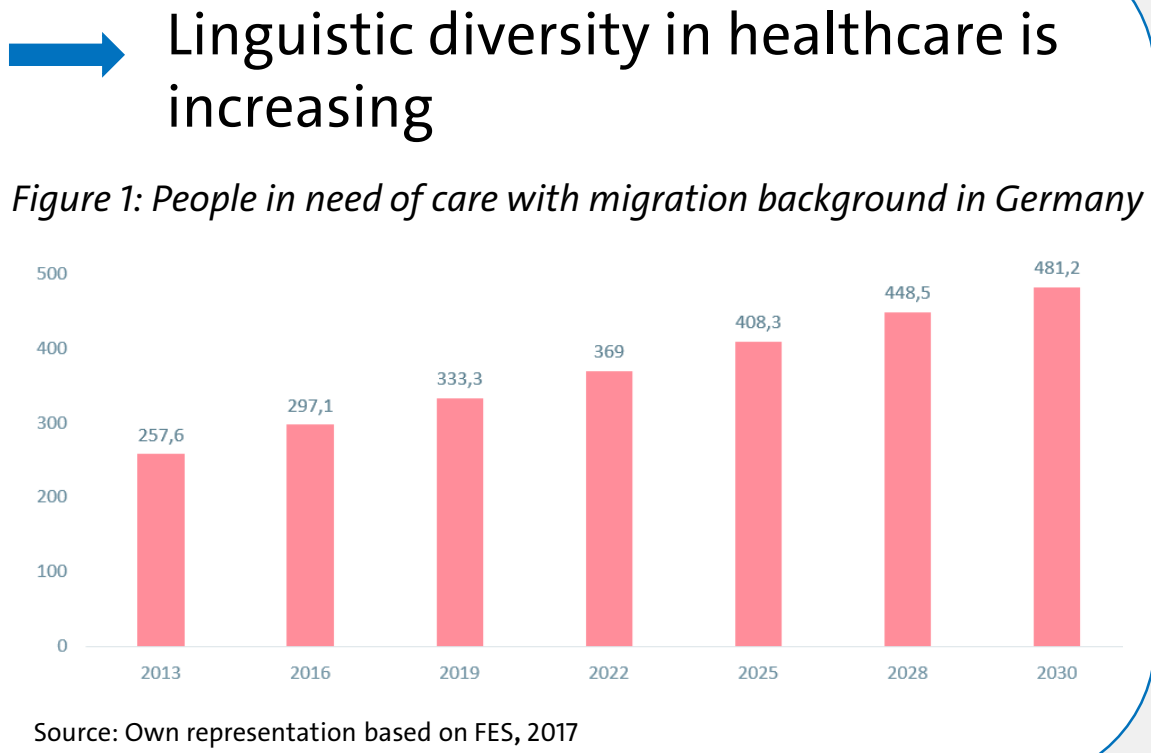


Systematic Review of returns of migrant nurses’s multilingual skills on the labor market

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Context

- Increase of people with migration background needing healthcare;
- Recruitment of foreign nurses as a strategy to cope with staff shortages in health care.

