



Reasons for Interested in Working Abroad: Experience of Indonesian Nurses in Saudia Arabia

Rina Yuliani¹, Eprila², Afib³, Ismar Agustin⁴, Indra Febriani⁵

¹Al Khalil General Medical Center, Kingdom of Saudi Arabia

³Universitas Airlangga

^{2,4,5}Health Polytechnic of the Palembang Ministry of Health, Indonesia

Email: eprila@poltekkespalembang.ac.id

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ABSTRACT

The G to G agreement provides enormous opportunities for nurses from Indonesia to work abroad. One of the nations that quickly opens the faucet is Saudi Arabia for foreign nurses, there is a demand for 20,000 Indonesian nurses in May 2022. The phenomenon of their experience needs to explore so they can evaluate the nurses' working conditions there. This study has purposed to collect and describe the experiences of working-class people of Indonesian nurses in various nursing services in Saudi Arabia. Semi-structured interviews with 9 Indonesian nurses online participants provided the source of the data through the podcast program. All interviews were transcribed and analyzed with Colaizzi. There were four key themes that emerged: motivations for working overseas, unpredictability of work environments, rivalry with nurses from other nations, and feeling supported. These subjects are based on the observations of nurses from Indonesia who work in Saudi Arabia's long-term care facilities. The reasons of Indonesian nurses work in Saudi Arabia is they have background in getting a better life and spiritual goals in the Muslim center country in the world. However, This study discovered that when confronted with unmet employment expectations and an unclear career path, nurses felt anxious, challenged, and disappointed. Additionally, communicating in a foreign language is a major hurdle to meeting confidence in providing services. Policies related to this must be implemented properly to achieve mutually beneficial cooperation for both countries.

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Corresponding Author:

Eprila,

Health Polytechnic of Palembang, Indonesia

Jalan Jenderal Sudirman KM 3,5 Nomor 1365 Samping Masjid Ash-Shofa Komplek RS Moh. Hoesin Palembang, 30114 Indonesia

Email: eprila@poltekkespalembang.ac.id

1. INTRODUCTION

Breastfeeding can provide both immediate and long-term benefits for the mother. The best method of feeding The demand for foreign nurses by developed countries that are experiencing a critical shortage of nurses has led to an increase in the demand for nurses in developing countries, including Indonesia (.....). Life expectancy in developed countries is increasing, thus requiring health facilities to help them adapt to the degenerative process, this has led to a large need for overseas nurses.(.....). Indonesia is a major provider of nursing personnel to meet global demand (....). The government issued a PP policy....on the utilization of Indonesian health workers abroad....which aims to optimize health workers, increase professionalism and expand employment opportunities(.....).

The Indonesian government has responded to the provision of international nurse requests by massively disseminating information and policies related to this matter to nurse-printing agencies, so that it is expected to meet global demand both in quantity and quality.(...). Final year students in nursing education institutions are exposed to various information about nurses working abroad, so that they can make decisions and prepare if interested(...). The Indonesian government through the ministry of health is actively seeking opportunities and collaborating with foreign parties to improve the quality of nurses, either through curriculum development cooperation, placement of nurses abroad, and capacity building for nurses through education and internship programs in health care facilities in developed

countries, such as Japan, Germany, the Netherlands and the Kingdom of Saudi Arabia. In addition, the Ministry of Health is currently developing world-class health services, so it is in dire need of nurses who have international certification and experience. Through several international cooperation programs, it is hoped that the quality of Indonesian nurses can be improved and recognized internationally.

Saudi Arabia is one of the most desirable destination countries for Indonesian nurses who want to work abroad (...), but exact data on the number of Indonesian nurses in Saudi Arabia has not been obtained, this shows an inconsistent system in documenting foreign nurses, especially Arabs. Saudi. Cooperation between Indonesia and the Kingdom of Saudi Arabia has been established since 2017, with the aim of solving common health problems, related to national and international health issues and the recruitment of Indonesian health professionals. In 2022, the government of Saudi Arabia, through its prime minister, conveyed a request for around 20,000 Indonesian nurses with the competence to speak English and Arabic. This request is an illegal admissions route for nurses carried out by both countries through the MOU, but it turns out that there are still many illegal routes that provide opportunities for nurses to work abroad, but after they are dispatched the nurses with this route encounter difficulties, both in terms of placement, residence and non-standard system(...).

