



SEINÄJOEN AMMATTIKORKEAKOULU
SEINÄJOKI UNIVERSITY OF APPLIED SCIENCES

Sucad Botan & Katariina Myllys

Experiences of Filipino Immigrant Nurses in Finland

Qualitative research

Thesis

Spring 2024

Bachelor of Health Care, Nursing



SEINÄJOKI UNIVERSITY OF APPLIED SCIENCES

Degree Programme: Bachelor of Health Care/ Nursing

Specialisation: Registered Nurse

Author: Sucad Botan & Katariina Myllys

Title of thesis: Experiences of Filipino Immigrant Nurses in Finland

Supervisor: Terhi Haapala and Paula Paloniemi

Year: 2024

Number of pages: 38

Number of appendices: 0

Due to the demanding need of healthcare workers in Finland, there has been a growing wave of Filipino nurses immigrating to Finland to work in the Finnish healthcare system. Filipino immigrant nurses may face some difficulties integrating into the Finnish culture. The aim of this thesis is to investigate the experiences of Filipino nurses who have migrated to Finland and to assess their impact on the provision of healthcare services in the country. The purpose of this thesis is to understand the motivating factors behind Filipino nurses' migration to Finland and their experiences in their new work environment.

The method used in this thesis was qualitative research. Data was collected via a Webropol questionnaire administered to Filipino nurses who have migrated to Finland, particularly those who recently relocated to Finland and are currently employed. The study involved 15 participants. The research question that the thesis addressed was: What are the common challenges and opportunities as Filipino immigrants encountered in the nursing profession?

The results provide an insight of the opportunities and challenges that the Filipino nurses encountered while integrating in the Finnish nursing society and culture.

1	INTRODUCTION.....	3
2	FILIPINO NURSE IMMIGRANTS IN FINLAND.....	4
2.1	Concept of immigrant.....	4
2.2	Concept of Nursing.....	6
2.3	Concept of Immigrant Nurse.....	7
2.4	Concept of Integration in Nursing.....	8
2.5	Requirements of working as a nurse in Finland.....	9
2.6	Cultural differences (Background).....	10
2.6.1	Filipino Cultural Background.....	10
2.6.2	Finnish cultural background.....	11
2.7	Career opportunity.....	12
2.8	Finnish language.....	13
3	AIM AND PURPOSE.....	14
4	METHODOLOGY.....	15
4.1	Qualitative research method.....	15
4.2	Collecting data.....	15
4.3	Analysis.....	16
4.4	Ethicality and reliability.....	17
5	Results.....	19
5.1	Career opportunities.....	19
5.2	Challenges in Integrating.....	21
6	Discussion.....	25
6.1	Opportunities.....	25
6.2	Challenges.....	26
6.3	Research Recommendations.....	27
7	Conclusion.....	28
	BIBLIOGRAPHY.....	30

1 INTRODUCTION

According to Heikkilä, (n. d) It has become evident from the studies that the aging population in Finland is growing and leading to a need for immigrants to supplement the workforce. The nursing sector also requires foreign workers to assist in patient care. Moreover, this research explores the obstacles and advantages immigrant nurses face while working in Finland, aiming to raise awareness of their experiences. (Heikkilä Elli, n.d.) Additionally, Aiken et al. (2004) anticipated that nurse shortages in developed nations may deplete the global nurse workforce, affecting health initiatives in less developed countries. A vital strategy involves developing nations strengthening their local nurse workforce and increasing international aid to enhance nursing education in countries supplying them with nurses.

Moreover, according to Attree (2011), Healthcare systems and institutions must recognize and implement successful policies to encourage the continued presence of registered nurses (RNs) in the workforce. Failure to do so poses a potential danger to the sustainability of the healthcare system and the quality and safety of patient care (Attree M, et al., 2011). According to Vartiainen (2019), as Europe's population ages, nursing shortages are expected to increase dramatically. There has grown an interest of Filipino nurses and the Philippine government in traveling to non-English speaking European nations. In addition to that, many non-English speaking European countries have become increasingly active in the recruitment of nurses from the Philippines. (Vartiainen et al. 2019, p.27)

This thesis holds particular significance as it will provide valuable insights into the journey of Filipino Nurses who have relocated to Finland and the perspectives of healthcare professionals who have collaborated with them. This is important due to the increasing demand for healthcare professionals in Finland, which has resulted in a growing number of healthcare professionals, including nurses.

The aim of this thesis is to investigate the experiences of Filipino Nurses who have migrated to Finland and to assess their impact on the provision of healthcare services in the country. The purpose of this thesis is to understand the motivating factors behind Filipino Nurses' migration to Finland and their experiences in their new work environment.

2 FILIPINO NURSE IMMIGRANTS IN FINLAND

2.1 Concept of immigrant

According to Duncan (2017, p. 1), the UN recently adopted the New York Declaration for Refugees and Migrants, leading to the establishment of two global compacts aimed at addressing migration and refugee challenges worldwide, particularly those stemming from events like the Syrian civil war. One compact focus on refugees, while the other aims to facilitate safe migration. These compacts may recognize the roles of cities in managing migration and integration. Furthermore, the UN General Assembly received The Sutherland Report in February 2017, which analyzed global migration dynamics, identified challenges, and made recommendations. It outlined five key areas: crisis-related migration, labor migration, orderly migration, inclusion, and migration governance. Recommendation 14 emphasizes the empowerment of cities and local governments, aligning with discussions in this chapter and reports such as the World Migration Report 2015 and the Migrants and Cities Conference. (Duncan & Popp 2017, p. 1).

Additionally, Bernd, H (2013) highlights that the proportion of migrants within European populations is significant and increasing, despite immigration slowing down following the global economic downturn. The outlines critical elements of migration and health in Europe, covering aspects such as the magnitude of international migration, available data on migrant health, obstacles to accessing healthcare services, strategies for enhancing healthcare provision for migrants, and migrant health policies implemented throughout Europe. While enhancing migrant health and ensuring their access to suitable healthcare services pose challenges, there is a growing understanding of the necessary actions to accomplish these goals (Bernd et al., 2013, pp.1235-1245).

The Finnish Nursing Association (n.d) stated that foreign-born nurses account for 3.3% of the total nursing workforce. Among them, 31% originate from EU countries, while 69% come from non-EU countries. The nationality of 1.4% of these nurses remains unidentified. In terms of employment sectors, 65% of nurses from EU countries work in healthcare, with 30% employed in social care. Similarly, 65% of nurses from non-EU countries work in

healthcare, while 28% are engaged in social care roles. This information was derived from Source Statistics Finland's Purchasing Statistics 2020. (Finnish Nurses Association n.d.)

