

## 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 27<sup>th</sup>, 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 4<sup>th</sup>, 2024**  
1pm CET

#### Lecture II

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

**Prof. Dr. Christine Lang**,  
Osnabrück University

**Wednesday, December 11<sup>th</sup>, 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**  
**Yasemin Bekyol (yasemin.bekyol@fau.de).**



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

Lecture I: Wednesday, November 27<sup>th</sup>, 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.



Photo: NOVA press photo, copyright Studio Vest

**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**



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

Lecture III: Wednesday, December 4<sup>th</sup>, 2024, 1pm CET

### Prof. Dr. Christine Lang on “The production of (transnational) spaces of migration in the health sector”

The lecture will present programmatic ideas and first insights from a current research project on the production of spaces of skilled migration in the health sector with a focus on physicians’ recruitment and mobility. The project is part of the Collaborative Research Center / Sonderforschungsbereich “Production of Migration” at Osnabrück University. Specifically, the presentation will suggest to undertake two conceptual shifts in the study of migration in the health sector. First, this involves shifting the perspective from “migration” and “migrant health professionals” to the “production of migration”: i.e. to the various practices and actors co-producing specific meanings of migration (e.g. as aspired, needed) as well as specific mobility options and forms of in/exclusion in the labour market, profession and job. The second shift concerns the question how spaces matter in this “production of migration”. The presentation suggests going beyond a perspective that takes spaces as mere contexts of migration and looking instead more closely into how different spaces shape the production of skill-related mobility options and in/exclusions (such as rural vs. urban sites, workplaces, places of education, or transnational networks) and how this is also related to spatial representations and imaginations (e.g. of more or less attractive and welcoming destinations or more or less suitable regions of origin and for recruitment). The presentation argues that these shifts will enable a better understanding of the complex negotiation processes, power relations and the different, often conflicting logics and representations at work in shaping mobility options and in/exclusion in the health sector, which may also affect health professionals’ mobility and retention decisions.



Photo: Martin Funk

**Prof. Dr. Christine Lang** is assistant professor (Juniorprofessorin) of Social Geography and Reflexive Migration Studies at Osnabrück University. She is member of the Collaborative Research Centre / Sonderforschungsbereich SFB1604 “Production of Migration”

where she leads a project on the production of spaces of skilled migration, which investigates the recruitment and mobility of physicians. Her research focuses on the social production of migration, diversity and in/exclusion and the role space plays in this. Beyond her current research on the geographies of migration of health professionals, her research topics include local politics and governance of diversity, organisations, diversity and in/exclusion, as well as social inequality and discrimination in educational and professional trajectories.

**Moderated by Dr. habil. Stefan Kordel and Tino Trautmann**



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

Lecture III: Wednesday, December 11<sup>th</sup>, 2024, 1pm CET

### Jehona Serhati on “The contribution of diaspora to the management of transnational skills partnerships within the (pre-)integration phase: lessons from Kosovo”

This lecture is based on an article exploring the role of diaspora organizations in the pre-integration and integration phases of migrants in their destination countries, with a focus on Kosovar apprentices in Germany. While significant attention has been paid to diaspora contributions to development, their involvement in transnational skills partnerships remain underexplored. The article addresses key questions about the diaspora’s role in facilitating migrant integration before, during, and after relocation, the opportunities and challenges they face, and opportunities for scaling up their participation in labor migration programs. Using a triangulation of secondary literature, policy documents, and empirical data the article sheds light on the complex dynamics of diaspora engagement in transnational skills partnerships. Additional desk research was carried out for the article to deepen the understanding of the assigned roles and contributions of diaspora organizations at the international level, and analyze the lessons learned from the case of Kosovo.



Photo: FiBS

**Jehona Serhati** is a Senior Researcher at FiBS/RILL in Berlin. Her professional background includes positions as both an employee and an independent consultant, working with development cooperation organizations, consulting firms, think tanks, and academic institutions. Her research examines the governance of skills formation that arises at the intersection of migration and vocational education and training (VET) and the role of different actors in transnational skills ecosystems. Her recent research work includes the case study on transnational skills partnerships in the construction sector between Kosovo and Germany, within the “Sustainable Labour Migration” (SLM) study conducted by the University of Applied Sciences Bonn-Rhein-Sieg.

The article “Die Beiträge der Diaspora zum (Vor-)Integrations- management transnationaler Skills Partnerships: Lektionen aus dem Kosovo” [in English: The contribution of Diaspora to the Management of Transnational Skills Partnerships within the (Pre-)Integration phase: Lessons from Kosovo] builds on the results from SLM study. A condensed version of the article was published in the Bertelsmann Stiftung anthology “Fachkräftemigration fair gestalten durch transnationale Skills Partnerships.”

Moderated by Theresa Wagner and Yasemin Bekyol