

Care beyond borders: Transnational perspectives on enhancing retention in the care and nursing sector



Securing and retaining skilled workers in nursing and elderly care has emerged as critical challenge on a global scale. Across various countries, significant shortages have led to intensifying competition for care professionals and nurses on multiple fronts: between countries, urban and rural areas, and even among healthcare facilities. Despite the indispensable role of

migrant care workers, a myriad of challenges persists, including obtaining residency permits, having qualifications recognized as well as practical obstacles such as language barriers and systemic knowledge.

Join us in our interdisciplinary lecture series as we embark to understand these dynamics on migration, displacement, and inclusion in care work, nursing and beyond the workplace. Drawing on leading academic research and expert insights, we endeavor to foster a nuanced understanding on intersectional challenges faced and possible strategies to overcome these when looking specifically at retaining skilled workers in the care and nursing sector.

This lecture series is organized in collaboration by two projects at the Center for Human Rights at FAU Erlangen-Nürnberg. The project "Gesundheit! Inclusion in the care and nursing sector", funded by Stiftung Mercator, is an interdisciplinary project aiming to identify favorable working and living conditions for employees with so-called migrant backgrounds in the care and nursing sector. It seeks to generate impulses and recommendations that structurally promote equal and equitable inclusion and retention within institutions and in regions in Germany. The events are held in collaboration with the joint project "FFVT: Forced Migration and Refugee Studies: Networking and Knowledge Transfer", funded by the Federal Ministry of Education and Research (BMBF), which aims to strengthen interdisciplinary research on forced migration and refugees in and beyond Germany.

Interdisciplinary Online Lecture Series

Wednesday, November 27th, 2024
1pm CET

Lecture I

Immigrant nurses: their living and housing situation in Norway

Research Prof. Dr. Marie Louise Seeberg,
Oslo Metropolitan University

Wednesday, December 4th, 2024
1pm CET

Lecture II

The production of (transnational) spaces of migration in the health sector

Prof. Dr. Christine Lang,
Osnabrück University

Wednesday, December 11th, 2024
1pm CET

Lecture III

The contribution of diaspora to the management of transnational skills partnerships within the (pre-)integration phase: lessons from Kosovo

Jehona Serhati,

FIBS Research Institute for the Economics of Education and Social Affairs

Please register for the lecture series here:



Link: <https://fau.zoom-x.de/meeting/register/u5Ysc-mtpz4uH913mtuZb5leoGa71eP-Vj0y>

For inquiries or questions, please contact
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Care beyond borders: Transnational perspectives on enhancing retention in the care and nursing sector

Lecture I: Wednesday, November 27th, 2024, 1pm CET

Prof. Dr. Marie Louise Seeberg on “Immigrant nurses: their living and housing situation in Norway”

This lecture is based on a co-authored paper with Hans Christian Sandlie, using data from the WELLMIG project. Immigrant nurses are essential to Norwegian healthcare and social services and their living conditions are important for the stability of the workforce. We examined the living conditions of nurses from Sweden, Poland, and the Philippines, discussed in light of three different regimes they face in order to work in Norway. To describe the nurses’ family situation, housing conditions, and agreed working hours, we used register data from Statistics Norway (SSB), supplemented by OECD figures in descriptions of immigration patterns. We have found substantial differences in the living conditions of nurses from the three countries, and between these and Norwegian nurses. All three immigrant groups own their homes less frequently than Norwegian born nurses do. Filipino nurses stand out by living in more crowded conditions, owning their homes less frequently, and often having lower incomes than the other national groups. Polish nurses have less often adapted their family life in ways that suggest a long-term intention to settle in Norway. These patterns can be related to the immigration regimes the nurses face. More advanced statistical analyses are needed to draw conclusions about this, and greater attention to the living conditions of foreign healthcare workers in Norway is required.



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Research Prof. Dr. Marie Louise Seeberg is a social anthropologist and migration scholar. She is Head of Research for NOVA’s (Norwegian Social Research’s) Department for Childhood, Family, and Child Welfare Studies - at Oslo Metropolitan University. Her research includes three Research Council of Norway funded projects on healthcare immigrants: Immigrant women in health care professions (2003-2005), Global care workers in the Norwegian welfare state (2006-2009), and WELLMIG – Migration for welfare: nurses within three regimes of immigration and integration into the Norwegian welfare state (2016-2021). Her research topics also include diversity and ethnicity in schools and workplaces, refugees and asylum seekers, and children and childhoods in processes of migration and integration.

Moderated by Dr. Tobias Weidinger and Yasemin Bekyol