Moreover, according to the Digido Financial Writers Team (2023), the reason why Filipinos migrate to other abroad is that the allure of a brighter economic future is a compelling factor motivating individuals to seek opportunities abroad, but it's just one aspect of the complex array of reasons that drive these individuals to venture overseas. Exploring the multitude of motivations, encompassing both economic and non-economic factors, sheds light on why Overseas Filipino Workers (OFWs) choose to work abroad. Continuing with the economic motivation to describe as follows:

- **Higher salary and better benefits:** Many face financial struggles in the Philippines due to low wages. Working overseas offers substantially higher pay and better benefits, such as health insurance and pensions. For example, a Filipino nurse could earn \$7,500 monthly in the U.S. compared to \$1,400 in the Philippines.
- **Poor economic conditions:** Dissatisfaction with the Philippine economy's slow growth, high inflation, and weak currency drives Filipinos abroad. Remittances sent home help ease financial burdens, support businesses, and aid social causes, bolstering the local economy.
- **High unemployment rates:** The Philippines grapples with significant unemployment issues, particularly affecting youth and educated demographics, exacerbated by the challenges brought about by the COVID-19 pandemic. Working abroad offers OFWs access to more job opportunities, promising career prospects, professional growth, and skill enhancement, which may be lacking domestically.
- **Strict qualifications for certain roles:** Prestigious companies in the Philippines often demand candidates with extensive qualifications, including advanced education, substantial work experience, and specialized skills. This stringent criterion can be a barrier for many Filipinos, leading them to seek employment opportunities abroad where qualifications may be more attainable or valued differently. (Digido Financial Writers Team, 2023)

The Philippine Statistics Authority (PSA), there are estimated over 1.96 million Overseas Filipino Workers, Between April and September 2022, there were approximately 1.96 million Overseas Filipino Workers (OFWs), marking a (7.6%) increase from the 1.83 million recorded during the same period in 2021. Out of these, around 1.94 million were Overseas Contract Workers (OCWs), individuals with existing work contracts. (Philippines Statistic Authority 2023)

2.2 Concept of Nursing

Ernstmeyer (2021) asserted that the nursing process serves as a foundational framework for delivering patient care, emphasizing various nursing concepts such as safety, oxygenation, comfort, spiritual well-being, grief and loss, sleep and rest, mobility, nutrition, fluid and electrolyte balance, and elimination (Ernstmeyer, et al., 2021). Moreover, Dick (2017) contended that value-based healthcare delivery and reimbursement models prioritize the amalgamation of quality and cost to ascertain value. They emphasized that nursing care provides both tangible and intangible benefits to patients and organizational outcomes, necessitating the active and proficient articulation of its value by the nursing profession (Dick et al., 2017, p. 357).

Additionally, according to the ANA Enterprise website (2017), the nursing process serves as a dynamic and iterative model guiding nurses in delivering comprehensive, holistic, and patient-centered care. This method highlights the significance of critical thinking, evidence-based practice, collaboration, and continual assessment to ensure optimal patient outcomes. It comprises five primary stages: assessment, diagnosis, planning, implementation, and evaluation. (What is Nursing & What do Nurses Do ANA Enterprise, 2017). As Riley J.M et al (2021) cited, nurses, particularly evident in times of crisis like the current COVID-19 pandemic, require clarity regarding their roles and societal expectations. This paper introduces "The Exemplary Practice Life of the Nurse", a model emphasizing four key components: professionalism, leadership, scholarly practice, and stewardship. This straightforward framework is applicable across various nursing roles and career stages, facilitating the prioritization of essential aspects while recognizing their interconnectedness. The authors suggest assumptions underpinning the nurse's role and offer

recommendations for nurses, the profession, workplaces, academia, and communities. (Riley et al., 2021, p. 1018-1025)

2.3 Concept of Immigrant Nurse

An "immigrant," simply put, is someone living in a country other than that of his or her birth (Migration Policy Institute 2019). The Immigrant nurse refers to an individual who has migrated from one country to another in hopes of pursuing a career in nursing. This migration might be driven by various factors such as economic opportunities, political instability, or, in general, a better quality of life for themselves and their families. The arrival of Filipino immigrant nurses in Finland is a relatively new concept. However, according to the Ministry of Economic Affairs and Employment, it has been reported that 200.000 new employees will be needed in the healthcare sector by 2030.

Immigrant nurses often face new challenges as they adapt to a new healthcare system, cultural context, and professional environment. They might have to deal with various licensure requirements, communication difficulties, and cultural quirks when providing patient care. Furthermore, immigrant nurses may add to the diversity of the nursing workforce by bringing a range of viewpoints and skill sets to their new healthcare environments. According to Freeman, M et al., (2011), nursing migration can be defined by a few attributes, such as the motivation and decisions of individuals, external barriers and facilitators, freedom of choice to migrate, and freedom to migrate as a human right. Depending on the perspective and how migration affects the individual and other stakeholders, including the source and destination countries, healthcare systems, and the nursing profession, the effects of migration can be either beneficial or harmful (Freeman et al., 2011, p.5).

According to WHO, the international migration of healthcare workers is increasing in volume and growing constantly. It has been reported by the World Health Organization that countries have been challenged by healthcare workers flowing in and out of the systems. Due to this ongoing problem, migrant healthcare workers moving permanently or temporarily have effectively responded to healthcare emergencies (WHO 2020, International Migration of Healthcare Workers).

2.4 Concept of Integration in Nursing

According to Cambridge University, integration is successfully joining or mixing with a different group of people. This concept applies to immigrants who work in nursing, as they must merge into new cultures and essentially learn everything from the beginning to do their best at their jobs. Variations in nursing practice and communication difficulties challenge the successful integration into the workforce of immigrant nurses. Evidence for this has been found in cultural clashes, interpersonal conflicts, communication problems, prejudiced attitudes, and discrimination toward immigrant nurses. While the evidence shows that integrating immigrant nurses into the nursing workforce is shaped by socially constructed factors, studies that examine social structures affecting workforce integration are sparse. (Donxia et al., 2014)

The successful integration of globally recruited nurses has not always been successful. Among them are reoccurring issues with language and communication difficulties; lack of access to appropriate information; lack of education and professional development opportunities; institutional racism; different health belief systems and procedures; negative attitudes among health care personnel and patients; fears about entitlements and security of employment contracts; and lack of family and community support (Vartiainen et al., 2019, p.28)

According to Yildiz (2019), ethics is central to the nursing profession. Moving from a developing country to a developed country is natural; however, this does not mean the journey will be smooth, and there will be no problems. Nurse migrants are often faced with difficulties, such as being placed in vulnerable and unjust work roles. In the long run, this causes immigrant nurses to be dissatisfied with the work conditions. Nurses migrate usually to get better working conditions and an improved quality of life, which developed countries offer them. However, developed countries quickly forget the difficulties that migrant nurses face in the work environment back home and the decreased funding of academic settings. (McElmurry. et al., 2006 p.45)

The language barrier is a big part of ethicality in nursing because having good communication with the patients improves the quality of healthcare, including the safety of the patients (Lauren G, et al 2021 p.534-553)

2.5 Requirements of working as a nurse in Finland

According to the Finnish Nurses Association, you must have a job before moving to Finland if you are a non-EU citizen. If you are an EU citizen, you are given three months to find a job as a nurse in Finland. A few things are required, such as a registered nurse degree, Valvira registration, good Finnish or Swedish language, and a residence permit. In Finland, you must have a license that allows you to practice nursing, so you will have to apply for registration to Valvira, and they will officially provide you the right to work as a nurse in Finland (Finnish Nurses Association n.d.). Although people understand the language skills that immigrant nurses have, they must still speak Finnish or Swedish well enough to have conversations with patients because communication is crucial in healthcare settings.

Working in a foreign country, particularly on a different continent, presents many challenges, necessitating careful consideration of various factors. This includes obtaining the necessary documents and ensuring their proper translation to meet the qualifications for working as a nurse. This process is extensive, demanding both time and financial resources.

