



Filipino Nurses Association
Nordic
State of the Filipino Nurses
in the Nordic Region
2018-2019



Foreword

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 platform with diverse educational and work background in the field of nursing. The urgency to create an association to give voice for the Filipino Nurses living in the region was high in support to the World Health Organization's (WHO) Code of Ethical Recruitment of Health Personnel. Non-ethical issues regarding the recruitment process emerged as critical dilemma which needed an urgent action from different stakeholders of the Nordic society.

The association's vision is to be the leading Filipino Nurses Association in the Nordic Region for highly skilled and competitive Filipino Nurses and the mission is to empower and strengthen the global image of Filipino Nurses as a source of nursing manpower and care in the Nordic Region.

As a starting non-profit organization, our resources to achieve the goals in relation to the United Nation's Sustainable Development Goals and Universal Health Coverage is limited. However, small steps are made to contribute to the welfare of the global society. The goals are the following:

- to contribute to the care of the environment and explore our roles in climate change;
- to be part in realising the role of Internationally Educated Nurses in the attainment of Universal Health Coverage in the Nordic Region;
- to maintain a patient-centred care;
- to understand our responsibilities towards antimicrobial resistance;
- to strengthen the competencies of Filipino Nurses towards ageing care;
- to help encourage other migrants living in the region to take the national programme vaccination respective of the country of residence in the Nordic Region;
- to monitor that recruited Filipino Nurses are well-integrated in the Nordic countries to help maintain the mental health and well-being of the nurses;
- to update with the latest evidence-based research in nursing;
- to cooperate with the national and international authorities in realising the pressing problems of global health; and
- to uphold the rights of Filipino Nurses by ensuring that recruitment agencies are following the WHO Global Code of Practice on the International Recruitment of Health Personnel.

Despite the growing concern of Filipino Nurses regarding the recruitment and qualification process in becoming a Registered Nurse living in the Nordic Region, it has not been given much attention by policy and decision-makers. At this point, the nursing career path of these nurses is unstable, and solutions needed to be done based on evidence-based practice.

1. The Board 2018-2021

The Board Members come 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 chairperson/president to formally structure the entire organization. However, the constitution states that election will happen three years from the creation of the organisation.



Figure 1 The Board 2018-2021

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 in the internal decision-making process of the organization. The board is elected at the Annual General Assembly by majority vote. Each position lasts for three years but with unlimited terms unless otherwise the constitution is amended.



Figure 2 Names of the Board 2018-2021

FiNAN is a registered non-profit organization in Denmark, Finland and Iceland. Norway Chapter is still waiting for the approval of its application as of the writing. In the future once potential representative is found in Sweden, FiNAN is also pushing through to be registered in Sweden for a greater representation of Filipino Nurses.

2. Pillars of the Organization

Four Pillars



Figure 3 Four Pillars of the Filipino Nurses Association-Nordic (FiNAN)

Humanity. Helping to achieve the Sustainable Development Goals (SDGs).

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

Research. Collaborating with several projects which can be utilised for nursing and in the improvement of the lives of the people especially the vulnerable groups of the society. Evidence-based practice shall be the basis in making decision and implementing policies.

Professional Development. Professional Networking and Continuing Education

3. Representatives

Representatives are appointed by the Chairperson 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. As of writing, four representatives represent FiNAN. They are Jeanny Mae Tuominen,BSN,RN, Jefferson Battung,MSN,BSN,RN, Benhur Arellano,MSN,RN and Aurora Reyes,BSN,RN. All of which are highly skilled and competent Filipino Nurses licensed to work in the Nordic Region.

4. The Annual General Assembly



The historical first Annual General Assembly was held at the Helsinki Oodi Library last September 7-8, 2019 which was also chosen as the Best Public Library in the world for year 2019. Selected participants of the event gave a good representation of Filipino Nurses working in the Nordic region with different work background coming from Finland, Denmark, Norway and Iceland. The Swedish Nursing Society shows their support to FiNAN organization by sending resource speaker who discussed about quality of nursing care.

Six highly respected speakers accepted the invitation from the association who have made impact and contributions in the field of healthcare. All the speakers have strong background in the field of research. The speakers have speciality in the field of epidemiology and public health, medicine, nursing, patient-based health outcomes, digital health and ethical recruitment of health personnel to the Nordic Region.

