



The Filipino Nurses Association in the Nordic Region
Bridging Filipino Nurses in the Nordic Region
www.filnan.com

ANNUAL REPORT

Filipino Nurses in the Nordic
Region in the time of Covid19

2019-
2020

REGISTERED NON-PROFIT ORGANIZATION

The Filipino Nurses Association in the Nordic Region (FiNAN) is a registered non-profit organization in Finland, Denmark, and Iceland. This makes the association a legal entity and can cooperate with other organizations and authorities within the Nordic Region.



FINLAND

Patentti- ja rekisterihallitus.
Y-tunnus: 3084026-2

DENMARK

Erhvervsstyrelsen
CVR number: 40349367



RÍKISSKATTSTJÓRI

Ríkisskattstjóri
Registration number: 5208190450



ABOUT FINAN



MISSION

To empower and strengthen the global image of Filipino Nurses as a source of nursing manpower and care in the Nordic Region

VISION

To be the leading Filipino Nurses Association in the Nordic Region for highly skilled and competitive Filipino Nurses

GOALS

1. Monitor Filipino Nursing Workforce Migration to the Nordic Countries
2. Participate in the achievement of Sustainable Development Goals (SDGs)
3. Negotiate to decision and policy-makers
4. Collaborate in the integration of Filipino Nurses in the Nordic work-life
5. Involve in peer support and mentoring
6. Produce evidence-based data

FINAN's FOUR PILLARS



FOUR PILLARS

The non-profit association is built with the four fundamental pillars to help shape its long-term strategic action

1.

HUMANITY

Helping to achieve the Sustainable Development Goals (SDGs)

2.

EMPOWERMENT

Giving voice to Filipino Nurses living in the Nordic Region as a minority group in the decision-making process

3.

RESEARCH

Evidence-based practice shall be the basis in making decision and implementing policies

4.

PROFESSIONAL DEVELOPMENT

Professional Networking and Continuing Education

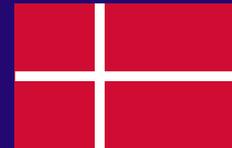
19

FINLAND



85

DENMARK



75

ICELAND



1025

NORWAY



According to Perich (2019) from the Socialstyrelsen, there is no specific data of Filipino Nurses who are Registered Nurses in Sweden whose education is obtained outside the EU/EEA countries.

The data above was directly taken from the national health authorities from the different Nordic countries as of 2019 (Eiriksdóttir 2019; Pedersen 2019; Sallinen 2019; Vemundstad 2019).



EMERGING ASSOCIATION

The Filipino Nurses Association-Nordic (FiNAN) is the first intraregional non-profit organization for Filipino Nurses in the Nordic Region. The first members of the association were gathered through social media platforms with diverse educational and work backgrounds in the field of nursing. The urgency to create an association to give a voice for the Filipino Nurses living in the region was high in support of the World Health Organization's (WHO) Code of Ethical Recruitment of Health Personnel. Non-ethical issues regarding the recruitment process emerged as a critical dilemma that needed urgent action from different stakeholders of the Nordic society.

Since its establishment in 2018, the non-profit organization has been the international voice of Filipino Nurses in the Nordic Region on several platforms- forums, discussions, summit, and education coordination. Despite limited sources of funding, the association critically leads to important issues among Filipino nurses that require urgent action. It is also committed in helping to achieve the United Nation's Sustainable Development Goals (SDGs).



THE EXECUTIVE COMMITTEE

The Executive Committee comes from the different parts of the Nordic Region to give a pluralistic representation of Filipino Nurses. The formative stage of the non-profit association was based on the appointment of the president to formally structure the entire organization. However, the constitution states that an election will happen three years from the creation of the organization.

The Board consists of the President (Chairperson), five board members from different Nordic countries where two will be chosen as secretary and treasurer and the remaining three will become board members. The research consultant is also part of the internal decision-making process of the organization. The board is elected at the Annual General Assembly by a majority vote. Each position lasts for three years but with unlimited terms unless otherwise the constitution is amended.