There are services that are provided to immigrants to recognize their competence, such as SIMHE (supporting immigrants in higher education) services. SIMHE aims to ensure that previous studies and degrees of highly educated immigrants are identified and recognized according to national policies as quickly as possible so that these people find their way to appropriate education and career paths.

2.6 Cultural differences (Background)

According to Koyuncu (2019), cultural backgrounds significantly influence societal formation, underscoring the importance of culture in shaping people's lifestyles and communication patterns. Cultural disparities often lead to miscommunication and misunderstandings of divergent cultural viewpoints. Conflict resolution abilities may vary depending on individuals' cultural upbringing. Furthermore, Goto, et al. (2009) found that individuals from East Asian backgrounds tend to prioritize background objects, whereas those from European American backgrounds focus more on foreground objects (Koyuncu et al., 2019, p. 112-128).

2.6.1 Filipino Cultural Background

The Philippines, acknowledged as one of the world's largest English-speaking nations (Super User, 2020), presents a captivating narrative shaped by a tapestry of Asian, European, and American influences. Prior to Spanish colonization in 1521, Filipinos celebrated a richly diverse heritage and engaged in vibrant trade with neighboring Asian civilizations. The advent of Spanish colonial rule introduced profound changes, epitomized by the establishment of Intramuros in 1571, marked by European architectural marvels and the widespread construction of churches across the archipelago. Despite enduring 350 years of Spanish dominion and numerous uprisings, Filipino luminaries like Jose Rizal and Emilio Aguinaldo spearheaded the nation's fervent quest for independence in 1898 (Dfa.gov.ph., Super User, 2020).

Furthermore, as underscored by Ordonez and Gandaza (2004), Filipinos have traversed varied paths of acculturation upon immigrating to and settling in diverse regions of the globe. The assimilation of their deeply ingrained cultural beliefs, values, and practices significantly shapes their approaches to caregiving, influencing attitudes and practices (Ordonez & Gandaza, 2004, p. 22-27).

In the realm of mental health perceptions, Sanches and Gaw (2007) shed light on an array of factors that intricately influence Filipinos' perspectives on mental well-being. These factors encompass intricate webs of religion, familial dynamics, robust support networks,

adaptive coping mechanisms, and culturally unique traits, collectively shaping the Filipino experience of mental health and illness (Sanchez & Gaw, 2007, pp. 810-815).

Through a nuanced exploration of history, culture, and mental health perspectives, these narrative endeavors unravel the intricate layers of Filipino identity and provide insights into the complex interplay of historical legacies, cultural dynamics, and contemporary mental health paradigms.

2.6.2 Finnish cultural background

Finland's historical narrative is broad and enthralling, encompassing the period from its post-Ice Age settlement to contemporary times. Originally integrated into the Kingdom of Sweden from the 13th century until 1809, Finland subsequently evolved into an autonomous duchy under the dominion of the Russian Empire until proclaiming independence in 1917 (Discovering Finland, n.d.). Nickel (2023) explores five essential features of Finnish culture in addition to culture about fins. It discusses the values of honesty, modesty, and reliability, highlighting the preference for direct communication over small talk. Finland's strong national identity, pride in technological advancements, and the influence of Scandinavian, western European, and Russian traditions on Finnish cuisine. Additionally, it touches upon the significance of social gatherings in Finnish homes and the cultural importance of saunas for relaxation and communal bonding. (Nickel, 2023).

Additionally, the website of Southwest Finland discusses culture shocks experienced by expatriates in Finland about five cultural shocks that international visitors often encounter in Finland and highlights aspects of Finnish behavior, such as silence in social situations, which may seem unusual to foreigners. Finns tend to be reserved and may not engage in small talk, which can be surprising for those accustomed to more verbal communication. Additionally, it mentions Finnish punctuality and adherence to schedules, which may differ from cultural norms in other countries. The post aims to prepare individuals for potential cultural differences they may experience while living or working in Finland. (Suhonen, 2023)

2.7 Career opportunity

According to Employment Opportunity in Finland (n.d.), a considerable segment of the populace participates in the service sector, spanning private enterprises and public provisions. Public services serve the populace's needs, including education, healthcare, social welfare, and diverse offerings at municipal, state, and regional levels. Job opportunities are widespread throughout the country, with major urban centers presenting the highest concentration of vacancies. Significantly, the most abundant vacancies are found in social and health services, encompassing roles like nurses, practical nurses, and general practitioners.

The Tilastokeskus (n.d.) provides comprehensive statistics on various aspects of Finnish society, including wages and salaries in different sectors. The salary for social and health services in Finland can vary depending on factors such as experience, qualifications, and location. The achievements of certain professional categories attract significant attention. In 2021, the median monthly earnings for nurses during regular working hours were 3,210 euros, and for nursing assistants, they were 2,920 euros. Doctors, including general practitioners, senior doctors, and specialists, earned 6,377 euros. (Tilastokeskus, n.d)

According to the front page of the website Finnish Nurses Association, (n.d.), career opportunities for nurses in Finland are varied and extensive. They can include roles in hospitals, primary care settings, specialized care units, community healthcare, research, education, and international opportunities. The Finnish Nurses Association provides resources, updates, and support for nurses in Finland, including insights into career opportunities and continuing education. (Finnish Nurses Association, n.d)

2.8 Finnish language

According to Branch (n.d.), the Finnish language presents unique challenges due to its distinct expression of concepts compared to other European languages. Despite its uniqueness, Finnish is not inherently more difficult than other languages. Linguists recognize a phenomenon called Sprachbund, where languages in the same geographical area share similarities despite typological differences, as seen in the Baltic region with Finnish, Scandinavian languages, and German. Finnish's synthetic nature, with complex inflectional forms for nouns and verbs, coupled with ongoing language evolution, poses challenges for teachers and learners. The sequence and depth of teaching grammar and vocabulary depend on the language course's objectives. Understanding Finnish requires grappling with verb conjugations, consonant gradation, and case systems, as illustrated by the translation of simple English sentences. Dialectal and register variations in Finnish further complicate learning, although starting with the standard language is recommended. While Finnish is not inherently difficult, mastering it requires extensive memorization and consistent effort, contrary to the misconception of passive learning in classrooms. (Branch, n.d.).

3 AIM AND PURPOSE

The aim of this thesis is to investigate the experiences of Filipino Nurses who have migrated to Finland and to assess their impact on the provision of healthcare services in the country.

The purpose of this thesis is to understand the motivating factors behind Filipino Nurses' migration to Finland and their experiences in their new work environment.

Research question:

- What are the common challenges and opportunities that Filipino immigrants encountered in the nursing profession?

4 METHODOLOGY

4.1 Qualitative research method

The research design utilized in this thesis opts for a qualitative approach, which involves a deep exploration and comprehension of real-world phenomena (Moser et al., 2018, pp. 271-273). Qualitative research provides nuanced insights into complex issues, contrasting with the quantitative method by prioritizing hypothesis exploration and data understanding over numerical data collection or intervention implementation. Its primary focus lies in uncovering the intricacies of participants' experiences and behaviors, probing into the "how" and "why" aspects; qualitative research can either stand alone as an independent study or be integrated into mixed-methods research designs.