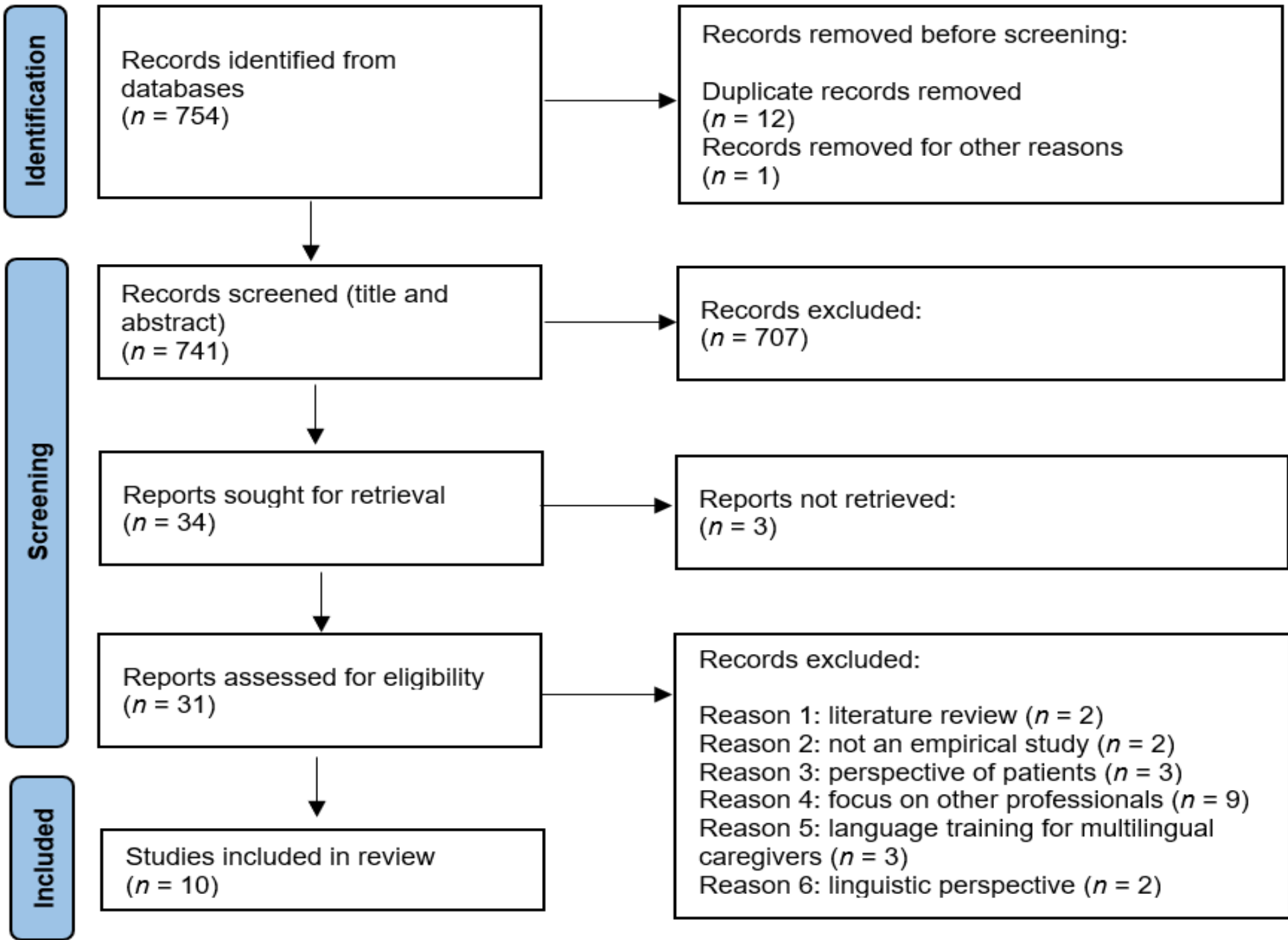


Method

Systematic Review

- $n = 10$
- SALSA (Search, Appraisal, Synthesis, and Analysis) framework.
- Selection criteria:
 - Year of publishing 2004-2023;
 - Language: English, German;
 - Study group: multilingual care workers, 1st generation of immigrants.
- Search strings: nurses AND (bilingual OR multilingual OR interpreter).
- Deductive content analysis of selected articles.

