

The Impact of the Financial Crisis on Nurses and Nursing: A Comparative Overview of 34 European Countries

The European Federation of Nurses Associations (EFN) recently released a report that reviewed the impact of the financial crisis on nurses and nursing in 34 European countries, which it has been observing with a watchful vigilance since 2008. The EFN's report concludes that the effects of the global financial crisis have resulted in: an actual reduction in nurses' posts across Europe, nurses' pay cuts and salary freezes, diminished recruitment and retention rates, and observed compromises in quality of care and patient safety. In particular:

- Over half of EFN members report pay cuts, pay freeze and rising unemployment for nurses;
- Over a third of EFN members report concerns about quality of care and patient safety;
- Over one fifth of EFN members report downgrading of nursing and substitution of nurses with unskilled workers.

Effectively, this has resulted in nurses all over Europe working harder than before to maintain quality standards, while being asked to provide more for less. As nursing is a primarily female dominated profession, women are unequally and hardest hit.

Crucially, nurses face the dilemma of providing safe and quality care in an environment dominated by a cost containment discourse which carelessly overlooks the real implications for patient care. Lack of equipment, reduced supplies and inadequate staffing are placing patients' lives in danger on a daily basis all over Europe.

Through this publication, the nurses of Europe call for attention to an area crucially affected by the financial crisis but to date grossly and mistakenly overlooked. While nurses across Europe struggle to maintain the high standards of care they are trained to uphold, some come to realise it is a losing battle. The EFN members urge the EU to take notice before the battle is lost.

<http://www.efnweb.eu/version1/en/documents/EFNReportontheImpactoftheFinancialCrisisonNursesandNursing-January2012.pdf>



Inside

The Impact of the Financial Crisis on Nurses and Nursing: A Comparative Overview of 34 European Countries	1
Brussels hosts conference on workforce planning and mobility	2
Latin American Network for Migration of Health Professionals	2
WHO Executive Board	2
Changes in nurse migration from Malawi to UK	3
Global Forum on Migration and Development	3
WHO Global Code of Practice Implementation in the U.S.	3
XIII Pan American Nursing Research Colloquium	3
Useful links and resources	4
Events	4
Research and publications update	5

Migration News in Brief



Latin American Network for Migration of Health Professionals

A meeting addressing migration of health professionals in Latin America was held in Montevideo, Uruguay, in November 2011. Supported by the European Union's "Migration of Health Professionals between Latin America and Europe: Analysis and Generation of Opportunities for Shared Development" project, the meeting served as a platform to identify progress and challenges in the region. It covered areas such as the implementation of the WHO Code of Practice, the information and registry systems for health professionals, monitoring migrations, bi- and multilateral agreements, and came up with a new Work Plan for the Latin American Network for Migration of Health Professionals.



Brussels hosts conference on workforce planning and mobility

A conference of workforce planning and mobility was held in Brussels in December 2011. The event was organized by the International Organization for Migration, the European Observatory on Health Systems and Policies, and the Centre for Health Services & Nursing Research, Catholic University Leuven, and was held under the auspices of the Polish EU Presidency and the Polish Minister for Health.

In attendance were: CGFNS CEO, Dr. Franklin Shaffer, CGFNS Board of Trustee member Janet Hatcher-Roberts, Elizabeth Adams from International Council of Nurses, and International Centre on Nurse Migration Strategic Advisory Group members Gilles Dussault, Professor, Instituto de Higiene e Medicina Tropical Universidade Nova de Lisboa, Portugal, and Christiane Wiskow, Sectoral Activities Department, International Labour Organisation (ILO).

The conference aimed to review good practices and solutions to developing and retaining and adequate health workforce, focussing on:

- New, innovative ways of workforce planning
- Data and intelligence systems
- General workforce strategies for a sustained health workforce
- International frameworks and mechanisms to manage mobility and migration.

Scientific input was provided by three European Commission funded research projects, MohProf, RN4CAST and PROMeTHEUS.