In line with Cleland et al., 2017, pp. 61-71, this review introduces fundamental concepts, terminology, and applications pertinent to qualitative research. It underscored the reliance on open-ended inquiries that defy easy translation into numerical metrics, particularly addressing.

4.2 Collecting data

Data were collected via a Webropol administered to Filipino nurses who were migrating to Finland, particularly those who were recently relocated to Finland and were currently employed. The study involved 15 participants, and the research method utilized the Webropol platform. The questionnaire was conducted in English. Webropol was an internet-based survey tool for creation, distribution, and report generation. Surveys and their corresponding analyses could be conveniently shared via email or websites, and access to the tool required an internet connection. Specifically, the sampled participants consisted of Filipino nurses who were migrating to Finland. Before data collection, participants were informed about the qualitative research methodology, and before responding to the questions in the survey, they were informed through the agreements that the survey was being conducted anonymously and that there was no intention to collect their details, including the identities of participants in the group, to enhance the reliability of the results.

The data collection timeline can vary depending on the particular research. For this study, it began with the creation of a questionnaire in Webropol and its distribution to participants via email. The preparation of the questions took approximately two weeks. The participants had access to the questionnaire for one week, after which it was closed afterward, and the answers provided by 15 participants were analyzed. The few answers from basic survey reports attached to this thesis are the relevant information central to this research.

4.3 Analysis

Inductive content analysis was used to perform the analysis. According to Kyngäs (2020, p.14), inductive content analysis is employed when the data collection approach is generally open and follows loosely defined themes. This method of analysis involves following basic steps such as data reduction, data grouping, and the arrangement of information into themes or concepts that answer the research question (Kyngäs et al. 2020, p. 14).

Kyngäs et al. (2020, p. 14) further explain that inductive content analysis aims to generate abstracts from the raw data that sum up and highlight the main concepts and suggest possible theoretical connections. Before the analysis process is started, the researcher should become well-informed about the research data (Kyngäs et al., 2020, p.14).

The data collected for this thesis was first read through by the researchers to become familiarized with the content. The main points were then developed by coding them into themes and subthemes (Figure 1). The content and arrangement of the results were guided by the themes identified from the data. The answers received from the participants were categorized based on the similarities of the themes, allowing the main points to be highlighted and the information to be gathered effectively. For example, one part noted that participants talked about the opportunities they encountered when moving to Finland as immigrant nurses. After similar answers were collected from other participants, they were grouped into a theme named "Career opportunities." The same approach was used throughout the thesis to carry out the analysis.

4.4 Ethicality and reliability

The methodology selected for this thesis is qualitative research, and data was gathered through Webropol. The databases used were PubMed, CINAHL, and SeAMK Finna. Ethicality and reliability are critical considerations in qualitative research, ensuring that the study is conducted with integrity and respect for participants and that the findings are trustworthy. A study was conducted based on questionnaires according to the recommendation of Seinäjoki University of Applied Sciences, with careful consideration given to the involvement of multiple parties. Several ethical considerations are integral to this study, primarily focusing on confidentiality and anonymity.

Confidentiality pertains to the control of access to data contributed by participants, while anonymity involves concealing participants' identities in any resulting documents or recordings. Privacy and anonymity are upheld by the researchers, including making informed decisions regarding the disclosure of sensitive information and safeguarding the identities and records of study participants, irrespective of explicit promises. For instance, the names and identities of participants will be excluded from the research, ensuring no possibility of their identification after sharing information (Wiles et al., 2006).

The foremost responsibility as researchers is the well-being of the participants, with a dedication to preventing any physical or emotional harm. Any participant can reconsider their participation if they exhibit discomfort, such as emotional distress or dissatisfaction. The principle of confidentiality extends to the sharing and use of information gathered during the interview process, with a commitment to employing the data solely for the predefined research purpose (Tuomi & Sarajärvi, 2013).

This study began with the creation of questionnaires using Webropol and their distribution to participants via email under the supervision of the thesis advisor. It was ensured that even the teacher supervisor did not have access to the original Webropol file created by the Seinäjoki University of Applied Sciences faculty member; only the authors of this thesis had access to the Webropol survey. The preparation of the questions took approximately two weeks. Exclusive access to the questionnaires was given to the participants for one week, after which they were closed. The responses provided by 15 participants were then analyzed. It is important to note that access to the questionnaires and data analysis was

restricted solely to the authors, ensuring accountability and reliability without the involvement of third parties.

5 Results

According to the analysis, the experiences of Filipino nurses in Finland consist of career opportunities and challenges in integrating.

5.1 Career opportunities

Opportunities to work in a first-world country hospital setting.

Opportunities to work in a first-world country are one of the themes that appeared in this questionnaire. Finland is a country known for its excellent healthcare system which is highly valued by its citizens. Working in a first-world country includes many benefits, for example including better-paying jobs and good working hours. Due to the growing demand for healthcare, this implies that qualified foreign healthcare workers can find opportunities to fill positions in different healthcare settings.

The participants highlighted in one part that as time goes by and they integrate well with the Finnish system, the better the opportunities are. It is a known fact that learning more about the culture and language of the country that you immigrate to can help you immensely in finding a job. Providing the workers with further training, whether this includes expanding their knowledge or improving computer skills etc., makes it easier for the workers to have more opportunities and experiences.

Ability to work with a multicultural team.

According to the results, the ability to work in a multicultural team is common in working environments such as hospitals. Multicultural nursing teams help create a healthcare system that is more patient-centered, inclusive, and culturally aware which eventually improves outcomes for the patient. Also, in Finland, it is common to have if not much but some diversity in healthcare settings. This helps the foreigners to integrate into Finnish society quickly.

Better-paying nurse jobs

According to Simon (2024), Finland offers comprehensive support for newly arrived nurses and caregivers to help them integrate smoothly into Finnish society. This support includes visa assistance, airport pickup and help upon arrival, temporary housing, an orientation program, Finnish language classes, and aid in finding permanent accommodation. The goal is to facilitate a quick and comfortable transition into life in Finland.

Furthermore, those who find Finland suitable for themselves and their families can apply for citizenship after five years of residency. The underlying belief is that everyone deserves a happy and healthy life in a safe environment. Simon emphasizes that helping people secure jobs in Finland is a step towards enabling them to build a better future for themselves and their families (Simon, 2024).

From my perspective, this level of support is exemplary and could serve as a model for other countries looking to attract skilled healthcare workers. By offering these services, Finland not only helps individuals and their families adjust more quickly but also fosters a sense of community and belonging. The opportunity to apply for citizenship after five years further reinforces Finland's commitment to long-term integration and stability for its residents.

This policy aligns with the broader belief that a happy, healthy life in a safe environment is a fundamental right, and it underscores the importance of providing meaningful assistance to those who choose to make Finland their new home. By investing in the integration of its new residents, Finland stands to benefit from a dedicated and settled workforce, which in turn can contribute positively to the country's healthcare system and overall societal well-being.

5.2 Challenges in Integrating

Language barriers

According to Oman (2020), language barriers present difficulties in ensuring high levels of satisfaction among medical professionals and patients, as well as in delivering top-notch healthcare and upholding patient safety. Numerous larger healthcare establishments provide interpreter services to tackle these hurdles, aiming to enhance healthcare accessibility, patient contentment, and communication effectiveness.