<p>Torie Palm Ernsäter, MSN, RN Senior Advisor Swedish Society of Nursing Strategy for Improving the Quality of Nursing</p>	<p>Pirkko Kouri, PhD, MNsc, PHN, RN Vice President of Board of Directors International Society of Telemedicine and eHealth Nurses as Critical Partners in TeleHealth Services</p>	<p>Pekka Rauhala, PhD, MD Professor Department of Pharmacology, Faculty of Medicine University of Helsinki Current Guidelines and Drugs used in the treatment of Parkinson's Disease, Alzheimer's Disease and Asthma</p>
<p>Majja Jäntti, MSc Research Scientist Finnish Cancer Registry Latest Cancer Screenings in the Nordic Region</p>	<p>Nadia Taminen Senior Advisor/Specialist Pharma Industry Finland Patient-centered outcomes-based healthcare: How measuring outcomes leads to better patients' health and sustainable health systems</p>	<p>Päivi Mäenpää Senior HR Consultant Barona Yhtiöt Oy Ethical Guidelines on the Recruitment Process of Filipino Nurses in the Philippines to the Nordic Region</p>

Figure 4 Invited Speakers of the First Annual General Assembly held at Oodi Library in Helsinki, Finland

4.1 First Day- September 7, 2019

The first speaker was Pirkko Kouri, PhD, PHN, RN. She is the Vice President of Board of Directors in International Society of Telemedicine and eHealth (ISfTeH) and a current Principal Lecturer in Health Care Technology of the Savonia University of Applied Sciences. She was also a member of the eHealth Strategic Advisory Group (2012-2014) advancing the knowledge of eHealth to all nurses around the world of the International Council of Nurses (ICN). She has received the President of the Republic of Finland and Grand Master of the Orders of the White Rose of Finland and of the Lion of Finland awards for her active research and development work both on a national and international level, and her long-term work in developing master programmes. Pirkko gave a talk on the role of nurses as critical partners in the telehealth service.

This was followed by Nadia Taminen, a specialist at the Pharma Industry Finland and her expertise is on health information system and health technology assessment. She discussed about patient centred outcomes-based healthcare: How measuring outcomes leads to better patients' health and sustainable health systems.

The last speaker on the first day of the assembly was Maija Jääntti, a researcher at the Finnish Cancer Registry mainly focusing in evaluation of the colorectal cancer screening programme. She is also a coordinator in the new colorectal cancer screening programme launched in April 2019 in Finland. She studied Master's Degree in Public Health at the University of Tampere in Tampere, Finland. Her expertise is epidemiology and public health. Maija shared her knowledge on the latest cancer screenings in the Nordic Region.

4.2 Second Day- September 8, 2019



Figure 5 Delegates together with Torie Palm Ernsäter (Swedish Society of Nursing) and Pekka Rauhala (University of Helsinki, Department of Medicine)

Torie Palm Ernsäter, MSN, RN, from the Swedish Society of Nursing, started the first talk on the second day of the assembly. She is the Senior Advisor of the Swedish Society of Nursing in Stockholm, Sweden. She has worked as a Nurse Manager for seven years and implemented the Primary Model Nursing in the Department and at the same time was trained in leadership and organisation development in one of the Universities in Stockholm. Torie Palm Ernsäter became a senior adviser working with nursing development and quality improvement

at the County Council in Stockholm. At present, she is working as a senior adviser at the Swedish Society of Nursing with issues as Patient Safety, Quality Improvement and Nursing development and Leadership regarding nursing. As the first speaker on the second day, she discussed on the six core competencies as a strategy for improving the quality of nursing.

The next talk was given by Pekka Rauhala, PhD, MD about the current guidelines and drugs used in the treatment of Parkinson's Disease, Alzheimer's Disease and Asthma. Pekka Rauhala is professor at the Department of Pharmacology and is also medical advisor for the Finnish Center for Integrity in Sports (FINCIS) since 2018. He has work at the Department of Pharmacology in different positions since 1997. Rauhala has worked also as part-time medical advisor for Orion Pharma 2000–2018. He performed his postdoctoral studies in 1994–1997 at the National Institute of Mental Health NIH.

