

BRAIN DRAIN OF SPANISH NURSES: FACTORS AND CHALLENGES

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1. Introduction

Spain is experiencing a brain drain due to emigration abroad, which is causing a shortage of nurses in the country¹. The Spanish health system has a low nurse-patient ratio compared to other European countries, and the deficit of nurses in Spain is already 31% compared to the European Union average². The aging of the population and improvement in health mean that the demand for healthcare professionals will increase in the future, making it essential for Spain to have enough nurses³. The skilled migration of healthcare professionals is affected by government policies and agreements. Despite training excellent nurses, Spain is losing them due to better employment conditions, positive working environments, and social perks in other countries.⁴

2. Objective

To understand which are the factors that trigger the brain drain in Spanish nurses and to identify the challenges that nurses have to overcome



3. Methodology

Research question:

WHAT ARE THE **FACTORS** THAT TRIGGER NURSES TO EMIGRATE AND WHAT ARE THE CHALLENGES THEY HAVE TO OVERCOME?

("nurses" OR "nursing staff") AND ("career mobility" OR "professional personnel" OR "emigration and immigration") AND ("Spain")

Searched in 3 databases:

PubMed

CINAHL
Available via EBSCOhost

Scopus®

4. Results

UNEMPLOYMENT

GLOBALIZATION

FACTORS

ECONOMIC ASPECTS

- * Austerity measure
- * Salary

WORKING CONDITION

- * Job security
- * Work environment
- * Better professional recognition

CHALLENGES

LANGUAGE BARRIER

FEAR OF XENOPHOBIA

1,4,5,6

6. Bibliography

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5. Conclusion

The article provides a summary of factors that trigger nurses to emigrate and the challenges they face. The review combines information from various articles to gain a comprehensive understanding of the issue of nursing migration.

The authors suggest that ongoing research and government intervention are necessary to address the problem and retain nursing talent in Spain.