**U.S. based Filipino nurses win language discrimination settlement**

A Central California hospital has agreed to pay $US975,000 to settle a language discrimination case brought by Filipino nurses. The nurses claimed they were mocked for their accents and ordered to only speak English, reports the Los Angeles Times.

The case also alleged that bosses and co-workers were urged to eavesdrop on immigrant workers, who were threatened with suspension or termination if they used their own language at any time within the hospital. Although the hospital employed a mix of bilingual staff speaking a range of non-English languages, only Filipinos were targeted. The lawsuit alleged that the hospital’s language policy violated the Civil Rights Act.

The hospital has stated it did nothing wrong and only settled the lawsuit because it made financial sense. However, as part of the settlement, the hospital has also been ordered to conduct regular staff training in diversity and enforce reporting and handling of discrimination complaints. An external monitor will be hired to review compliance for three years and to track workplace conduct.

*Source: Do, Anh “Filipino nurses win language discrimination settlement” Los Angeles Times 18 September 2012 http://www.latimes.com/health/la-me-english-only-20120918,0,7143293.story*

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**Action Plan for the EU Health Workforce**

In April 2012 the European Commission published a working document outlining an action plan for the European Union (EU) health workforce. The plan is part of the broader policy document *Towards a job-rich recovery* and seeks to help countries to address challenges and boost employment through improved health workforce planning and forecasting, anticipating future skills needs, improving recruitment and retention of health professionals and mitigating the negative effects of migration on health systems.

*Towards a job-rich recovery: http://ec.europa.eu/health/workforce/docs/communication_towards_job_rich_recovery_en.pdf*
International competition for health professionals set to continue

The Mobility of Health Professionals (‘MoHProf’) Project summary report, published in March 2012, forecasts that international competition for health professionals will continue and even increase over the next ten years. Recruitment to the USA is highlighted as a ‘driving force’.

Drawing on the 25 individual country studies, the report describes and analyses the mobility streams of health professionals, the motivating factors behind mobility, and the practical, policy and ethical implications for governments and other stakeholders. It also provides recommendations on future strategic planning, managing mobility, and identifies further areas for research and policy development.

Issues highlighted in the report include the ethical implications of relying on international recruitment to meet shortfalls in the domestic supply of health professionals, the difficulties and delays involved in the assessment and recognition of international credentials and qualifications, comparative education standards and the implications for quality of care and quality assurance.

The summary report, national reports and profiles of specific to the 25 contributing countries, as well as background information on the MoHProf project is available at http://www.mohprof.eu/LIVE/.

Report investigates EU-wide collaboration on workforce planning

A recent consultant’s report commissioned by the European Commission has found that regional, national and international level collaboration could have a beneficial impact in the EU. The report, undertaken on behalf of the Commission by Matrix Insight and the Centre for Workforce Intelligence (CfWI), aimed to “identify EU level actions that could support the Member States in assessing, forecasting and planning their health workforce needs”.

The report identifies migration of health professionals as a key area where EU level collaboration could be beneficial. “A European-wide model would include all intra-EU migration and thus depict a more accurate picture of the EU health workforce”, the report states, noting that data collection and analysis problems persist in many countries, that “cannot accurately pick up in- and outflows to and from the health workforce.”


Events

“Asian nurses at the global labour market: Post-crisis dynamics of demand and supply and nurse mobility regulation”
University of Edinburgh, Scotland
15-16 April 2013
http://www.csas.ed.ac.uk/news/2012/asian_nurses_at_the_gloval_labour_market

ICN 25th Quadrennial Congress: Equity and Access to Health Care
Melbourne, Australia
18-23 May 2013
http://www.icn2013.ch/en
University of North Carolina hosts meeting on internationalisation of the nursing workforce

Policy makers, industry and academic leaders met in May 2012 at a conference convened by the University of North Carolina (UNC).

The meeting, Globalization of the Nursing Workforce: the Migration and Mobility of Nurses, explored legal, economic, cultural, social and educational ramifications of the development of a global nursing workforce. The meeting was attended by representatives from a range of countries including USA, Canada and Korea.

Speakers included Dr Franklin Shaffer, CEO of CGFNS International, who discussed the needs of policy-makers and regulators globally to shape the health care workforce of the future.

Source & further information: http://global.unc.edu/index.php?option=com_content&view=article&id=3094&Itemid=105

Fiji sees a fall in nurse migration

Nurse migration from Fiji dropped significantly between 2010 and 2011, according to Fiji’s Ministry of Health. A spokesman from the Ministry, Peni Namotu, is quoted in Islands Business as saying that 48 nurses had migrated in 2011 compared to 80 in the previous year.

The Ministry spokesman attributed the fall to government initiatives including a nine percent increase in nurses’ salaries, implemented last year, and the development of a clear career path for nurses, through the Nurses Decree 2011. Training opportunities were also being considered, according to Mr Namotu. He noted that the Ministry had recruited 510 nurses in the past three years.

Sources: “Less nurses leave Fiji for greener pastures” Islands Business 7 August 2012 http://www.islandsbusiness.com/news/index_dynamic/containerNameToReplace=Middle/focusModuleID=130/focusContentID=29522/tableName=mediaRelease/overrideSkinName=newsArticle-full.tpl

International Council of Nurses 25th Quadrennial Congress

The ICN’s 25th Quadrennial Conference will be held in Melbourne, Australia 18-23 May, 2013. Exploring the theme Equity and Access to Healthcare, the Congress aims to advance and improve equity and access to health care, demonstrate nursing’s contribution to the health of individuals, families and communities, and provide opportunities for an in-depth exchange of experience and expertise within and beyond the international nursing community.