The day ended with a presentation by Päivi Mäenpää, Senior Human Resource Consultant of the Barona Incorporated (formerly known as Opteam) about the ethical recruitment of Filipino Nurses from the Philippines to the Nordic Region. She is an experienced Senior Human Resources Consultant with a demonstrated history of working in the human resources industry. Skilled in Talent Management, HR Consulting, Coaching, Personnel Management, and Organizational Development. Strong human resources professional with a Bachelor of Science (BSc) focused in Educational Sciences, languages from Umeå University.



Figure 6 Workshop. Filipino Nurses from different parts of the Nordic Region discussed the challenges of Filipino Nurses faced in their respective workplaces.

4.3 Motions Approved

The motions that were approved during the assembly were the following:

- The Philippines must have a bilateral labour agreement with the Nordic Region or each Nordic country including Finland, Denmark, Iceland, Norway, Sweden and 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.
- 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 the public health.

- 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.
- Continuing Professional Development must be rendered to Filipino Nurses to prevent the deskilling phenomena.
- Digital Health education is essential to Filipino Nurses such as the use of technological gadgets and assistive devices.
- Filipino Nurses needs to be updated on patient-based health outcomes to maintain patient safety.
- There is a need for comprehensive palliative care education among Filipino Nurses in their nursing career.
- 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 decreases staff retention.
- Membership fee of thirty euros (30 euros) will be implemented after the first-year free trial.

5. Endorsement of Responsibility

The next host of the Annual General Assembly will be the Danish Chapter. The sounding block and gavel was passed to the Danish Chapter at the end of the session on the second day of the event. The venue for the gathering will be at the Herlev Hospital in Copenhagen, Denmark.

Board Members Katherine Luckmann and Cristal Warburg will be hands-on in organizing the event. Potential speakers have also been contacted in advance. Both board members request for the full support of Filipino Nurses from different Nordic countries as 2020 is designated as the Year of the Nurses and Midwives. This will be another historical event as all Filipino Nurses from all over the world are invited to join the event.



Figure 7 The official sound block and gavel of the Filipino Nurses Association-Nordic (FiNAN)

6. Projects and Work Accomplishments: Less than a Year

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 Board of Members. In the future, fund raising events will also be conducted in relation to the attainment of our goals to help achieve the SDGs most especially in low- and middle-income countries.



Figure 8 Board Member Cristal Warburg and ICT Consultant Frido Warburg together with the beneficiary children of the Step-to-a-Dream Project

Several projects and campaigns were initiated by the Filipino Nurses Association-Nordic (FiNAN). The following are the projects implemented in table.

Table 1. List of projects initiated and launched by FiNAN in less than a year.

Name of the Project	Aim	Target Population
Plant-A-Tree-When-You-Go-Home	To contribute to the care of the environment and explore our roles in climate change.	Filipino Nurses all over the world.
I am a Filipino Nurse	To uplift the global image of Filipino Nurses around the world	Filipino Nurses all over the world
Mother-Baby Project	To educate community health workers about the mother and infant care by creating a basic curriculum	Low-and-middle income countries
Step-to-a-Dream-Project	To help indigent children to be in school with limited access to education resources. To achieve Sustainable Development Goal #1 (No Poverty) and # 4 (Quality Education)	Indigent children in Bicol, Philippines
PARTNER (Parental Assistance in Reading to Nurture the Leaders to become Enthusiastic Readers) Collaborative project with the San Jose del Monte West Central School spearheaded by Patrick Palad	To enhance reading skills with the involvement of parents. This project is in relation to the Strategic Goal #2 which is to be part in realizing the role of Internationally Educated Nurses in the attainment of Universal Health Coverage and Sustainable Development Goals	School-aged children in Bulacan, Philippines

Launching of FiNAN chapters



Figure 9 Iceland Chapter

The first launching was initiated by the Icelandic Chapter in Reykjavik, Iceland last February 27, 2019 with other Filipino Nurses living in the country. A month later, this was followed by the Finland and Denmark Chapters simultaneously last April 15, 2019 held at the Oodi Library in Helsinki, Finland and Herlev Hospital Infection Department in Copenhagen, Denmark, respectively. This was then followed by the Norway Chapter last June 7, 2019 in Sarpsborg, Norway. In the future, FiNAN is looking forward to having representation from other parts in Europe like Sweden, Germany, France, Ireland, Hungary and other interested Filipino nurses to be part of FiNAN.