One of the biggest challenges faced by the interviewees while working as a nurse in Finland is the language barrier. According to the interviewees, language was said to be a big problem in communication with patients, colleagues, and the next of kin. Language barrier is something that could easily cause miscommunication between the nurses and their patients. Effective communication in healthcare between patients is crucial for providing quality care. Despite having excellent clinical skills, it could unfortunately in some cases easily get overshadowed by the lack of language skills.

... The most common challenge that we encounter is the difficulties in communicating with our colleagues and our patients.

... Language is the most challenging because even if you know the skills, but you don't know how to communicate or explain it there can be issues.

... Absence of Finnish fluency should not be a barrier to access to good employment

When arriving in Finland the respondents hoped that it would be very easy for them to integrate into work life because they assumed that it would be common to use the English language in hospital settings however, to their surprise it was not the case. In Finland the

main language used in healthcare settings is Finnish. This has complicated things for the participants and even in some cases made them consider whether they would like to continue working here by putting a lot of time and effort into learning the language or moving elsewhere.

... Hoping that the Finnish language is not so strictly used in hospital settings.

... Probably embrace the English language more here in Finland to be globally competitive.

Diversity

According to Kemeny (2017), diversity influences urban economic performance. Unlike the predominant focus on labor supply in immigration economics, increasing diversity in the workforce can either positively or negatively impact the production of goods, services, and ideas, particularly in regional economies (Kemeny, 2017, p. 164–208). Additionally, according to Alhendi (2021), social acceptance of diversity and proficiency in the English language show a positive effect on the economy, although statistically not significant. Regarding practical implications, policymakers and government officials can mitigate the potential drawbacks associated with cultural diversity by establishing democratic and efficient institutions focused on cultural equity and acknowledgment. This approach can foster increased levels of tolerance, innovation, and productivity within the economy. Furthermore, improving the quality of second language education is essential for facilitating intercultural communication in diverse communities, thus promoting societal tolerance and enhancing the country's openness to the global economy. (Alhendi et al., 2021, p. 20)

Narrative

In the author's opinion, embracing diversity is not just a moral imperative but also an economic one. Policymakers and organizations should strive to create inclusive environments where cultural differences are respected and valued. This includes implementing policies that promote cultural equity, improving language education, and ensuring that all individuals have the opportunity to contribute to and benefit from economic growth. By doing so,

Regarding societies can leverage the full potential of their diverse populations, leading to greater innovation, tolerance, and prosperity. However, this requires a concerted effort to address the underlying social and cultural challenges that come with diversity, ensuring that it is a source of strength rather than division.

Workplace acceptance

According to the participants, there is a challenge of workplace acceptance, where finding employment for non-Finnish-speaking nurses is difficult. Language barriers impede integration into healthcare settings, affecting relationships with patients and colleagues. Additionally, understanding medical documentation and terminology in Finnish poses challenges, underscoring the need for tailored language support to facilitate successful integration into the Finnish healthcare system.

Culture is another aspect that almost goes hand in hand with language skills, because these are factual things that are almost impossible to ignore if you are thinking of moving to another country across the world for better job opportunities. Finland as a country is very different from the Philippines whether it be the weather, economy, language, or food. According to Rittle (2015, p.1), understanding that different people live and flourish in a unique cultural context that is specific to their group both inherited and experiential is known as cultural awareness.

Cultural integration

As a foreigner, it is important to have cultural awareness before going to another foreign country and establishing a life there. Understanding the cultural differences between one's home country and the foreign country that they are moving into is essential. This way, if one finds differences that are too difficult to integrate, they can try to find a way to tackle these issues more easily. It is important to note that although differences are not always understood, they can always be learned. For example, learning how to greet people in that country can break a lot of bridges alone and is seen as a sign of respect.

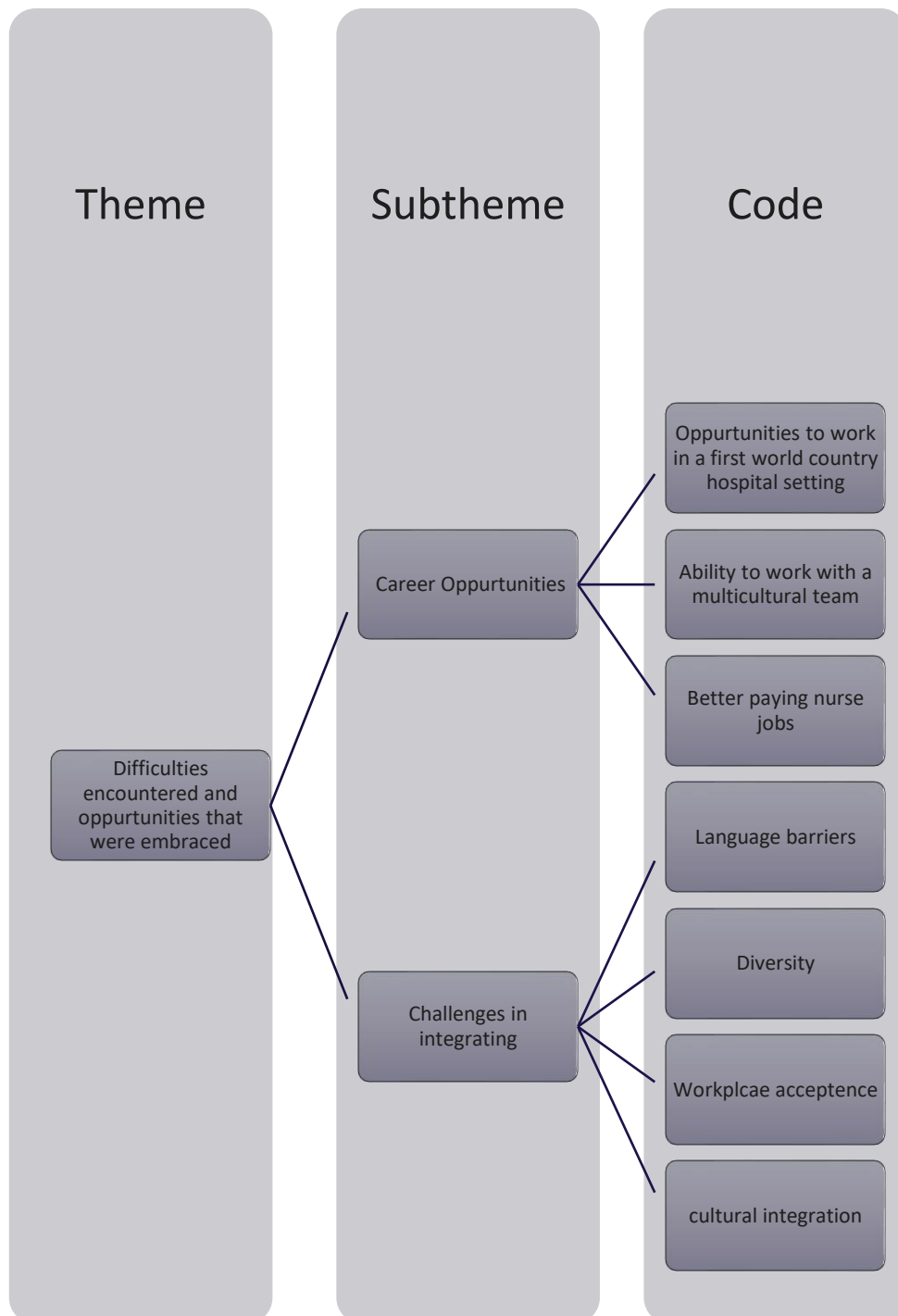


Figure 1 Grouping the codes into subthemes and the subthemes into themes.