Plenary sessions will be dedicated to exploring the Congress theme, through particular focus on gender equity, the global epidemic of non-communicable diseases and the tension between personal and societal responsibility for health. Featured main sessions will offer a session focussing on nurse migration, as well as the most recent expertise on wellness and prevention, the nursing workforce and workplace, ethics/human rights, clinical care and patient safety.

Further information: http://www.icn2013.ch/en
Research and Publications Update

Acculturation, collectivist orientation and organizational commitment among Asian nurses working in the US healthcare system Liou S-R, Tsai H-M & Cheng C-Y
Journal of Nursing Management

Career advancement and educational opportunities: Experiences and perceptions of internationally educated nurses (2012) Salma J, Hegadoran KM & Ogilvie
Nursing Leadership
http://www.longwoods.com/content/23055

Case study methodology in nurse migration research: An integrative review (2012) Freeman, M, Baumann A, Fisher A, Blythe J & Akhtar-Danesh N
Nursing Research
http://www.appliednursingresearch.org/article/S0897-1897(12)00004-3/abstract

Contextualizing the global nursing care chain: international migration and the status of nursing in Kerala, India (2012) Walton-Roberts, M
Global Networks

Employment goals, expectations, and migration intentions of nursing graduates in a Canadian border city: A mixed methods study


Medical Care Research and Review
http://mcr.sagepub.com/content/69/3/351

Insourced: How importing jobs impacts the healthcare crisis here and abroad (2012) Tulenko, K
Dartmouth College Press
http://www.upne.com/1611682274.html

The International Migration of Health Professionals (2012) Grignon M, Owusu Y & Sweetman A
Discussion Paper No 6517, Institute for the Study of Labor (IZU), Bonn

International nurse recruitment: Recent Challenges and future prospects (2012) Adhikari R & Plotnikova E
Policy Brief May 2012, Public Policy Network, Edinburgh
http://www.academia.edu/1238396/International_nurse_recruitment__May_2012_Policy_Brief

International Nursing Review

Nurse migration and health workforce planning: Ireland as illustrative of international challenges (2012) Humphries N, Brugha R & McGee H
Health Policy, Vol 107 Issue 1 http://www.healthpolicyjrnl.com/article/S0168-8510(12)00165-0/abstract

Evaluation Report, University of Salford
http://usir.salford.ac.uk/22914/

Asia-Pacific Journal of Public Health
http://aph.sagepub.com/content/24/4/697.abstract

Motivations, Migration and Nurses’ Experiences (2012) Likupe G, Lambert
Academic Publishing

http://ceslam.org/index.php?pageName=publication&pid=11

RCN Immigration Update Volume 1, Issue 2 Royal College of Nursing

University of Toronto Press, Scholarly Publishing Division, Toronto
Useful Links and Resources

Alliance for Ethical International Recruitment Practices  
www.fairinternationalrecruitment.org

CGFNS International  
www.cgfns.org

European Observatory on Health Systems and Policies  
www.healthobservatory.eu

Global Health Workforce Alliance  
www.who.int/workforcealliance/en

International Centre for Human Resources in Nursing  
www.icrhn.org

International Council of Nurses  
www.icn.ch

International Labour Organization – International Labour Migration  
www.ilo.org/public/english/protection/migrant

International Organization for Migration  
www.iom.int

Internationally Educated Nurses: An Employers  
ien.oha.com

Migration for Development  
www.migration4development.org/

Migration of Health Professionals between Latin America and Europe: Analysis and Generation of Opportunities for Shared Development  
http://www.mpdc.es

Migration Policy Institute  
www.migrationpolicy.org

Mobility of Health Professionals (MohProf) Project  
www.mohprof.eu

OECD: International Migration Policies  
www.oecd.org/migration

The World Bank: Health Systems: Human Resources Web page  
go.worldbank.org/YFYQ95M5D0

World Health Organization – Health Workforce  
www.who.int/hrh/en/

ICNM is actively seeking submissions of original migration-related materials for inclusion in the eSources library. Types of materials appropriate for submission include journal articles, research reports, conference papers, presentations, dissertations and theses.

eSources does not accept lesson plans, blogs or web pages.

Before submitting your material, please prepare the following items:

- File containing your submission. The file must be in the format of .pdf, .txt, .doc, .ppt or .rtf.
- The first page of your document must include the title, authors’ names and publication date. ICNM cannot accept materials without identifying information.
- Narrative or structured abstract summarizing your submission.

Once you have completed your submission, an eSources subject matter expert will review your material in accordance with the screening criteria for submission material. Write to: esources@intlnursemigration.org

From the editor

ICNM eNews is an initiative of the International Centre on Nurse Migration – a collaborative project launched by the International Council of Nurses and the CGFNS International. Established in 2005, ICNM works to address gaps in policy, research and information with regard to the migrant nurse workforce and serves as an international resource for the development, promotion and dissemination of documentation on nurse migration. Current and back issues are available online at: www.intlnursemigration.org/sections/research/icnmenews.shtml

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