FAU

Care beyond borders: Exploring impacts of migration, displacement and inclusion for the care and nursing sector

Securing and retaining skilled workers in nursing and elderly care has emerged as critical challenge on a global scale. Across various countries, shortages have led to competitions for care workers and nurses on multiple fronts: between countries, urban and rural areas, and even among healthcare facilities. Despite the indispensable role of migrant care workers, a myriad of challenges persists, including obtaining residency permits, having qualifications recognized as well as practical obstacles such as language barriers and systemic knowledge.

Join us in our interdisciplinary lecture series as we embark to understand these dynamics on migration, displacement, and inclusion in care work, nursing and beyond the workplace. Drawing on leading academic research and expert insights, we endeavor to foster a nuanced understanding on intersectional challenges faced when looking specifically at retaining skilled workers in the care and nursing sector.

This lecture series is organized in collaboration by two projects at the Center for Human Rights at FAU Erlangen-Nürnberg. The project "Gesundheit! Inclusion in the care and nursing sector", funded by Stiftung Mercator, is an interdisciplinary project aiming to identify favorable working and living conditions for employees with so-called migrant backgrounds in the care and nursing sector. It seeks to generate impulses and recommendations that structurally promote equal and equitable inclusion and retention within institutions and in regions in Germany. The events are held in collaboration with the joint project "FFVT: Forced Migration and Refugee Studies: Networking and Knowledge Transfer", funded by the Federal Ministry of Education and Research (BMBF), which aims to strengthen interdisciplinary research on forced migration and refugees in and beyond Germany.

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Interdisciplinary Online Lecture Series

Thursday, May 16th, 2024 6pm CET

Lecture I
Prof. Dr. Naomi Lightman,
Toronto Metropolitan University
Prof. Dr. Jennifer Elrick,
McGill University

Thursday, June 6th, 2024 6pm CET

Lecture II
Maike Isaac,
McGill University and Max Planck Institute for the Study of Religious and Ethnic Diversity
Dr. Monique Ritter,
Hochschule Zittau/Görlitz

Thursday, June 27th, 2024 6pm CET

Lecture III
Dr. Lisa Peppler,
Charité – Universitätsmedizin Berlin
Abdulqadir J. Nashwan,
Hamad Medical Corporation (HMC) and Qatar University

...to be continued in the winter term.

Please register for the lecture series here:

Link: https://fau.zoom-x.de/webinar/register/WN_FyPpMsrHS6emKq0EANgNRQ

After registration, you will receive a confirmation email with information on how to join the ZOOM Webinar. Participation is free of charge.

For inquiries or questions, please contact Yasemin Bekyol (yasemin.bekyol@fau.de).

Gesundheit! Teilhabe im Pflegesektor

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FFvT
Flucht- und Flüchtlingsforschung: Vernetzung und Transfer
Forced Migration and Refugee Studies: Networking and Knowledge Transfer

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Care beyond borders: Exploring impacts of migration, displacement and inclusion for the care and nursing sector

Lecture I: Thursday, May 16th, 2024, 6pm CET

Prof. Dr. Naomi Lightman on "Converging Economies of Care? Immigrant Women Workers Across Seventeen Countries and Four Care Regimes"

This study analyses seventeen care economies using 2016 Luxembourg Income Study data to contribute to extant debate regarding the ongoing utility of care regimes as a classificatory schema for cross-national comparison. Examining similarities and differences in the provision of low-status work in health, education, social work, and domestic services – the "care economy" – the data reveal devaluation of the labour done by immigrant women care workers, net of national and regime-level variation. In addition, numerous similarities across liberal, corporatist, social democratic, and central and eastern European care regimes emerge, in terms of the overrepresentation of immigrant women in low status care work, and the disproportionate financial penalties these workers incur. Together, findings suggest that notwithstanding national and policy-specific differences, there has been considerable convergence across economies of care towards a „migrant in the market" model of employment.

Prof. Dr. Naomi Lightman and Prof. Dr. Jennifer Elrick on "Two-Step Immigration Categories for Skilled Workers: Beneficial for Whom?"

"Two-step" entry categories for skilled immigrants – ones that award permanent residence after an initial, temporary period of employment in the receiving country – are seen by researchers, governments, and other stakeholders, as particularly advantageous for immigrants and receiving states alike. In this article, we argue that quantitative assessments of economic outcomes under these categories have not gone far enough in acknowledging the extent to which they are systematically affected by immigrants' social positions, especially gender, race, and class. Focusing on the Canadian case, we use growth curve models and a 50% sample (N = 1.5 million) of the Longitudinal Immigration Database (IMDB), which links administrative data with tax files over a thirty-year period, to answer the following question: Which skilled workers benefit from two-step entry categories? Our analyses reveal substantial intersectional variation in mean monthly income among individuals within and across such categories, especially comparing and contrasting outcomes under the Canadian Experience Class and Caregiver pathways.

**Moderated by Prof. Dr. Petra Bendel,
FAU Erlangen-Nürnberg**

Photo: Sasha Onyshchenko

Prof. Dr. Jennifer Elrick holds the Chair in Multiculturalism and is Associate Professor of Sociology at McGill University in Montreal, Canada. She received her PhD in Sociology from the University of Toronto in 2017. Her work focuses on the relationship between immigration policy and social stratification, that is, how immigration policies affect the symbolic and material integration of different social groups, like women and minorities. Her most recent project, funded by the Social Science and Humanities Research Council of Canada, examines public perceptions of different legal categories of immigrants and refugees in Canada.

