses (Pittman et al., 2017).

## POSITION STATEMENT

Nursing migration brings health professionals from around the world to fill health care needs in more developed countries while also providing amazing opportunities for the nurses involved. However, this creates a disparity in the developing countries where migrant nurses come from, turning nursing migration into an ethical issue, as trained health professionals are in a shortage and needed everywhere, not just the developed nations.

## SUPPORT FOR POSITION

- Despite that these migrant nurses are sending large sums of funds back to their families in their home countries, it still does not offset the countries loss of skilled nurses (Emanuel-Frith, 2018).
- For the nurses who remain in their source countries, the workload increases dramatically, working conditions deteriorate, and the level of stress nurses experience is escalated (Emanuel-Frith, 2018).
- This leads to extremely low rates of job satisfaction within the nursing industry of source countries, further pushing nurses out (Chiamaka et al., 2020).
- Developing nations with unstable socio-political environments creates a need for safety, which nurses seek out when making the decision to work in another country (Chiamaka et al., 2020).
- The source countries that are producing these migrating nurses get the short end of the stick. The loss of these valuable resources leads to the deteriorating environment of their health professional workforce and healthcare systems, while the developed countries benefit from those losses.

## IMPLICATIONS FOR PRACTICE

Major source counties must investigate ways in that they can allow improved practice to keep nurses to work in their home country or to return to work

- Decreasing workload and decreasing nurse-to-patient ratio
  - Increasing access supplies
  - Advancing technology
  - Increasing pay
  - Increasing autonomy on the job
  - Better benefits
  - Increasing job availability
  - Increasing career advancement opportunities
  - Stable socio-political environments
- The fight to keep nurses in their native country is not just one that takes place within the hospitals themselves, but also within the nations' governments. Change needs to come from every part of the country.



-NatoAssociation. (2014). *Medial Globalization Image*. [Digital image]. Retrieved from <https://natoassociation.ca/33325/>

## CONCLUSION

- The world is changing everyday with increasing technology, travel of information, and globalization of products and industries. This increases the demand of healthcare workers.
- Nurses migrate to more developed countries for better opportunities within their career. Source countries do no recover from losing these nurses.
- Decreasing the negative effects on the source countries relies on new policies being placed by those countries to keep nurses home or bring nurses back.

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