FiNAN is a registered non-profit organization in Denmark, Finland, and Iceland. The organization collaborates with potential and appointed representatives in Sweden and Norway to formally register the organization as a non-business organization.

Representatives are appointed by the President to promote the Vision, Mission, and Goals of FiNAN. They also hold responsibilities in participating in the national and international collaborative projects of the organization. They are highly skilled and competent Filipino Nurses licensed to work in the Nordic Region.



ANNUAL GENERAL ASSEMBLY

The second Annual General Assembly was supposed to take place in Copenhagen, Denmark in 2020. Due to the escalating concerns of the coronavirus, the Executive Committee decided to postpone the event for the safety of the participants and to adhere to the national regulations and rules in Denmark and the rest of the Nordic countries.

Although last year was declared as the Year of the Nurse and Midwife, the executive committee and representatives virtually celebrated the year by discussing the most important concerns of the Filipino Nurses living and working in the Nordic Region. The selected speakers were informed that the event is postponed and moved until further notice from the health authorities in organizing events. The venue of the event is said to be approved by the Nursing Director of a tertiary hospital in Denmark. The event will continue to be organized by the Denmark Chapter headed by Cristal Tolosa Warburg and Katherine Perez Luckmann.

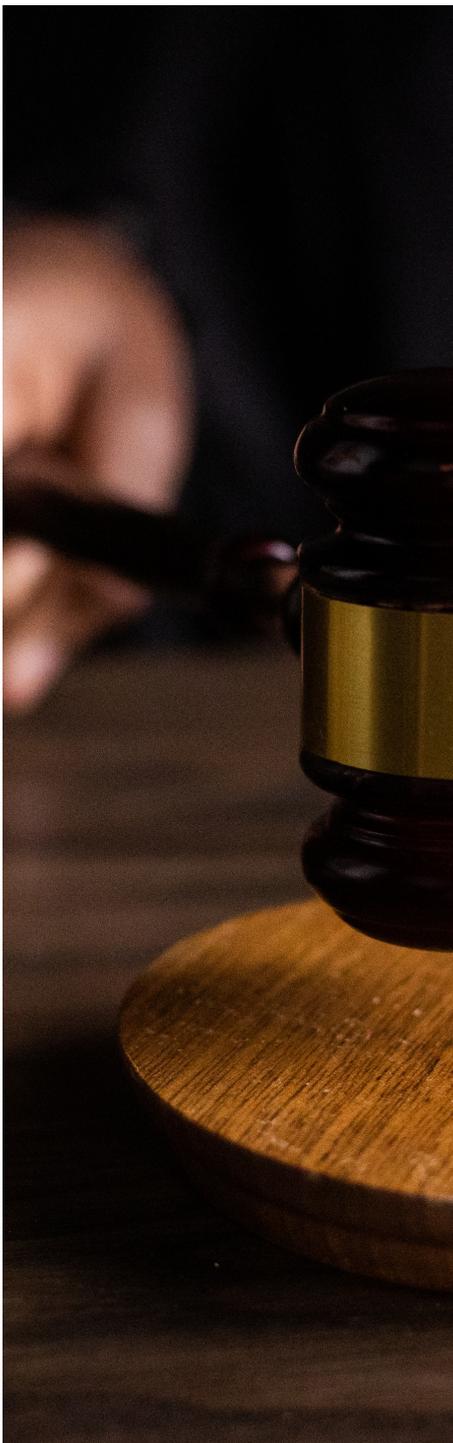
ANNUAL GENERAL ASSEMBLY

What were the motions approved?

MOTIONS APPROVED

The motions that were approved during the first assembly are still applicable in 2020 and until the next annual general assembly commences.

