



# Nurse Migration: Challenges - Opportunities

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# International Council of Nurses

- Largest and oldest association of health professionals
- Created in 1899
- 132 national nurses associations
- More than 13 million nurses
- Goals:
  - ✓ to bring nursing together worldwide
  - ✓ to advance the nursing profession
  - ✓ influence health and labour policy globally

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# Three Pillars

- Professional practice
- Regulation
- Socio-economic welfare
  - Competitive salaries
  - Safe work environment
  - Adequate working conditions

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# Socio-economic Welfare

Global analysis of nursing workforce

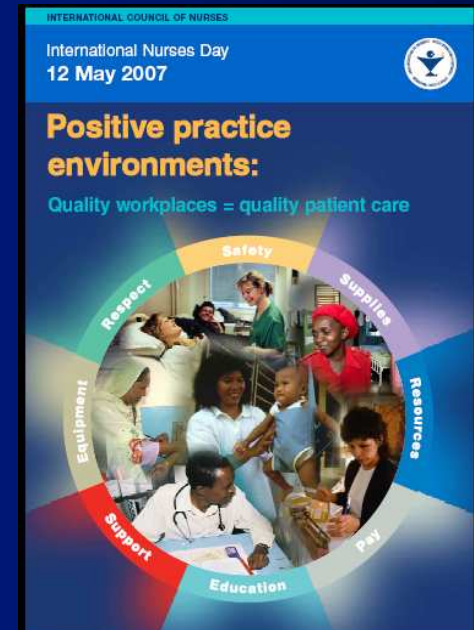
Development projects

Wellness Centres

Positive Practice Environments

International Centre for Human Resources in Nursing

International Centre on Nurse Migration



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# International Migration

## What do we know?

- 3% of the world's population
- 191 million people
- 48% female
- Industrialised countries: One out of 10
- International labour market



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# Current Workforce

- Industrialised countries
  - Australia, Canada, UK, US
  - Switzerland
  - Ireland
- Developing countries
  - Cameroon
  - Ghana
  - South Africa



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# Projected Nurse Shortfalls

- 2010: Australia – 40,000
- 2012: USA – 1 million
- 2016: Canada – 113,000
- 2017:
  - Netherlands: 7,000
  - Norway: 3,300
  - Switzerland: 3,000



(1%-5% of practicing registered workforce)

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# Shortage: Myth or reality?

- Canada, Norway: underemployment
- NZ, CH, JP: short professional lifespan
- US: 36,000 + 136,000 non-nursing jobs
  - Kenya – 50% posts unfilled, one third nurses unemployed
  - South Africa: 35,000 inactive or unemployed
  - Philippines, Tanzania, Eastern Europe: new graduates work for free
  - Botswana: public to private sector
  - Swaziland: HIV/AIDS

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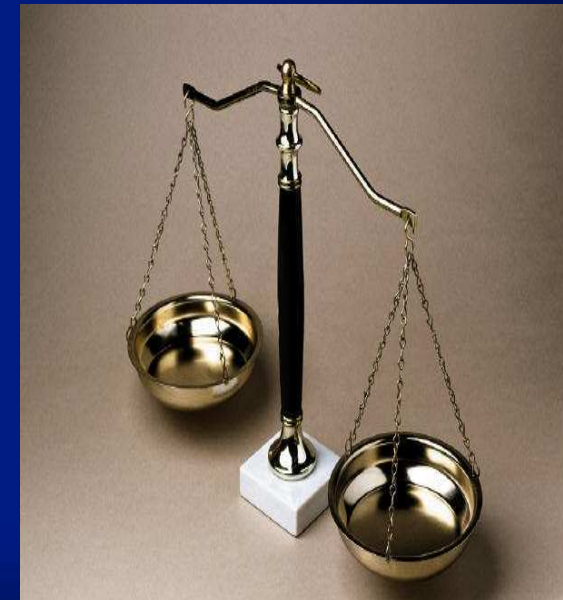
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# Supply and Demand

## Types of migrant nurses

- Economic migrant
- Quality-of-life migrant
- Career-move migrant
- Partner migrant
- Adventurer migrant
- Survival migrant
- Holiday workers
- Student migrant
- Return migrant



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## Nurses on the Move

Migration and the Global Health Care Economy

Michelle Kingma



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# Assumptions

- Local employment
- Intra vs international migration
  - Rural to urban
  - Public to private sector
- Primary cause of shortages
- Permanent migration

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# Needs

- Data
- Policy
- Regulation
  - Professional standards
  - Recruitment standards
- Paradigm shift

# Mobility of Health Professionals

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