6 Discussion

The survey was conducted to assess the opportunities and challenges encountered by Filipino immigrant nurses in Finland. Originating from third-world countries, several correlations have been established in this study regarding beliefs and the findings of the survey. Following the survey results, the two main sub-themes identified by the 15 respondents are career opportunities and challenges in integrating with Finnish society. Significant career opportunities for the respondents include working in first-world hospital environments, gaining proficiency in multicultural team settings, and improving salaries in the nursing profession. Language barriers, diversity issues, workplace acceptance, and cultural integration are important challenges that need to be addressed.

6.1 Opportunities

Some of the respondents can relate to the opportunities to work in first-world hospital environments. These settings offer diverse experiences that contribute to personal and professional growth. Access to modern technology, research facilities, and reputable educational institutions in first-world settings promotes career enhancement and skill development. SeAMK has prepared individuals to enter the healthcare industry by providing superior classroom and practical training, which is not adequately offered in their countries of origin. Several respondents agree that technology and educational institutions are more advanced in first-world settings such as Finland. According to Vartiainen (2016, p. 8), Filipino nurse immigrants expect a better quality of life, including improved environments, social services, safety, and stability. Additionally, escaping corruption, overpopulation, pollution, and underdeveloped technology in the Philippines motivated immigration to Finland. (Vartiainen et al., 2016, p. 8)

Another opportunity is working in multicultural team environments. Respondents agree that employee morale is enhanced when all cultural backgrounds are respected in a diverse team environment. This improves confidence and facilitates learning the Finnish language and culture. Diversity in the healthcare setting establishes innovative healthcare skills that yield the best results, improving perceptibility and creating better methods of addressing healthcare challenges. Respondents feel more confident and believe they can positively

contribute to the diverse healthcare system in Finland. Lincoln (2020) emphasizes that individuals feel appreciated when they perceive themselves as making a positive impact in the workplace, increasing their compassion and giving them a sense of purpose in their vocation.

Improved salaries are considered significant for working in Finland by many respondents. It is acknowledged that nurses in Finland are well compensated for their skills and expertise. Respondents and the study acknowledge that the Finnish healthcare system understands the vital role nurses play in healthcare delivery. Incentives such as paid holidays, maternity and paternity leave, and health insurance coverage are opportunities that Filipino nurse immigrants would not adequately receive in the Philippines. According to Jimeno (2019, p. 43), there is a positive correlation between increased salaries and job satisfaction, with the majority of foreign nurses deciding to work abroad for better salaries.

6.2 Challenges

An important challenge experienced by respondents in the Finnish healthcare industry is language barriers. The difficulties of speaking, understanding, and writing Finnish are acknowledged, with the complexity of the language potentially resulting in miscommunication and endangering patient safety if individuals fail to communicate properly in healthcare settings. According to Välidakka (2013, p. 89 -91), Filipino nurses placed in stressful nursing departments requested transfers after their first six months due to difficulties in communicating in Finnish. Furthermore, these nurses anticipated occasional guidance and explanations in English to comprehend the intended message but were unaware that some Finnish nurses did not communicate in English.

Respondents recognize diversity issues as an obstacle in Finnish healthcare settings. It is believed that having a diverse workforce in the healthcare industry is paramount to delivering optimal care to Finnish citizens. Embracing diversity enables healthcare professionals to utilize their strengths and improve the efficacy of patient care, creating a thriving work environment. Genotiva (2023, p. 8) emphasizes the need to understand cultural obstacles for foreign nurses to feel included and address intercultural communication concerns,

helping foreign nurses adjust to different nursing cultures and discuss ethnic identity challenges.

Workplace acceptance has been problematic for respondents, as they struggle to be recognized for their differences. This notion is relatable, as it requires time and patience to assimilate into a foreign and different society. A lack of workplace acceptance can harm workplace performance. According to Syeda (2023, p. 19), a Filipino resident of Finland since the 1990s was offered a practical nursing position despite being qualified as a registered nurse. Despite receiving educational training in Finland and being able to communicate in Finnish, the manager did not accept this narrative, illustrating that discrimination exists when recruiting individuals with different ethnic backgrounds. This can harm career opportunities for immigrant Filipino nurses.

Cultural integration is a challenge experienced by respondents. The inability to communicate effectively is believed to be the main reason for a lack of cultural integration, hindering self-confidence, trust, patient safety, problem-solving, and critical thinking. According to San Luis (2023, p. 28), satisfactory Finnish language training is paramount to being employed in Finland, with a positive correlation between improved work performance and improved Finnish language skills. Effective communication skills are associated with successful integration in Finnish healthcare settings, and Filipino nurse immigrants should consider enrolling in Finnish language courses to avoid the many challenges associated with cultural integration.

6.3 Research Recommendations

It is recommended that other investigators expand on the challenges encountered through this research. Challenges should be examined first, as they obstruct opportunities Filipino nurses may encounter. The most prominent challenge is believed to be language barriers. Exploring areas where learning Finnish can be simplified would benefit Filipino nurse immigrants, as many opportunities are evaded due to struggles with learning Finnish. It is advised that researchers examine areas where Filipino nurse immigrants can engage in social activities with Finns to facilitate the assimilation process.

7 Conclusion

Fifteen respondents originally from the Philippines were interviewed and responded to this survey. Their work experiences in Finland range from 3 years to more than twenty years. Based on the answers provided, it is considered by respondents to this survey that communication barriers are the greatest obstacle confronted by Filipino nurses in Finland. According to a study by Vartiainen et al., (2016), this is challenging in terms of communication with colleagues, patients, and other healthcare professionals.

This is problematic for nurse immigrants from the Philippines as Finnish language comprehension poses a struggle. Additionally, Vaitinen, (2022), mentions that these language barriers are responsible for added stress and negatively affect critical thinking, decision-making, judgment, and planning. It is deemed essential that Filipino nurses understand Finnish, particularly as many work in team-oriented environments such as operating theaters. Therefore, effective communication among all members of surgical teams is crucial, as patient safety may be compromised if individuals miscommunicate or fail to understand each other. Other challenges encountered by Filipino nurse immigrants in Finland include racism, adapting to the climate, working with advanced technology, and missed career opportunities due to language barriers (Syeda, 2023).

Many respondents of this survey suggest the promotion and acceptance of the English language in the Finnish healthcare system. As stated by Schkinder (2024), English is considered a universal language spoken and understood in many countries worldwide. According to the interviews conducted, this would be beneficial for Filipino nurse immigrants in Finland as they adapt to Finnish culture and their work environments. Furthermore, promoting English would attract nurse immigrants from around the world and help address the nursing deficit currently experienced in Finland.

Another incentive for immigrants from the Philippines would be salary raises for nurses, as Finland has a high cost of living. Despite these challenges, most respondents plan to continue their nursing careers in Finland, remaining optimistic about the future. They are aware of their capabilities in providing exceptional nursing care and are passionate about their profession. Given adequate time to adjust, they are determined to acclimate

themselves to the Finnish language and culture in their work environments. They recognize the numerous opportunities available to them, such as working in first-world hospital settings and having better-paying careers, as well as gaining experience in multicultural settings. Filipino nurses can significantly contribute to the Finnish healthcare system in many positive ways, as they can have long-term successful careers in Finland.