Conference presentations are available here: http://hrh2011.belgium.iom.int/index.php?option=com_content&view=article&id=53&Itemid=60

WHO Executive Board

The World Health Organization Executive Board meeting was held in Geneva from January 16-23, 2012. CGFNS International CEO, Dr. Franklin Shaffer was a special guest of the International Council of Nurses (ICN) at this meeting, which saw the re-election of Dr. Margaret Chan as Director-General.

Further information about the meeting, which set the stage for the WHO General Assembly meeting that will take place in May, is available here: <http://www.who.int/mediacentre/events/2012/eb130/en/index.html>

Migration News in Brief

Changes in nurse migration from Malawi to UK



A recently published policy paper from the National Nursing Research Unit, King's College London examines some of the implications of the sharp decline in internationally trained nurses coming to the UK since 2005.

It says that findings from a recent study of nurse migration from Malawi suggest that "stricter regulation have not led to improved retention of nurses in their home country". The study found that some nurse have found alternative paths to migration, while others have left the profession or are seeking work with NGOs in the country. In addition, the study found that some nurses perceived the rules as discriminatory, given the preferential treatment of nurses from within the European Union.

See <http://www.kcl.ac.uk/nursing/research/nnru/Policy/previous-issues/hownursingcareisdelivered/PolicyIssue32.pdf> for more info.

WHO Global Code of Practice Implementation in the U.S.

The Health Resources Services Administration (HRSA) and the Office of Global Affairs (OGA), which have been appointed as the National Authority for the WHO Global Code of Practice, held a public stakeholder meeting to discuss the implementation of the Global Code in December 2011.

At the meeting, Mary Wakefield (HRSA) and Nils Daulaire (OGA) described the new National Authority and its plans for the next year. The National Authority is currently developing the required report that is due to the WHO in the spring of 2012. The Alliance for Ethical International Recruitment Practices along with other stakeholders including CGFNS, attended to share experiences and resources and give support to the National Authority as they move forward.

Slides from Ms Wakefield and Mr Daulaire's presentation are available here: <http://tinyurl.com/6op6q9c>

Global Forum on Migration and Development



On December 5, the Global Forum on Migration and Development convened over 700 representatives of government and civil society groups to discuss international migration and its relationship with development.

Now in its sixth year, the Global Forum on Migration and Development (GFMD) has remained as the largest and most comprehensive global platform for dialogue and cooperation on international migration and development.

Conference documents are available here: <http://www.gfmd.org/en/documents-library/switzerland-2011.html>

XIII Pan American Nursing Research Colloquium

CGFNS International is the Diamond sponsor of the XIII Pan American Nursing Research Colloquium, September 5-7, Miami.

The 2012's colloquium theme is "Global Nursing Research Challenges for the Millennium", and the three overarching colloquium objectives are:

- To disseminate emerging advances in nursing research from around the globe related to clinical practice, health systems and health services, and education strategies.
- To advance our collective knowledge in order to support research related to the Millennium Development Goals.
- To strengthen evidence-based practice of nurses around the globe.

University of Miami School of Nursing & Health Studies is hosting.

<http://www.umpanamconference2012.com/>

Migration News in Brief

Useful Links and Resources

Alliance for Ethical International Recruitment Practices
www.fairinternationalrecruitment.org

Asia Pacific Action Alliance on Human Resources for Health
www.aaahrh.org/aaah.php

CGFNS International
www.cgfns.org

Clearing House on Nursing Shortage Issues, Office of the Professions, New York State Education Department
www.op.nysed.gov/prof/nurse/nurseclearinghouse.htm

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

Global Health Workforce Alliance
<http://www.who.int/workforcealliance/en/>

International Centre for Human Resources in Nursing
www.ichrn.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/jahia/jsp/index.jsp

Migration for Development
www.migration4development.org/

Migration Policy Institute
www.migrationpolicy.org

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

OECD: International Migration Policies
www.oecd.org/department/0,3355,en_2649_33931_1_1_1_1_1,1,00.html

Positive Practice Environments Campaign
<http://www.ppecampaign.org/>

The World Bank: Health Systems: Human Resources Web page
<http://go.worldbank.org/WBF7LWUHA0>

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



Contribute to the ICNM eSources Library online

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@intlursemigration.org

Events

XIII Pan American Nursing Research Colloquium
 Miami, Florida
 5-7 September 2012.

