



7th ESNO CONGRESS

29 – 31 MAY 2025, ZAGREB, CROATIA



7th ESNO CONGRESS: Green Future, Health Workplace
Zagreb, Croatia | 29–31 May 2025

Well-Being and Integration of Migrant Nurses: The Case of Albanian Nurses

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Background

World

15% or 1 in 8 nurses migrate for work (WHO, 2020, Boniol et al., 2022)

Albania

- **6000** out of 25.000 nurses in Albania migrated 2016-2024
- **83%** of nurses desire to migrate
- **+200%** increase in migration requests (Kerdeshi 2020)



Where do Albanian nurse migrate?



19,1%
USA &
Canada

74,6%
Europe



GAP: No studies and Albanian nurses migration experiences

Study aim and methods

Aim

To explore the integration experiences of Albanian nurses working in German healthcare institutions

Methods

- Design: Descriptive quantitative observational study
- Sampling: Snowball Sampling technique
- Data collection procedure: Online survey 2024
- Participants/Sample: 162 Albanian nurses in Germany



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Demographic characteristics of the sample

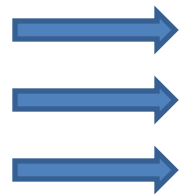
Sample ($N = 162$).

Variable	N (%)
Sex	
Female	114(70.4)
Male	46 (28.4)
Missing	2 (1.2)
Living origin	
Urban	101(62.3)
Rural	56 (34.6)
Missing	5 (3.1)
Family status	
Single	61 (37.7)
Married	98 (60.5)
Missing	3 (1.9)
Highest level of education	
Bachelor degree	94 (58.0)
Clinical master certification	40 (24.7)
Master of Science Degree	24 (14.8)
Missing	4 (2.5)
Tenure in Germany	
<1 year	73 (45.1)
1 year	27 (16.7)
2 years	12 (7.4)
>2 years	43 (26.5)
Missing	7 (4.3)



Results-Resources

Resources offered for the integration upon arrival in Germany



Mentors	45 (27.8)
Information on HC system	40 (24.7)
Orientation programs	27 (16.7)
Unit-based training	21 (13.0)
Technology training	13 (8.0)
Clinical skills evaluations	10 (6.2)
Missing	6 (3.7)

Results-Challenges

Challenging activities due to language competency		
➡	Telephone communication	49 (30.2)
➡	Nursing care documentation	46 (28.4)
	Communication with physician	19 (11.7)
	Understanding patients	17 (10.5)
	Caregiver education	12 (7.4)
	Support for distressed patients	9 (5.6)
	Patient assessment	1 (0.6)
	Patient education	1 (0.6)
	Missing	8 (4.9)

Key Findings

Positive aspects reported by nurses:

- Recognition of professional qualifications
- Respect from colleagues, patients, families
- Career opportunities and workplace autonomy
- Mentorship, language training, procedural education, system orientation

Barriers to integration:

- Difficulty with medical terminology
- Telephone communication challenges
- Struggles with healthcare documentation
- Need for structured pre-departure training





Conclusion & Implications

- Host institutions and nurse managers play a critical role
- Germany is a model for best practices
- Albania should invest in nurse retention strategies

Future directions:

- Identify pre-departure needs
- Develop standardized integration assessment tools

Access to full text paper

Dervishi A., Jäger S., Duka B, Kika E, Bezhani V, Lena A, Ivziku D.
Integration of Albanian Nurses in the European Countries:
Challenges and Opportunities of Employment in Germany- A
Descriptive Study. AIMS Public Health, 2025. 12(2): 399–
417.DOI: 10.3934/publichealth.2025023.