BIBLIOGRAPHY

Aiken, L. H., Buchan, J., Sochalski, J., Nichols, B., & Powell, M. (2004). Trends in international nurse migration. *Health Affairs*, 23(3), 69–77. <https://doi.org/10.1377/hlthaff.23.3.69>

American Association of Colleges of Nursing, 22(4), 226–235.

<https://doi.org/10.1016/j.profnurs.2006.03.006>

Al Shamsi H, Almutairi AG, Al Mashrafi S, Al Kalbani T. (2020) Implications of Language Barriers for Healthcare: A Systematic Review. *Oman Med J*. 5(2):e122. doi: 10.5001/omj.2020.40. PMID: 32411417; PMCID: PMC7201401.

Alhendi, O., Tóth, J., Lengyel, P., & Balogh, P. (2021). Tolerance, Cultural Diversity and Economic Growth: Evidence from Dynamic Panel Data Analysis. *Economies*, 9(1), 20.

<https://doi.org/10.3390/economies9010020>

Attree, M., Flinkman, M., Howley, B., Lakanmaa, R. L., Lima-Basto, M., & Uhrenfeldt, L. (2011). A review of nursing workforce policies in five European countries: Denmark, Finland, Ireland, Portugal and United Kingdom*/England. *Journal of Nursing Management*, 19(6), 786–802. <https://doi.org/10.1111/j.1365-2834.2011.01214.x>

Branch (n.d.), Is Finnish a difficult language? - thisisFINLAND. <https://finland.fi/life-society/is-finnish-a-difficult-language/>

Choy, C. C. (2003). *Empire of care: Nursing and migration in Filipino American history*: Duke University Press. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8251240/>

Cleland JA. (2017) The qualitative orientation in medical education research. *Korean J Med Educ*. p.61-71. [PMC free article] [PubMed] [Reference list] [Qualitative Study - StatPearls - NCBI Bookshelf \(nih.gov\)](#)

Department of Foreign Affairs. (2015). *Distribution on Filipinos Overseas*. Dfa.gov.ph.

<https://dfa.gov.ph/distribution-of-filipinos-overseas>

Dick, T., Patrician, P. A., & Loan, L. A. (2017). The Value of Nursing Care: A Concept Analysis. *Nursing Forum*, 52(4), 357–365. <https://doi.org/10.1111/nuf.12204>

Digido Financial Writers Team. (2023). Main Reasons Why Filipinos Work Abroad. <https://digido.ph/articles/ofw-loan/why-filipinos-work>

Discovering Finland. (n.d.). History of Finland- Guide to Finnish History <https://www.discoveringfinland.com/about-finland/finnish-history/>

Duncan, H., & Popp, I. (2017). Migrants and Cities: Geneva: IOM. [wmr 2018 en chapter10.pdf \(iom.int\)](http://www.iom.int/publications/wmr-2018-en-chapter10.pdf)

Employment opportunities in Finland. (n.d.). <https://www.infofinland.fi/en/work-and-enterprise/finnish-working-life/employment-opportunities-in-finland>

Ensio A, Lammintakanen J, Härkönen M, et al. (2019) Finland. In: Rafferty AM, Busse R, Zander-Jentsch B, et al., editors. Strengthening health systems through nursing: Evidence from 14 European countries [Internet]. Copenhagen (Denmark): European Observatory on Health Systems and Policies; (Health Policy Series, No. 52.) 3. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK545713/>

Finnish Nurses Association. (n.d.). <https://sairaanhoitajat.fi/en/>

Freeman, M., Baumann, A., Blythe, J., Fisher, A., & Akhtar-Danesh, N. (2012). Migration: a concept analysis from a nursing perspective. *Journal of advanced nursing*, 68(5), 1176–1186. <https://doi.org/10.1111/j.1365-2648.2011.05858.x>

Genotiva, R. (2023). Job Satisfaction Challenges of Filipino Nurses in Fenno-Swedish Healthcare Services: (pp. 1–63) [Thesis Job Satisfaction Challenges of Filipino Nurses in https://www.theseus.fi/bitstream/handle/10024/808033/Genotiva_Rene.pdf?sequence=2&isAllowed=y

Gerchow, L., Burka, L. R., Miner, S., & Squires, A. (2021). Language barriers between nurses and patients: A scoping review. *Patient education and counseling*, 104(3), 534–553. <https://doi.org/10.1016/j.pec.2020.09.017>

Goto, S. G., Ando, Y., Huang, C., Yee, A. H., & Lewis, R. S. (2009). Cultural differences in the visual processing of meaning: Detecting incongruities between background and foreground objects using the N400. *Social Cognitive and Affective Neuroscience*, 5(2–3), 242–253. <https://doi.org/10.1093/scan/nsp038>

Gözde Koyuncu, A., & Chipindu, R. (2019). How Cultural Differences Influence Conflict Within an Organization: A Case Study of Near East University. *International Journal of Organizational Leadership*, 8, 112–128. https://ijol.cikd.ca/article/60478_2a963d8f2a9974d187a230a395c68150.pdf

Heikkilä, E. (n.d.). Immigrant contribute to the Finnish labour market. Nordregio Magazine <https://nordregio.org/nordregio-magazine/issues/migration-and-integration/immigrants-contribute-to-the-finnish-labour-market/>

Hohn, M. D. , Witte, J. C. , Lowry, J. P. , & Fernández-Peña, J. R. (2016). Immigrants in healthcare: Keeping Americans healthy through care and innovation. Retrieved from <https://www.immigrationresearch.org/report/immigrant-learning-center-inc/immigrants-health-care-keeping-americans-healthy-through-care-a>.

Higher education institutions supporting immigrants. (n.d.-b). Finnish National Agency for education. <https://www.oph.fi/en/higher-education-institutions-supporting-immigrants>

Jimeno, A. P. (2019). Level of Job Satisfaction of Filipino Nurses in Attendo Oy, Finland (pp. 1–69) https://www.theseus.fi/bitstream/handle/10024/227415/Jimeno_Arthur.pdf?sequence=2&isAllowed=y Filipino nurse, Nursing assistant

Knopf, J. W. (2006). Doing a Literature Review. *PS: Political Science & Politics*, 39(01), 127–132. doi:10.1017/s1049096506060264 <https://scihub.se/10.1017/s1049096506060264>

Kemeny, (2017). Immigrant Diversity and Economic Performance in Cities. *International Science*, 40(2), 164-208. <https://doi.org/10.1177/0160017614541695>

Knox, S., Irving, J. A., & Gharrity, J. (2001). The nursing shortage--it's back!. *JONA'S healthcare law, ethics and regulation*, 3(4), 114–122. <https://doi.org/10.1097/00128488-200112000-00006> [The nursing shortage--it's back! - PubMed \(nih.gov\)](#)

Kuntasektorilla työskentelevien kuukausipalkkaisten mediaaniansio 3040 vuonna 2021 – Tilastokeskus. (n.d) <https://stat.fi/julkaisu/cku3t6tu8b0hj0b50jin4m9rf>

Kyngäs, H., Mikkonen, K., & Kääriäinen, M. (2020). The Application of Content Analysis in Nursing Science Research. Springer, p.114.