- o The Philippines must have a bilateral labor agreement with the Nordic Region or each Nordic country including Finland, Denmark, Iceland, Norway, Sweden, Greenland, and the Faroe Islands clearly stating the smooth transition of recruited Filipino Nurses in their workplace. Proper intervention on the Registered Nurse qualification process to the Nordic countries must be highly prioritized at the national level in the Philippines with the participation of different stakeholders from the Nordic Region concerning the registration pathway.
- o The impact of nursing migration must be viewed as an advantage for the Nordic leaders, healthcare facilities, policy, and decision-makers and not a threat to its citizen and public health.
- o There is a need for language training while still in the Philippines before deploying Filipino Nurses to the Nordic countries and must continue while working in their respective workplaces with a transparent support from employers.
- o Continuing Professional Development must be rendered to Filipino Nurses to prevent the deskilling phenomena.
- o Digital Health education is essential to Filipino Nurses such as the use of technological gadgets and assistive devices.
- o Filipino Nurses need to be updated on patient-based health outcomes to maintain patient safety.
- o There is a need for comprehensive palliative care education among Filipino Nurses in their nursing career.
- o Work challenges among Filipino Nurses must be dealt as soon as possible not only in a departmental level but in an organizational level in general. Failure to do so endangers staff retention.
- o Annual membership fee of twenty-euros (20 euros) will be implemented after the first-year free trial.





PROJECTS

Despite the limited resources, FiNAN was able to contribute to the accomplishment of the United Nations Sustainable Development Goals. The organization has also received several inquiries from Filipino Nurses in the Philippines and all over the world such as in the Middle East and some European countries who would like to work as Registered Nurses in the Nordic countries.

The expenses of the projects and campaigns were based on voluntary contributions made by the Executive Committee and Representatives. In the future, fundraising events will also be conducted in relation to the attainment of our goals to help achieve the SDGs most especially.

STEP-TO-A-DREAM PROJECT

- To help indigent children to be in school with limited access to education resources.
- To achieve Sustainable Development Goal no. 1 (No Poverty) and no. 4 (Quality Education)

PLANT-A-TREE PROJECT

- To contribute to the care of the environment and explore our roles in climate change.

I AM A FILIPINO NURSE CAMPAIGN

To uplift the global image of Filipino Nurses around the world

ROAD BACK TO NURSING

To encourage foreign nurses in the Nordic Region with a nursing background to go back to the nursing profession.

PARTNER (PARENTAL ASSISTANCE IN READING TO NURTURE THE LEADERS TO BECOME ENTHUSIASTIC READERS)

To enhance reading skills with the involvement of parents.

LIMITED RESOURCES



MONTH	AMOUNT IN EUROS	FROM
September	20.63	Membership
October	20.00	Membership
	20.00	Membership
	20.00	Membership
	20.91	Membership
	21.73	Membership
	40.00	Membership
	20.00	Membership
	20.00	Membership
	40.00	Membership
	40.00	Membership
November	20.84	Membership
	30.00	Donation
	50.79	Donation
	20.00	Membership
	21.25	Membership
	100.00	Donation
	82.66	Donation
December		
Total:	263.45	Total Donation
	345.36	Total Membership
	608.81	
Expenses:		
November	176.31	Typhoon Ulysses Donation
Remaining Balance:	432.50	

2020 FINANCIAL BREAKDOWN

TWO NEW NORDIC COUNTRIES JOIN THE FINAN



Four new representatives joined from Greenland and Faroe islands joined the Filipino Nurses Association in the Nordic Region to represent Filipino Nurses locally and internationally.

Greenland

Cherrie Dupitas. Cherrie Dupitas is a Registered Nurse in the Philippines, Greenland, and Denmark. She works as a National TeleNeurology Coordinator at Queen Ingrid's Hospital in Nuuk, Greenland.

Girard Dupitas. Girard Dupitas is a Registered Nurse in the Philippines, Greenland, and Denmark. He works as a Head Nurse at the Queen Ingrid's Hospital, Patient Hotel Department in Nuuk, Greenland.