Photo: private

Prof. Dr. Naomi Lightman is Associate Professor of Sociology at Toronto Metropolitan University in Toronto, Canada. Her research interests include migration, care work, gender, inequality, and critical research methodology. She is currently principal investigator on a SSHRC Insight Grant (2021-2025) entitled *Precarities and Disparities: Female Immigrant Care Workers Over the Life Course*. This is a four-year study will aid in the theoretical development of an intersectional life course perspective – examining how individual experiences and outcomes are shaped by key life events, structural forces, and intersecting identities.

Maike Isaac on "From the Margin to the Center? Of "refugee men" who do care work in Germany"

Maike Isaac presents findings from her ethnographic work on the recruitment and training of male asylum seekers from the Middle East and Africa as (elder) care workers in Germany. Her research reveals that care work presents a double-edged sword for these men. On the one hand, care work offers an opportunity to improve their legal and economic status. On the other hand, care work is a feminized occupational realm where gender is salient and where gender-specific forms of racism permeate workplace interactions. On this rocky terrain, manhood provides a foothold in the construction of successful workplace identities.

Dr. Monique Ritter on „Refugees in Domiciliary Care in East Germany: New Perspectives and Mandates"

Dr. Monique Ritter provides a concise overview of her dissertation findings. In her research, she examined a dominant discomfort – "I am actually open-minded but…" – among white, German carers and patients in (domiciliary) elder people´s care in East Germany when it comes to collaborating with refugees, particularly those perceived as black and/or muslim. Through her research, Dr. Ritter briefly outlines perspectives to understanding this discomfort and derive implications for a change in practice.

**Moderated by Prof. Dr. Petra Bendel,
FAU Erlangen-Nürnberg**

Photo: private

Maike Isaac is a PhD candidate at the Department of Sociology at McGill University in Canada and a Writing Fellow in the research group "Ageing in a Time of Mobility" led by Dr. Megha Amrith at the Max Planck Institute for the Study of Religious and Ethnic Diversity. In her PhD project she examines ethnographically how racialized and black migrant men become elder care workers in Germany and how gender, race, and religion intersect and manifest themselves in this process. Prior to her PhD studies, Maike held positions in equal opportunity offices at universities in the United States and in Germany. She obtained a bachelor's degree from the University of Leipzig in ethnology and a master's degree in international human rights and humanitarian law from European University Viadrina.

Photo: Jens Freudenberg

Dr. phil. Monique Ritter studied Social Work and Social Change Management and obtained her doctorate in Intercultural Communication. Her research focuses on critical perspectives on racism and post-colonialism in social work and elderly care, as well as gender- and diversity-sensitive university development. She is a substitute professor with a focus on gender, diversity, and social inequality in the Social Work program at Hochschule Zittau/Görlitz.

Dr. Lisa Peppler on "Diversity in inpatient care teams – a comparative case study in German hospitals and nursing homes"

Like most countries in the Global North, Germany is confronted with a glaring shortage of healthcare professionals and is therefore actively recruiting international nursing staff. Lisa Peppler presents the results of a comparative analysis of six heterogeneous nursing teams both in hospitals and in nursing homes. The results of this qualitative research show three different ways of dealing with diversity in everyday nursing care, from which supporting measures can be derived that management can implement in order to promote a diversity-sensitive team culture.

Picture: gezett, Berlin

Dr. Lisa Peppler is a cultural scientist specialising in the diversity of healthcare staff. After completing her doctorate on German-Turkish medical migration at the University of Göttingen, she has been researching at the Institute of Medical Sociology and Rehabilitation Science at Charité-Universitätsmedizin Berlin since 2018. She is currently focussing on diversity in inpatient care teams.

Abdulqadir J. Nashwan on "Global Pathways to Growth: Cultivating a Culturally Competent and Diverse Nursing Workforce"

In an increasingly globalized world, the importance of cultural competence and diversity within the nursing workforce cannot be overstated. Abdulqadir J. Nashwan will explore the multifaceted strategies for enhancing cultural competence among nurses and developing a workforce that mirrors the diverse populations they serve. He will present educational frameworks, policy initiatives, and practical training methods that are crucial for fostering an inclusive and effective healthcare environment. Additionally, his discussions will cover the benefits of a diverse nursing workforce, including improved patient outcomes, enhanced team dynamics, and increased innovation in healthcare practices. By examining successful models from around the globe, Abdulqadir J. Nashwan aims to provide actionable insights and tools to implement similar practices in their respective regions, ultimately leading to broader pathways for growth and development in nursing.

Photo: private

Abdulqadir J. Nashwan is the Assistant Executive Director of Nursing & Midwifery for Research at Hamad Medical Corporation (HMC). He holds a BSN (2007) and a MSc (2011) from Hashemite University (HU), Jordan. He completed a 12-month Cancer Biology & Therapeutics (CBT) program at Harvard University. Currently, he is pursuing a PhD in Health Sciences at the College of Health Sciences, Qatar University (QU).

**Moderated by Prof. Dr. Petra Bendel,
FAU Erlangen-Nürnberg**