Lincoln, S. (2020). Benefits of Having Cultural Diversity in a Healthcare Organization. www.societyfordiversity.org. <https://www.societyfordiversity.org/benefits-of-having-cultural-diversity-in-a-healthcare-organization>

McElmurry, B. J., Solheim, K., Kishi, R., Coffia, M. A., Woith, W., & Janepanish, P. (2006). Ethical concerns in nurse migration. *Journal of professional nursing : official journal of the American Association of Colleges of Nursing*, 22(4), 226–235. <https://doi.org/10.1016/j.profnurs.2006.03.006>

Moser A, Korstjens I. (2018) Series: Practical guidance to qualitative research. Part 3: Sampling, data collection and analysis. *Eur J Gen Pract.* (1):9-18. [PMC free article] [PubMed] [Qualitative Study - StatPearls - NCBI Bookshelf \(nih.gov\)](#)

Nikel, D. (2023). Finnish Culture: 5 Must-Know Features of Life in Finland. *Forbes*.

<https://www.forbes.com/sites/davidnikel/2023/02/07/finnish-culture-5-must-know-features-of-life-in-finland/?sh=7b85349f7870>

Nordregio. (2018). Immigrants contribute to the Finnish labour market. [https://nordregio.org/nordregio-magazine/issues/migration-and-integration/immigrants-contribute-to-](https://nordregio.org/nordregio-magazine/issues/migration-and-integration/immigrants-contribute-to-the-finnish-labour-market/)

[the-finnish-labour-market/](https://nordregio.org/nordregio-magazine/issues/migration-and-integration/immigrants-contribute-to-the-finnish-labour-market/)

Ordonez, R. V., & Gandeza, N. (2004). Integrating traditional beliefs and modern medicine: Filipino nurses' health beliefs, behaviors, and practices. *Home Health Care Management & Practice*, 17(1), 22–27. <https://doi.org/10.1177/1084822304268152>

Philippine Statistics Authority. (2023). Survey on Overseas Filipinos (Final Result). Philippine Statistics Authority. <https://psa.gov.ph/statistics/survey/labor-and-employment/survey-overseas-filipinos>

Rechel, B., Mladovsky, P., Ingleby, D., Mackenbach, J. P., & McKee, M. (2013). Migration and health in an increasingly diverse Europe. *The Lancet*, 381(9873), 1235–1245.

[https://doi.org/10.1016/s0140-6736\(12\)62086-8](https://doi.org/10.1016/s0140-6736(12)62086-8)) [Migration and health in an increasingly diverse Europe - The Lancet](#)

Riley, J. M., Beal, J. A., & Ponte, P. R. (2021). The exemplary practice life of the nurse.

Journal of Professional Nursing, 37(5), 1018–1025. <https://doi.org/10.1016/j.prof-nurs.2021.07.003>

Rittle, C. (2015). Multicultural nursing. *Workplace Health & Safety*, 63(12), 532–538.

<https://doi.org/10.1177/2165079915590503>

Sairaanhoitajaksi Suomeen | Finnish nurses association. <https://sairaanhoitajat.fi/en/profession-and-skills/working-as-a-nurse-in-finland/>

Sanchez, F., & Gaw, A. (2027). Mental health care of Filipino Americans. *Psychiatric Services* 58(6), 810-815. <https://doi.org/10.1176/ps.2007.58.6.810>

San Luis, K. M. (2023). Filipino Nurses' Perception of Migration and Recruitment Practices to Finland (pp. 1–52). https://www.theseus.fi/bitstream/handle/10024/791584/San%20Luis_Kaila.pdf?sequence=2&isAllowed=y

Simon. (2024). Why Every Nurse and Caregiver Should Work in Finland! | Silk Road. Silk Road Workforce Management. <https://workinfinland.silkroad.fi/why-work-in-finland/>

Syeda, Y. (2023). Challenges faced by immigrant nurses when integrating into the Finnish healthcare system: a literature review. *Www.theseus.fi*. <https://urn.fi/URN:NBN:fi:amk-2023121437152>

Schkinder, K. (2024). The crucial role of English language in intercultural communication within global healthcare. *International Science Journal of Education & Linguistics*, 3(1), 63–68. <https://doi.org/10.46299/j.isjel.20240301.07>.

Suhonen, M. (2023). 5 Culture Shocks You'll Experience as an Expat in Finland - Career in Southwest Finland. Career in Southwest Finland. <https://careerinsouthwestfinland.fi/home/living/5-culture-shocks-in-finland/#:~:text=Internationals%20of%20find%20Finnish%20behaviour,some%20odd%20looks%20in%20Finland>

Super User. (2020). History, Culture & People. *Dfa.gov.ph*. <https://jed-dahpcg.dfa.gov.ph/the-philippines/history-culture-people>

Tai, D., Shah, A., Doubeni, C. A., Sia, I. G., & Wieland, M. L. (2020). The Disproportionate Impact of COVID-19 on racial and ethnic minorities in the United States. *Clinical infectious*

diseases: an official publication of the Infectious Diseases Society of America, ciaa815. Advance online publication. 10.1093/cid/ciaa815 [PMC free article] [PubMed] [CrossRef] [Google Scholar] [Ref list] <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8251240/>

Tiina Vaittinen. (2022). Filipino nurses as enablers of the future welfare state: the global commodity chains of producing racialized care labour for ageing Finland. Edward Elgar Publishing EBooks, 184–208. <https://doi.org/10.4337/9781788976589.00019>

Tilastoja sairaanhoitajista | Finnish nurses association. (n.d.). Finnish Nurses Association. <https://sairaanhoitajat.fi/en/profession-and-skills/facts-and-figures-about-nurses-in-finland/>

U.S. Census Bureau. (2019). American community survey 1-year estimates. Retrieved from <https://www.census.gov/programs-surveys/acs/technical-documentation/table-and-geography-changes/2018/1-year.html> [Google Scholar] <https://www.nursing-world.org/practice-policy/workforce/what-is-nursing>

Välidakka, H. (2013). International Nurses' Experiences and Perceptions of Their Work Orientation in Finnish Health Care (pp. 1–167) [Master's Thesis International Nurses' Experiences and Perceptions of Their Work Orientation in Finnish Health Care]. <https://jyx.jyu.fi/bitstream/handle/123456789/40989/URN:NBN:fi:ju-201302261269.pdf?sequ>

Vartiainen, P., Pitkänen, P., Asis, M., Raunio, P., & Koskela, M. (2016). From the Philippines to Finland: Nurses' expectations and Finnish realities. *Journal of Population and Social Studies*, 24(1), 30-46. <http://www.jpss.mahidol.ac.th/>

Xiao, L. D., Willis, E., & Jeffers, L. (2014). Factors affecting the integration of immigrant nurses into the nursing workforce: A double hermeneutic study. *International journal of nursing studies*, 51(4), 640–653. <https://doi.org/10.1016/j.ijnurstu.2013.08.005>

Yıldız E. (2019). Ethics in nursing: A systematic review of the framework of evidence perspective. *Nursing ethics*, 26(4), 1128–1148. <https://doi.org/10.1177/0969733017734412>