Faroe Islands

Manilyn Jacobsen. Manilyn Jacobsen is a Registered Nurse in the Philippines and Faroe Islands. She is working as a Nurse in a Care Home Institution and a current Master of Health Sciences student at the University of Faroe Islands.

Jessica Dam. Jessica Dam is a Registered Nurse in the Philippines and Faroe Islands. She is currently working as a Clinical Instructor in a Care Home Institution in the Faroe Islands.

WIDER GEOGRAPHIC REPRESENTATIONS



THE GUILD OF FILIPINO NURSES IN SWEDEN

The Filipino Nurses Association in the Nordic Region in Sweden (Filippinska Sjuksköterskeföreningen i Norden) elected its new officers in Sweden last November 2020. The elected officials have years of experience from primary healthcare to tertiary level of care.

The group is established in the pursuit of a common goal which is to empower and uplift the image of Filipino Nurses in Sweden through humanitarian actions, professional development, and sharing of best practices and experiences while working as a Nurse in Sweden.

WIDER GEOGRAPHIC REPRESENTATIONS



JOY KONG WALLANDER
PRESIDENT

Legitimerad Sjuksköterska
Vård och omsorg
Kungsbacka Kommun



MARYROSE VELAZCO MÅRTENSSON
VICE PRESIDENT

Legitimerad Sjuksköterska
Lotsen Äldreboende
Göteborg



GEMMA LILAC EPLER
SECRETARY

Legitimerad Sjuksköterska, HSL ansvarig
Attendo, Äldreboende
Ytterby, Kungälv



JEZYLLE JOY TIÚ
BOARD MEMBER

Legitimerad Sjuksköterska
Ortopedkliniken
Uddevalla Sjukhus & NÄL Trollhättan



CHERISH MIZONA

BOARD MEMBER
Legitimerad Sjuksköterska
Psykisk omvårdnad
Mölnåls Sjukhus/ Region Halland



JANICE KAREN VELAZCO

BOARD MEMBER
Legitimerad Sjuksköterska
Lungavdelning/ Covidavdelning
Södra Älvsborgs Sjukhus Borås

First
Pillar
HUMANITY

DKR 4,100

The Filipino Nurses Association-Nordic (FINAN) helped the affected residents of the Taal Volcano eruption by providing N95 masks and basic hygiene kits. The initiative was coordinated by FINAN's representatives in Denmark, Katherine Luckmann and Cristal Tolosa Warburg with the local organizations in the Philippines. The association collected around 550 euros.



500 Trees

Plant a Tree When you
Go Home Campaign

Through the support of Atty. Glenn Buncad, Elsa Carag, DOH-Region II midwife, the barangay officials headed by Madam Cristina Cuntapay, and the Department of Environment and Natural Resources Region II, Roman Aquino, and Jefferson Battung were able to plant 500 trees. Some fruit-bearing trees were also distributed to the community people for proper caring.



First
Pillar

HUMANITY

PhP115,358.95

In November 2020, Cagayan Valley was hit by Typhoon Ulysess. FINAN's representatives Roman Aquino and Jefferson Battung and Circle of Filipino Nurses in Iceland collected almost 2000 euros and were directly donated to the affected residents of the region.





INTERNATIONAL EVENTS

The Filipino Nurses Association in the Nordic Region has participated in several events and forums both locally and internationally to address the issue of Filipino Nurses and Internationally Educated Nurses (IENs) in the Nordic Region. Currently, there is no international organization of foreign nurses representing the Nordic Region.

The Nordic society aims for all groups in the society to be represented in the policy and decision-making process but this has been very challenging to materialize most especially for health professionals like nurses. Up to this time, the minority group of health professionals is underrepresented although national health authorities are aware of the issue.

Two big international events were participated by the organization including World Health Summit and CleanMed Europe 2020.

WORLD HEALTH SUMMIT

Panel Discussion: Nursing in the Time of Covid19

Date: October 25, 2020

Berlin Germany

This event was participated by prominent leaders in nursing, nursing science and health workforce and was chaired by FiNAN's president.