The literature study that we have done in recent months about nurses working in Saudi Arabia, only a few studies have explored their experiences or looked at their motivation to take job opportunities as nurses in Saudi Arabia. The work of Indonesian foreign nurses has become an important part of meeting the long-term care needs in Saudi Arabia, but information about their experience there has not been widely studied. This study was designed to explore the life experiences of Indonesian nurses in Saudi Arabia. The insights gathered from their perspective can be used to increase the placement of Indonesian nurses for the next period and ultimately maximize mutual benefits for both countries.

2. RESEARCH METHOD

Materials and Methods

The approach in this study is empirical-phenomenological which aims to get a picture of the experience of nurses working in Saudi Arabia. This guide describes in detail the methods, analysis of information, and the relevance of the results of the analysis.

Selection and Characteristics of Informants

Data collection in this qualitative study was obtained through telephone interviews. Interviews were conducted after the informants received complete information about the research, interview methods and time agreements, so that their participation in the research was fully realized. Approval as a participant is done online, by signing the informed consent form sent. The next step is to offer some interview methods and make arrangements for the conduct of the interview. The interview process was carried out 2-3 times using video calls, face and voice recordings for each participant. The participants were recruited through purposive sampling with the inclusion criteria of nurses who worked more than 3 years in Saudi Arabia, were placed in inpatient services. The size of the sample is determined by data saturation, the point at which no more data or new themes related to participants' experiences emerge. Characteristics of participants were collected to describe several important aspects, such as age, gender, marital status, employment status.

Data collection

Semi-structured in-depth interviews were conducted in the period from 3 to 27 February 2022 by telephone and video according to the time agreed by each informant. The interview process was recorded with prior informed consent. The questions asked in the interview include characteristic data and questions related to phenomena. The research team explained and distributed informed consent via online to be signed and agreed on a contract to conduct interviews. Some of the questions that explored the phenomenon were about the reasons for working in Saudi Arabia, the most memorable experience while working as a nurse, the perceived barriers other than cultural differences, unwanted events, recommendations for nurses who wanted to come to work in Saudi Arabia. Data collection was carried out simultaneously with data analysis, the results of voice or audio recordings were transcribed word for word after each interview, while the interview team reviewed the accuracy of the recordings obtained.

Ethics Approval

Ethical approval for this study was received and processed by the ethics review board or ethics committee of the Health Polytechnic of the Palembang Ministry of Health (No: 013 KEP/ADM2/30 March 2020). To ensure the confidentiality of participants in this study, participants did not write their full names. The information submitted will be kept by the researcher, will not be passed on to others, and will only be used for research purposes.



3. RESULT AND DATA ANALYSIS

Data analysis

Data were analyzed carefully after transcription following van Manen's (1997) six-step phenomenological approach, which includes (a) developing research questions that can describe the phenomena of nurses' experiences in Saudi Arabia, (b) selecting informants according to the inclusion criteria set and conducting in-depth interviews. via online, (c) identify and reflect on important themes, (d) write and make transcripts to describe the phenomenon, (e) keep the research focus on the phenomenon to be studied through in-depth exploration, and (f) consider matters that related research to balance the research context. Four identified themes were used to describe the participants' life experiences which were obtained from each one word-for-word quote. This strategy is carried out to ensure data accuracy and reliability, including credibility and transferability. Credibility is achieved through in-depth interviews followed by debriefing from researchers who do a lot of qualitative research. Two authors independently analyzed the transcripts by clustering the data on a number of predefined ideas and systematically adapting Colaizzi's method. The bracketing process is carried out by placing the focus of the research into the basket, so that it is not mixed with the personal experience of previous researchers so that it does not focus on the research objectives. Husserl proposes a method of "emptying oneself of a certain belief" or grouping any information derived from a phenomenon without proving justification iding for the correctness of a decision. Phenomena that arise in consciousness are completely natural without being disturbed by the assumptions of the observer.