Figure 11 Norway Chapter



Figure 10 Finland Chapter

Figure 12 Denmark Chapter





Board Members Cristal Warburg and Katherine Luckmann were also invited at the Philippine Embassy to the Kingdom of Denmark by Ambassador to discuss the critical issues of Filipino Nurses in Denmark. Ambassador Leo M. Herrera-Lim visited the Filipino nurses working at Herlev Hospital on 12 November 2019. He also met with the Chief Nurse, Mr. Flemming Olsen, and a member of the HR Department, discussing hiring opportunities and career development of Filipino nurses in Denmark.

Figure 13 Philippine Ambassador to Denmark Leo M. Herrera-Lim together with the Board Members of FiNAN

7. Invitation to the Philippine Nurses Association President

The newly elected President of the Philippine Nurses Association, Professor Erlinda Palaganas, PhD, RN was also invited for an open forum discussion with the Filipino Nurses in Finland, Denmark, and Norway. She discussed on the current situation of nurses in the Philippines and PNA's stand on the continuous migration of Filipino Nurses overseas. It was also mentioned that the Salary Grade 15 has been now implemented in the country.



Figure 14 PNA President Professor Erlinda Palaganas with the Filipino Nurses in Denmark

She is a current Professor of Management at the University of the Philippines Baguio with a Master's in Public Health from University of the Philippines, Manila and PhD from the University of Sydney, NSW, Australia. As a researcher, she sustained research publications in the field of health services and non-profit sector management, including Indigenous Health Knowledge and Practices, Gender Studies, Health Policy Studies, Health Program Assessment and Evaluation Studies, and Community Development Participatory Action Researches.



Figure 15 PNA President Professor Erlinda Palaganas with the Filipino Nurses in Finland

The agenda of the meeting include:

1. Collaboration with the Philippine Nurses Association and Professional Regulations Commission on the renewal of Philippine Nurses in the Nordic Region. Most Filipino Nurses need to go home to the Philippines or ask someone in behalf of them to renew their license. Some have not renewed their license for many years due to the complexity of the renewal process.

2. Due to the different by laws and constitution of the PNA compared to

FiNAN's, the board has decided not to become a chapter under PNA yet. However, they expressed willingness to do collaboration, exchange of data and humanity works. The nurses specifically expressed the support on the immediate passage of Salary Grade 15 for nurses in the Philippines.

3. It was also relayed that the current status of Filipino Nurses in the Nordic Region is unstable due to lack of bilateral agreement between the Philippine Government and the Nordic countries making the qualification process complicated for a Filipino Nurse to work in the Nordic Region. FiNAN also sent a request letter to Professor Erlinda Palaganas to discuss with the Department of Labour and Employment (DOLE) regarding this matter.

4. The PNA's stand on the continuous migration of Filipino Nurses abroad is neutral as each one has a freedom to go abroad to make a better living for their family members. However, the President hoped to have a better Philippines where Filipino Nurses are well-compensated. She is pushing for the basic salary grade of 15 for Filipino Nurses.



Figure 16 PNA President Professor Erlinda Palaganas with Filipino Nurses in Norway

8. Interview at the YLE Radio Podcast

FiNAN's Research Consultant Anndra Margareth Dumo represented FiNAN and the Chairperson at the YLE Broadcasting Radio Show, All North's Point today last April 26, 2019 in Helsinki, Finland.



Figure 17 Anndra Dumo, FiNAN's research consultant at the YLE Radio All North's point Podcast in Helsinki, Finland

The Chairperson asked the recruitment agencies and the national government to follow the World Health Organization's Global Code of Practice on the International Recruitment of Health Personnel. National policies and bilateral agreements should be in place before recruiting Filipino Nurses from the Philippines to the Nordic Region like Finland. There is no clear bilateral labour agreement between the Philippines and Finland on the credentialing and qualification process between two countries to ensure that safe and ethical recruitment is practised. Filipino Nurses trained and qualified in the Philippines are well-known for their integrity, competency, knowledge, and skills when it comes to nursing, that is why the world is looking up to them. Furthermore, the organisation requested from the national policy and decision makers to make policies that would ensure a good and smooth transition programme for Filipino Nurses and create an open dialogue with the Philippine government and different sectors in the Nordic society.