CLEANMED EUROPE 2020

Panel Discussion: How Nurses can take climate action:

Presenting the Nurses Climate Challenge

December 3, 2020

Brussels, Belgium

This event was participated by academicians active in educating the public on the role of nurses in the fight against climate change.



WORLD HEALTH SUMMIT

WORLD HEALTH SUMMIT

The World Health Organization designates 2020 as the International Year of the Nurse and Midwife. Nurses are considered the backbone of the healthcare system comprising of at least 60% of the total global health workforce. They are essential health workforce in the attainment of the Universal Health Coverage (UHC) and Sustainable Development Goals (SDGs). As the world succumbs from the pandemic case of COVID-19, nurses fulfill their duties in saving lives but remain undervalued in many countries.

For the past decade, the role of the nursing profession has long been proven vital in the global health and pandemic crisis such as Zika virus, Ebola virus and the most recent corona virus. They are the frontline healthcare workers delivering essential care based on the available resources with the highest form of work morale and ethics to the oppressed, depressed, exploited, and deprived vulnerable groups of the society. During pandemic times, nurses are involved in planning, organizing, implementing, and evaluating the effectiveness of the healthcare services using existing evidence-based practice.

Despite the evident role of nurses in the social and healthcare system, their visibility in the decision and policy-making process is limited and are not given the maximum potential to utilize their skills and competencies.

What are the factors hindering the advancement of nurses' role during pandemic times? How can member states of the World Health Organization commit to promoting and protecting the interests of nurses' welfare and health in a sustainable manner?

CHAIR

Floro Cubelo

Filipino Nurses Association in the Nordic Region | President | Finland

SPEAKERS

Jim Campbell

World Health Organization (WHO) |
Director of Health
Workforce Department

Elizabeth Iro

World Health Organization (WHO) |
Chief Nursing Officer

Annette Kennedy

International Council of Nurses (ICN) |
President |
Switzerland

Dame Donna Kinnair

Royal College of Nursing |
CEO and General Secretary |
United Kingdom

Katri Vehviläinen-Julkunen

University of Eastern Finland |
Faculty of Health Sciences | Chair |
Finland



WORLD
HEALTH
SUMMIT



Jim
Campbell

Annette
Kennedy



Floro
Cubelo

Dame Donna
Kinnair



Elizabeth
Iro

Katri
Vehviläinen-
Julkunen

PROGRAM, SUN 25

CLEANMED EUROPE



Launched in the US in 2018, the Nurses Climate Challenge aims to mobilize nurses to educate their colleagues on the impacts of climate change on human health. By providing access to the necessary resources, the Challenge aims to build a network and launch a movement of informed and more engaged health professionals committed to climate solutions in care settings and in the community. Since its launch, the Challenge has seen over 16,000 nurses educated - HCWH now aims to replicate this success in Europe, creating a truly global movement among the nursing community.

Shanda Demorest, Member Engagement Manager with Practice Greenhealth (US), introduced the Nurses Climate Challenge, outlining how it has developed and grown over the years, and its major successes. This was followed by presentations from Maria Cassar (Head of the Department of Nursing, University of Malta) and Floro Cubelo (Chairperson/President of the Filipino Nurses Association-Nordic), two current European signatories to the Challenge, who outlined their experience of the and the actions you have taken to educate their colleagues.

The Nurses Climate Challenge is to formally launched in January 2021.

HealthCare Without Harm

CleanMed Europe 2020 ONLINE
Creating Healing Environments

**HOW NURSES CAN TAKE CLIMATE ACTION:
PRESENTING THE NURSES CLIMATE CHALLENGE**

REGISTER NOW

3 December 2020, 15:30 (CET)

Join us for a preview of the European edition of the
NURSES CLIMATE CHALLENGE
Coming early 2021

Please note that you will need to register (for free) for the CleanMed Europe conference to attend this session. More information at cleanmedeurope.org

CLEANMED EUROPE



RECOGNITION OF QUALIFICATION AS A REGISTERED NURSE

Statistics show that there are approximately less than 2000 Filipino Nurses who are registered to work as Registered Nurses in the Nordic Region whose education are attained outside EU/EEA on the time of licensing application- Norway- 1025, Finland- 19, Sweden- no specific data, Iceland- 75 and Denmark- 85) (Eiriksdóttir 2019; Pedersen 2019; Perich 2019; Sallinen 2019; Vemundstad 2019).