The findings are then compared and discussed by the team to reach agreement on themes, domains, and codes. Meanwhile, transferability was resolved by considering various characteristics and citations of the participants which were mostly obtained from in-depth interviews. Data privacy is also guaranteed in the data collection process by using numbers, not names, with citation codes (I: Interview, N: Nurse, and L: Line) and removing identification information from transcripts. All audio recordings and transcripts are stored on a password protected computer. During the study, the team followed standard references or guidelines for qualitative research reports.

Results

Participants were 9 female nurses who met the inclusion criteria and had met the consideration of data homogeneity and gender in the scope of emotional problems. All the informants work in the hospital.... (Table 1). age, gender, marital status, number of children, province of origin, current area of work, education level, work experience in Indonesia, length of stay in Saudi Arabia, salary while abroad.

Table 2. Results of Univariate Analysis of Pre-test and Post-test Cases and Controls
In Independent Practice Midwives in Palembang and Yogyakarta Year 2021

Informant Number	Age (Years)	Gender	Marital status	Number of children	Home Province	Work Area	Level of education	History of Work Experience in Indonesia	Length of stay in Saudi Arabia	Salary While Abroad
Informant 1										
Informant 2										
Informant 3										
Informant 4										
Informant 5										

The information submitted by the participants has the same pattern and no different information is found, this indicates that the saturation or saturation level of the data has been reached. Furthermore, an in-depth analysis of the results of the interviews was carried out starting from the selection of quotations belonging to the same group, and coding was carried out to be formulated into categories, domains, and themes. Based on the formulated theme, a series

of events is described, starting with the nurse's intention to work abroad to choosing Saudi Arabia as a place to work to experiencing many incidents during the adaptation process as a nurse in a foreign country. Table 2 shows the process of formulating the theme which begins by citing the results of in-depth interviews from nine nurse participants.

Informant	Theme		Interview Result
	Work Motive	Financial Motive	"...my family needs my support to live a decent life."
			"..... . Saya tahu bahwa gajinya rendah. Itu jauh tidak sesuai dengan harapan saya. Di sini, ya Tuhan, jauh lebih baik dari pada di Indonesia. "
			".....I know that the salary is low. It's far not up to my expectations. Here, my God, it's much better than in Indonesia."
		Looking for Life Experience	"I really wanted to go abroad to gain new experiences. Working abroad has been a personal challenge. Frankly, I was hoping to go to Japan, but I failed, and, so, came here."
			"I'm just, like... I want to know better the difference between medical and nursing instruments used in treating patients here and in Indonesia... Yes, especially about the instruments they (Saudi Arabian nurses) use..."
			"... The most important reason for me (to work abroad) is just to go abroad to seek new life experiences."
	Trapped Feeling	Become a Scam Victim	"I was lulled by the (recruiting agency) sweet offer ... a high salary and a burden (workload) that wouldn't be heavy. Only five working days per week, eight hours per day. But that doesn't match reality. I have to work 12 hours a day, and a work week of only 5 days is just an empty promise...."
		Loss of Professional Identity	"...we feel very sad. Our status is unclear here. We have high degrees in nursing from our country, but here we are nothing. Maybe there is another way to solve this problem."
			"...To be honest, it wasn't what I expected. When I first arrived, I didn't see it (as part of my job)... I was given the dirty part of the toclean, told into the mess... or just (for help) parents they want to do."
		Losing Professional Skills	"... I'm not allowed to practice some of the skills I know I like. As long as you qualify, you're allowed to do it at home. I think only Saudi Arabian nurses are allowed to do this procedure."
			"... We do not have the right to give words or do other things that nurses in Indonesia might do in their work...."
	Tough Journey	Communication Problems	"Saudi Arabian people speak in different intonations and so fast. As you can guess, it causes a lot of stress when I can't understand anything about my patients."
			"...as a beginner, I don't fully understand the language. If other care workers make a mistake, they are all older than me and put the blame on me. I can't speak for myself... so silence is the only thing." my choice
		Limited career	"Here, it is impossible to advance my career. It is only about finishing my fairy, and it is only a matter of moving to another country."
			"There is no such thing as a career. We are not Saudi Arabian. Otherwise (if we want to develop a career in Saudi Arabia), we have to take another test and attend school again..."