9. World Health Summit Attendance

The FiNAN Board was given the opportunity to attend the 11th World Health Summit last October 27-29, 2019 in Berlin, Germany. It is an annual conference facilitated by M8 Alliance of Academic Health Centers, Universities and National Academies (World Health Summit 2019). It brings different key stakeholders both public and private institutions from the different fields of healthcare to address the most pressing issues in global health. Each board was given the assignment by the chairperson so that



Figure 18 FiNAN Team at the World Health Summit 2019 in Berlin, Germany

nurses are represented in each session. Patrons of the event are high-ranking officials in Europe including Angela Merkel (Chancellor of the Federal Republic of Germany), Emmanuel Macron (President of the Republic of France), Jean-Claude Juncker (President of the European Commission) and Tedros Adhanom Ghebreyesus (Director General of the World Health Organization).

Sessions that were attended by the board during the first day include: Gender Equality within the Global Workforce, Polio Eradication, Antimicrobial Resistance, European



Figure 19 World Health Summit Night 2019 in Berlin, Germany

Initiatives for Health Research and Development, the Role of AI in Healthcare Innovation, Securing Political Leadership for Global Health to Accelerate the Elimination of Communicable Diseases, Protecting the Mental Health of Refugees and Migrants Challenges and Possible Solutions, Sustainability of Healthcare Systems, Respect and Dialogue and Falsified and Sub-standard Medicines.

On the second day of the event, they participated on the following panel discussions: Universal Health Coverage, Bridging Research and Development and Sustainable Access to Antibiotics, Neglected Tropical Diseases, Climate Change and Public Health, Transforming Human Capital, Comprehensive Approach to Global Health and Security, SDG3 Global Action Plan for Health and Well-being, Artificial Intelligence for Health, Access to Medicines, Smart Investment in Equitable Health Systems, Capacity Building in Health Research in Low-Resource Settings and Reforming Health Systems. They also attended the World Health Summit Night where global health leaders and actors gather for networking.



Figure 20 FiNAN Team with the founding President of World Health Summit, Dr. Detlev Ganten



Figure 21 Dr Tedros Adhanom Ghebreyesus, Director-General of the World Health Organization at the World Health Summit 2019

The last day of the event addressed the critical issues the world is facing. Events attended by the board include: The Commercial Determinants of Health, Climate Change and Health, Access to Quality Health Care for Women in Low Resource Settings, Creating Sustainable Value for Patients and Safety, Health Data as a Global Public Good, Access to Sustainable

Non-Communicable Diseases Treatment and Care and Health is a Political Choice. The second to the last session of the summit was attended by Dr Tedros Adhanom Ghebreyesus, Director-General of the World Health Organization.

The Programme Director of the World Health Summit, Julian Kickbusch has been supportive for the representation of nurses on the said summit, however, it was a big challenge to get the support of major national and international nursing organisations both in Europe and some other parts of the world.

10. International Collaboration with the Health Care Without Harm



Figure 21 Delegates of the Health Care Without Harm Europe Annual General Meeting in Barcelona, Spain last November 27-28, 2019.

FiNAN is also committed in protecting the environment as a non-profit association. The Chairperson of the organization visited the premises of Health Care Without Harm (HCWH) Europe last April 12, 2019 in Brussels, Belgium to discuss the possibilities and opportunities of nurses in acting against the pressing public health problem

caused by climate change. Nurses role is crucial in the health care industry especially in health teaching and education among their patients in clients about this health crisis. Nurses can act as advocate of the planet to protect the interests of the future generation. In addition to that, the Chairperson also attended the HCWH Europe Annual General Meeting last November 27-28, 2019 in Barcelona Spain and acted as one of the Members' Council to formally transfer the organisation's functional operations from Netherlands to Belgium. The Chairperson raised the voice of nurses being the largest healthcare professional in the health industry in addressing urgently the effects of climate change.