The Filipino Nurses Association estimates that there are at least 10,000 Filipino Nurses living and working within or outside the nursing profession. While the Nordic Region is experiencing a critical shortage of nurses, the Nordic countries need to reform their strategies that would address the issues regarding the difficulties in obtaining the qualification to become Registered Nurses. The end goal is to help Internationally Educated Nurses (IENs) with a nursing background to go back into practicing nursing.

The FINAN has launched a program called Road Back to Nursing to collaborate with stakeholders in society such as universities and polytechnic universities to help them get the necessary training to become qualified Registered Nurses. However, the lack of support and funds to continue the project is still a major issue within the Nordic society. Although several projects have been initiated, it does not address long-term strategic actions that would encourage them to get back to the profession. Reforms in national policies, guidelines, and regulations are needed to strengthen the nursing workforce with the inclusion of IENs.

In 2021, FINAN will continue to collaborate with stakeholders in the Nordic society to help address the issue of qualification recognition among IENs in the Nordic Region.



RECRUITMENT AGENCIES

Recruitment of Nurses from developing countries to industrialized nations has become a practice for decades (Delucas 2014) and poses a global effect on the healthcare system (Li et al. 2014). In order to maintain a healthy working environment and satisfaction of the foreign nursing workforce, attract new nurses and assure the quality of care, measures need to be adapted (Zander et al. 2016).

Recruitment agencies have the responsibility to ensure the proper, systematic, and well-organized recruitment of Filipino nurses and other foreign nationals to the Nordic Region from the Philippines and other low and middle-income countries.

Many recruitment agencies have shown interest to collaborate with FiNAN. As such the association has created steps for recruitment agencies to follow to ensure and protect the interest of the recruited nurses to the Nordic countries. The ethical recruitment guidelines will be created in collaboration with academicians and experts. The option to apply for funding is an option to materialize it.

The review of recruitment agencies plan to recruit nurses will strongly address the World Health Organization's Code of Ethical Recruitment of Health Personnel and the end goal is helping these nurses to become qualified Registered Nurses in the Nordic Region. In 2021, FiNAN will give a seal of recognition to recruitment agencies whose recruitment plan meets the criteria of ethical recruitment. No agencies shall use the name of FiNAN without permission of the organization.

STEPS FOR ETHICAL COLLABORATION

- 01** Contact FiNAN Executive Committee
- 02** Book an appointment for discussion
- 03** First deliberate meeting with the agency
- 04** Review of ethical recruitment
- 05** Present organizational plan in recruiting Filipino Nurses to FiNAN
- 06** Get involved with the organization's activities in the integration programs of recruited nurses

QUALITATIVE RESEARCH ON IENS WHO SURVIVED COVID19



A pilot research study was initiated in collaboration with the University of Eastern Finland and University of the Philippines professors together with the Research Consultant Anndra Margareth Dumo. The name of the research is *Experiences of COVID-19 Nurses Survivors: a pilot study*.

COVID-19 highlights nurses' vulnerability as backbone to health services worldwide. In this pandemic epoch, nurses as healthcare frontlines are facing a high risk of getting infected while performing their job. The purpose of this research is to conduct a descriptive phenomenological study to describe the experiences of nurses who have handled COVID-19 patients, had become infected with the disease, and able to recover from COVID-19. It is very timely and important to conduct a study that will facilitate understanding of the experiences of nurses during this current pandemic situation. To our knowledge, no research had been conducted yet about nurses who survived the COVID-19 infection.