The data were carefully analyzed after being transcribed following van Manen's (1997) six-step phenomenological approach, which included (a) emphasizing the phenomenon by developing research questions about the experience of Indonesian nurses working in Saudi Arabia, (b) selecting research participants and conducting online



.....
interviews. to explore the experience, (c) identify and reflect on important themes, (d) write in transcript form to describe the phenomenon, (e) ensure the interview remains goal-focused through in-depth exploration, and (f) consider the parts and the whole to balance the research context. The results of the analysis resulted in four themes, which were then used to describe the life experiences of the participants accompanied by one quote for each word.

Accuracy and Trust

Researchers maintain the concepts of credibility, reliability, confirmability, and transferability, in three ways, firstly, the researchers in the team were trained by the lead researcher in data collection. Second, the researchers asked for feedback from a researcher experienced in phenomenology regarding data quality and interpretation. Third, the participants were included to provide suggestions and comment on the data. The transcribed data were then reviewed by all team members in the study and asked an external expert for comments. Confirmation of the study is maintained by showing the results to the participants. Finally, the transferability of this study was evaluated by providing a complete description of the phenomenology under study and according to the references raised.

Participant Description

Five Indonesian nurses who had worked as nurses in Saudi Arabia were registered as participants and interviewed individually. The interview setting was chosen by the nurses as a place where the participants would feel comfortable to communicate and share their experiences. Most of the participants were women (n = 3). Their ages ranged from 22 to 41 years, most were single (n = 11), and most held a nursing diploma (n = 4) or Ners (n = 1) as their highest level of education. The nurses were mostly from the province of Sumatra (n = 3) and currently work and live in Madina City (n = 3). Most of the participants had lived in Saudi Arabia for more than 2 years (n = 4). The participants' net monthly salaries ranged from 15,000 to 30,000 Saudi Arabian dollars (see Table 1).

Finding

This study explores the life experiences of migrant nurses working as nursing workers in Saudi Arabia. This study shows the motivations for participants who choose to work abroad and their work experiences working, including the situations they have to face and their experiences. The current flow shows the popularity of working abroad, as informed by the NBPPIOW (2014), which narrows the gap in understanding by revealing the experiences learned from the direct perspectives of the participants.

The latest data from NBPPIOW (2019) shows that Saudi Arabia is the second largest country in Indonesia as a migrant worker, after Malaysia. The nurses who participated in this study highlighted the desire to improve their poor financial situation as the most important reason for applying to work in Saudi Arabia. This finding echoes previous studies that identified economic motives as the main factor that attracts migrant workers to destination countries (Aiken, Buchan, Sochalski, Nichols, & Powell, 2004; Buchan, 2015). All participants agreed that Saudi Arabia is one of the most popular destination countries for Indonesian nurses to live and work. Participants noted that they were attracted by the ease of access when applying for work as a care worker in Saudi Arabia. In addition, the opportunity to underline by the nurses, because the currency conversion between the two countries gives them a higher income when compared to working as a nurse in Indonesia. They hope that being a care worker in Saudi Arabia will enable them to help their families improve their economic situation. Never without, other participants emphasized that gaining experience working abroad is a factor that drives them to seek work in Saudi Arabia (Aiken et al., 2004; Buchan, 2015; Kingma, 2007). However, they ended up feeling neglected in their current position due to their inability to continue performing in the professional capacity they are used to in Indonesia.

Expectations of being employed in advanced technology and state-of-the-art health systems were emphasized by the participants. However, some people complain of dissatisfaction with their identity and their unused skills abroad. Prior to coming to Saudi Arabia, the nurses felt that the care workers would allow them to play a role equivalent to their professional nursing role in Indonesia. These misunderstandings and mistakes are the cause of dissatisfaction. The term "care worker" is widely associated in Indonesia with geriatric nursing. Therefore, many Indonesian migrant nurses hope that they will be able to work as professional nurses in Saudi Arabia. This situation is similar to that of Indonesian nurses who work as nursing workers in Japan under a bilateral scheme (Kurniati, Chen, Efendi, & Ogawa, 2017).

