

International Migration of Nurses: Political and Policy Issues and Implications



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Global Migration of Nurses



- Magnitude
- Direction of migration
 - Dominant trend:
 - South -> North
 - East -> West
- Push-pull factors
 - Political, economic, social, personal
- Impact

Conceptual Framework of Stakeholder Interests



- Various stakeholders
 - Individual
 - Institutional
 - National
 - international
- Interests - overlapping but more often different or even conflicting

Xu & Zhang, 2005

Case Study 1



- International Council of Nurses
 - Ethical standards of international nurse recruitment
 - Nurse's right to migrate as human right
- United Kingdom
 - Guidance on International Nursing Recruitment
 - Protecting interest of source countries

Case Study 2



- Chinese Case
 - Chinese nurses (individual level)
 - Chinese hospitals (institutional level)
 - China as a country (national level)
 - China in a global economy (International level)

Conclusions



- Different or even conflicting conclusions can be reached depending on interests of various stakeholders
- One-size-fits-all approach to international migration of nurses does NOT work.
- The most important question: Whose interests is a given policy designed to protect?

Emerging Issues



- Credential evaluation and equivalence
 - An international nurse license?
- Mandatory minimum language proficiency requirement for licensure
- Patient safe and quality of care
 - Language/communication issue
 - Cultural impact on practice
- Racism and discrimination

Reference



- Xu, Y., & Zhang, J. (2005). One size doesn't fit all: Ethics of international nurse recruitment from the conceptual framework of stakeholder interests. *Nursing Ethics*, 12(6), 571-581.