“It feels like you do not belong”
Discrimination among migrant nurses in their daily work routine

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Background

Few studies have examined the challenges faced by migrant nurses in their daily work.

Problem
In the nursing field of Germany, discrimination against migrant nurses in the workplace has not been studied; a problem that can lead to a reduction in the quality of nursing care and increase nurse turnover.

Purpose
The purpose of this study was to explore the experiences of migrant nurses in the acute setting with social and institutional discrimination, challenges in the workplace and strategies to cope with those experiences.

Methods

• Qualitative approach by using a qualitative content analysis.
• Purposive sampling method.
• Seven semi-structured and in-depth interviews with migrant nurses between April and June 2017 in different German hospitals.
• All interviews were recorded, transcribed, and analyzed.

Results

Four main categories were identified:
1. Migrant nurses’ daily work routine
2. Daily challenges
3. Social and institutional discrimination
4. Coping strategies

Although migrant nurses claimed to have experienced social discrimination from their patients more often than from their nurse colleagues and/or other hospital personnel, institutional discrimination still occurred.

Conclusion

• Discrimination experiences can result in the disempowerment of the role as a professional nurse.
• Hospitals need to strengthen policies to effectively address this problem.

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Literature