ICN 25th Quadrennial Congress: Equity and Access to Health Care
 Melbourne, Australia
 18-23 May 2013

Migration News in Brief

Research and publications update

The WHO Global Code of Practice on the International Recruitment of Health Personnel: The Evolution of Global Health Diplomacy (2011) Taylor AI & Dhillon IS, Georgetown Public Law and Legal Theory Research Paper No. 11-140 <http://scholarship.law.georgetown.edu/cgi/viewcontent.cgi?article=1733&context=facpub>

Tackling the Policy Challenges of Migration: Regulation, Integration, Development (2011) Gagnon J, Khoudour-Castéras D, OECD Publishing. <http://www.oecd.org/dataoecd/17/27/48908234.pdf>

Migration and health in the European Union (2011) Rechel B, Mladovsky P, Devillé W, Rijks B, Petrova-Benedict R and McKee M (eds) European Observatory on Health Systems and Policies Series, Open University Press. <http://mcgraw-hill.co.uk/html/0335245676.html>

World Migration Report 2011 – Communicating Effectively about Migration (2011), International Organisation for Migration <http://tinyurl.com/6pwq7hr>

“What are the implications of changes in nurse migration?” (2011) Policy+ National Nursing Research Unit, King’s College London. [http://www.kcl.ac.uk/nursing/research/nrru/Policy/previous-issues/Nursescareers\(andstayinginnursing\)/PolicyIssue33.pdf](http://www.kcl.ac.uk/nursing/research/nrru/Policy/previous-issues/Nursescareers(andstayinginnursing)/PolicyIssue33.pdf)

“Factors influencing midwifery migration from the United Kingdom to Australia” (2011) Sidebotham M International Nursing Review, International Council of Nurses. <http://onlinelibrary.wiley.com/doi/10.1111/j.1466-7657.2011.00916.x/pdf>

“Organizational socialization of international nurses in the New York metropolitan area” (2011) Bae S-H, International Nursing Review. <http://onlinelibrary.wiley.com/doi/10.1111/j.1466-7657.2011.00928.x/abstract>

“Diversity and demographic heterogeneity of Australian nursing students: a closer look” (2011) Salamonson Y, Ramjan L, Lombardo L, Lanser LH, Fernandez R, Griffiths R International Nursing Review. <http://onlinelibrary.wiley.com/doi/10.1111/j.1466-7657.2011.00925.x/abstract>

“Doctor migration to developed nations costs sub-Saharan Africa billions of dollars” (2011) Mills et al BMJ. http://www.bmj.com/highwire/filestream/544995/field_highwire_article_pdf/0.pdf

“The financial cost of physician emigration from sub-Saharan Africa” (2011) Buchan J, BMJ <http://www.bmj.com/content/343/bmj.d6817>

“Nursing Shortage in India with special reference to International Migration of Nurses” (2011) Gill, R, Social Medicine Volume 6, No. 1 (2011) <http://www.socialmedicine.info/index.php/socialmedicine/article/view/517/1088>

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

We welcome any feedback you may have. Please send comments to info-icnm@intlnursemigration.org

Subscribe/Unsubscribe information

If you are not currently receiving ICNM eNews and wish to subscribe, please email info-icnm@intlnursemigration.org with the word Subscribe in the subject line.

We respect your privacy. If you no longer wish to receive ICNM eNews, please email info-icnm@intlnursemigration.org with the word Unsubscribe in the subject line.

International Centre on Nurse Migration



is published by the International Centre on Nurse Migration © Copyright 2012

Office of the Secretariat
3600 Market Street, Suite 400
Philadelphia, PA 19104-2651 USA

Phone: +1 (215) 243 5841
Fax: +1 (215) 387 7497
Email: info-icnm@intlnursemigration.org

www.intlnursemigration.org

