



**Title:** Health Worker Migration in Canada: Histories, Geographies, and Ethics

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**Focus:**

This working paper explores issues of health worker migration through examining the history, geography, and ethics of international recruitment and migration of health workers to Canada, and focusing on the experiences of registered nurses from the Philippines who have migrated to Canada.

**Importance:**

During the past few decades the migration of Filipino nurses to Canada has considerably expanded, with nurses from the Philippines making up the largest group of all immigrant nurses in the Canadian workforce.

**Findings:**

Derived from presentations, discussions and insights of an interdisciplinary workshop on health worker migration attended by academics, professionals, policymakers and health workers, the policy briefing underscores the importance of further debate and research on the issues confronting recent migrant nurses from the Philippines to Canada.

**Implications:**

The longer history of Filipino nurse migration to Canada and other receiving countries and the way this has changed over time must be considered. We should review models of what has worked regarding the recruitment, retention, and job satisfaction of Filipino nurses and include first-hand experiences and career histories of internationally educated nurses in their national and regional contexts. Ethical implications of international nurse recruitment in both receiving and sending countries must be considered, and research on everyday forms of racism must be continued. Furthermore, it is important to acknowledge migrant workers' contributions to health care as well as the resources they have to offer in decision making and development of integration processes.