Clear career paths for foreign care workers should be addressed as an important component in maintaining the migration cycle within the nursing sector (Buchan, 2015). However, the different approaches between Saudi Arabia and Indonesia have failed to address this problem. The Government of the Republic of Indonesia recognizes nursing as a profession with a series of responsibilities that must be carried out by certificate holders (Law on Health Workers, 2014). On the other hand, the health system in Saudi Arabia does not allow foreign nurses to work at the level of their certified qualifications. These findings urge the need for clear, informed, and well-explained contracts for Indonesian

nurses who are interested in working as nursing workers in Saudi Arabia. The term “care worker” should be clarified, as it confuses nurses who apply to work in Saudi Arabia's LTC facilities.

Thorsteinnsson (2002) argues that more effective communication is needed to encourage nurses to involve feelings, trust, and empathy in the delivery of care. In addition, the findings of this study highlighted the importance of effective communication in the workplace. Participants thought that it indicated its accuracy was the transfer of information between teachers, care workers, residents, and their managers. They point out that language difficulties pose significant challenges in providing care and coordinating work. The language difference was considered by the participants as requiring a certain set of skills, techniques, and processes. Therefore, the multiple languages used in their work became an unavoidable barrier to the participants performing their roles as care workers.

The uniqueness of the migration scheme is related to the support of Saudi Arabian health care facilities and institutions. The participants noted that the support from the Saudi Arabia LTC agency was very important in their initial adjustment to work and live in Saudi Arabia. Furthermore, they emphasized that private recruitment agencies in Saudi Arabia and in sending countries should provide services to unemployed and foreign care workers. Cooperation with recruitment agencies in sending countries should help ensure that information about foreign care workers is shared on a pro for prospective employers. After the foreign care worker is selected by the employer, the agent in the sending country will assist the foreign care worker to complete the necessary procedures before entering Saudi Arabia (Chen, 2013). Since most Indonesian nurses are not fluent in Mandarin, the services of these institutions should be given greater emphasis in the future.

Limitations

Given the qualitative nature of research, the findings in this study can only be transferred to gain an understanding of phenomena in the same context and setting.

In addition, the lack of potential sources of information in Saudi Arabia may have limited diversity among participants.

4. CONCLUSION

Most nurses who participated in this study were prompted to work in Saudi Arabia by poor financial background and the expectations of a better life. They are expected to help improve the economic situation of their families and improve their skills in their destination countries. The participants expressed feelings of stress, challenge, and disappointment. Their unfulfilled expectations of being employed as nurses increased due to their relegation to relatively menial tasks that did not reflect their professional nursing background. This situation highlights the need for a job toolkit for those applying to work at Saudi Arabia's LTC facilities. The language problem was raised as a barrier for nurses migrating from Indonesia to Saudi Arabia. Fortunately, the participants felt somewhat supported by LTC management and recruitment agencies. It is hoped that structured policies related to strengthening the support provided by LTCs to Indonesian care workers were standardized in Saudi Arabia.

Implications for Practice

Some of the findings of this study reveal the challenges faced by Indonesian nurses working in Saudi Arabia's LTC industry. The results of this study highlight the need for better predeparture preparation and an improved recruitment process. Nurses who intend to apply abroad should be made aware in their mother tongue of the details of what they are applying for. This study is expected to contribute to the formulation of appropriate future migration policies based on the specific context for Saudi Arabia. This male recommended that the policy be changed to facilitate the development of professional nursing careers, especially for overseas nurses working in Saudi Arabia. Placing the experiences of Indonesian nursing care workers into the context of a global market reveals the cycles of brain strengthening, brain draining, and brain waste that impede the career paths of Indonesian nurses. Saudi Arabia, as a recipient country, should play a more positive role in promoting and encouraging good practice by recruitment agencies according to the WHO global code.

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Author Contribution

Study conception and design: All authors Data collection: FE, SH

Data analysis and interpretation: FE, EM, LH, SH Article drafting: All authors

Critical revision of the article: All authors.



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