Figure 22 FiNAN Participated at the European Antibiotics Awareness Day last October 18, 2019 in Stockholm, Sweden.

11. Other Activities

Before the year ended, Board Members Cristal Tolosa Warburg and Katherine Perez Luckmann attended the European Antibiotics Awareness Week last October 18, 2019 in Stockholm, Sweden representing FiNAN and the rest of the Filipino Internationally Educated Nurses (IENs) in the Nordic Region. Antimicrobial Resistance remains to be a global public health threat that needs urgent action. FiNAN Finland Chapter also inked a deal with Don Mariano Marcos Memorial



Figure 23 FiNAN Management and DMMMSU Management inked a deal last November 30, 2019 in Helsinki, Finland

State University (DMMMSU) last November 30, 2019 in Helsinki, Finland for a pilot introductory course on Finnish culture and its importance to the Philippine Society. The association will also collaborate with the said university for future medical mission, tree-planting activities, seminars and other academic-related matters.

Norway Chapter's Chairperson Roumeline Aglipay attended an open forum last November 23, 2019 on the Filipino health workers challenges in Norway while Representative Aurora Reyes also gave a presentation about FiNAN and Norwegian Health System at the

Nordic ASEAN Business Forum last December 13, 2019 with focus on elderly care and mental health nursing. Both events were held in Oslo, Norway.

12. Evidence-based Research

The “globalization” of health care creates an increasingly interconnected workforce spanning international boundaries, systems, structures, and processes to provide care to and improve the health of peoples around the world (Jones & Sherwood, 2014). The drivers, dynamics and impacts of migration for the purposes of providing social and health care overseas have become a significant feature of scholarly and policy debates about the social dimensions and impacts of contemporary globalization (Yeates, 2010).

Nurses are a significant group of migrant health-care providers and comprise a large sector of the global health workforce (Jones & Sherwood, 2014; Yeates, 2010). To meet global health care needs, nurses often move within and among countries, creating challenges and opportunities for the profession, health care organizations, communities, and nations (Jones & Sherwood, 2014). The WHO Global Code of Practice on the International Recruitment of Health Personnel must be a core component of bilateral, national, regional and global responses to the challenges of health personnel migration and health systems strengthening (Dayrit et al., 2008). Bilateral agreements are viewed as a principle solution to the adverse health effects resulting from the international migration of health workers (Dhillon, Clark, & Kapp, 2010).

Bilateral understandings formalized in written instruments, whether intended to give rise to international legal obligations or simply to serve a normative or political purpose, are a mainstay of modern international relations (Dhillon et al., 2010). International legislative body, bilateral agreements are important in the international effort to pursue common objectives. Policy interventions that support country governments to reach mutually beneficial models of international recruitment have some potential for win-win situations to the advantage of all parties (World Health Organization, 2003).

13. Situation of Filipino Nurses

As there is no clear bilateral labour agreement between the Philippines and the Nordic Region, the situation of Filipino Nurses living in the Nordic countries remain unstable. Philippines is considered as the export source of Internationally Educated Nurses (IENs) to developed countries. While the country is struggling to give right amount of salary to the Filipino Nurses, doors are opening for foreign employers to hire Filipino Nurses as a solution to fill the nursing shortage gap. In the past decade, the trend of employing Filipino Nurses have shifted from the English speaking countries (United Kingdom, United States of America, Canada, Australia, Ireland, New Zealand) to non-English speaking countries in the European Union such as the Nordic Region (Finland and Sweden).

Associated in the recruitment of foreign nursing migrants to the Nordic Region is the question of ethics as the Philippine health system itself is frail to losing competent nurses while the government continues to send healthcare professionals abroad. However, migration is each one's human right. The reason for migration is not plainly for monetary purposes but also for professional growth and development and seek better opportunities to enhance nursing career.

The qualification process remains difficult as the nursing curriculum in the Philippines needs to be reviewed and updated to meet the European Union (EU) Directives standards while making sure the sustainability of nursing workforce in the Philippines. This results to multiple challenges such as deskilling or the inability to utilize the necessary skills in the host countries.

14. References

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