This study is essential in an attempt to shed hope during this darkest period to bring light to those who are frightened. May the voice of our nurses be heard and be an inspiration to others. This study is relevant for nursing leaders, policymakers, nurses, and stakeholders. As for Societal impact, the findings of this research can be utilized as a guide for policies in preparing migrant nurses in emerging pandemic crises.

Principal Investigators:

- a) PhD-student Anndra Margareth Dumo, MSc, MAN, BSN, RN, RM, University of Eastern Finland, Kuopio Campus, Faculty of Health Sciences, Department of Nursing Science, Finland
- b) Floro Cubelo, Ph.D. Student, MPH, BSN, RN, University of Eastern Finland, Kuopio Campus, Faculty of Health Sciences, Department of Nursing Science, Finland
- c) Erlinda Palaganas, PhD., RN, Professor, Institute of Management of the College of Social Sciences, University of the Philippines Baguio Campus,
- d) Katri Vehviläinen-Julkunen, Supervisor, PhD,Lic HC, MS,RN,RM, Professor, Chair, University of Eastern Finland, Faculty of Health Sciences, Department of Nursing Science,

RECOMMENDATIONS AND POSITIONS

The critical shortage of nursing worldwide leads to the pathway of recruiting Internationally Educated Nurses (IENs) from low and middle-income countries to high-income countries. Recruitment agencies connect employers from the destination countries and the potential employees from the source countries. The right competencies and background are needed to materialize the ethical recruitment of international health personnel. Recruitment agencies ensure ethical, systematic, and lawful sourcing of manpower to fill up the gap of health personnel shortage in the country of destination.

Recruitment and consultancy agencies in the Philippines have started to venture and expand their marketing strategies in Northern Europe due to the high demands of local employers especially in the primary health systems in nursing homes and care home institutions. These employers are mainly private institutions delivering elderly care services to Nordic citizens who need 24-hour care services. While these will bring potential opportunities to internationally educated nurses, it is important that the recruitment process should be done with diligence and proper preparation in order not to result to the deskilling of recruited nurses to the host countries.

FINAN's positions and recommendations Being the only interregional non-profit Filipino nursing professional organization in the Nordic Region, FINAN,

- calls for a bilateral labour agreement between the Philippines and the Nordic countries. The bilateral labour agreement between the Nordic Region and the Philippine government will help increase the protection of rights among recruited internationally educated nurses (IENs). This will also ensure that laws and policies between the source and host countries be followed and ease the transition of the recruited nurses. □
- encourages agreement and mobility in higher education. Polytechnic universities and universities offering nursing degree programme in the Nordic region can contemplate creating agreements with the Philippine universities for the possibility of double degree programmes that will give an option for future Filipino nursing students to take the pathway of working as a Registered Nurse in the Nordic countries. The Commission on Higher Education (CHED) should also study incorporating the principles behind the European Union Directive 55 and Bologna Process. □
- urges ethical recruitment. The recruitment and consultancy agencies in the Philippines should give accurate information on the right process on how to become registered nurses in the Nordic Region. FINAN continues to monitor the international mobility of Filipino Nurses to the Nordic Region. Moreover, the non-profit organization continues to provide any assistance to the recruited Filipino nurses such as active availability in answering online inquiries and collaborate with local authorities who might be helpful in the integration programme of these nurses.

The Filipino Nurses Association in the Nordic Region (FiNAN) maintains its stand in denouncing unethical and unlawful recruitment of Filipino Nurses to the Nordic Region who might exploit the vulnerability of these nurses including unequal salary, remuneration and benefits as with the local nurses. The institution also encourages agencies to create integration programmes that are evidence-based practice and that will also help them bring family members for reunification. The language training programme must also be emphasized as an important tool in the proper integration of nurses who wish to work in the Nordic countries.

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Bridging Filipino Nurses
in the Nordic Region

Filipino Nurses in the Nordic Region in the time of Covid19

Contact

Annual Report
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info@filnan.com

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