Figure 2: PRISMA flow diagram of search strategy and studies selection



Theory

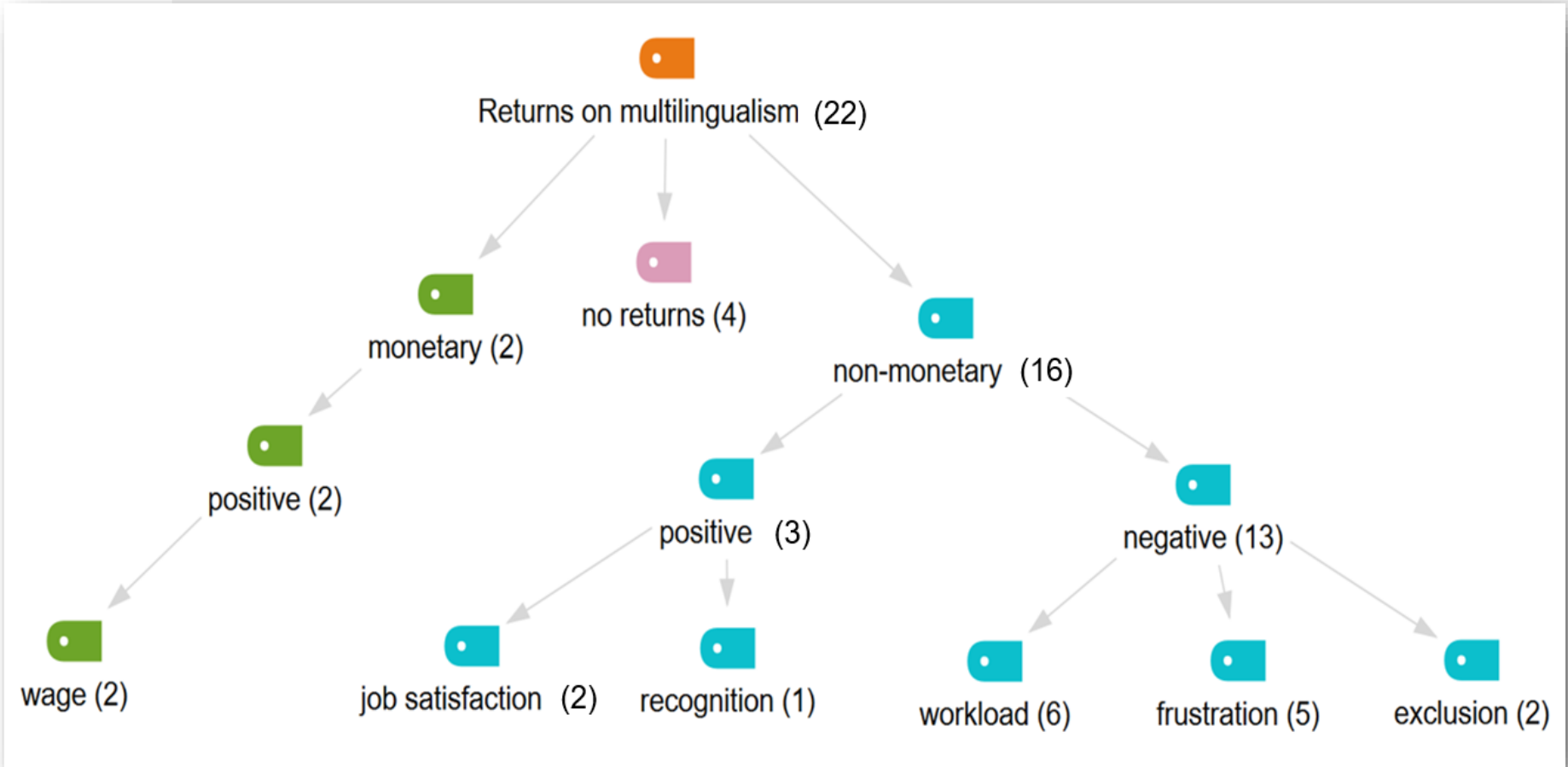
- Language skills of multilingual workers are considered as human capital that could provide returns on the labor market (Chiswick, 2009; Grin, Sfreddo & Vaillancourt, 2010).
- Immigrant employees can benefit from their multilingualism in the labor market if there is a demand for multilingual communication (Chiswick & Miller, 2009; Damari et al., 2017).
- Multilingual nurses use their language skills intensively in everyday working life. However, it is still unclear, whether they have returns from multilingual competence in the care sector (Elderkin-Thompson, Silver & Waitzkin, 2001; Bischoff & Steinauer, 2007).

Aim

- Explore the existing empirical findings on the returns on multilingual competence of immigrant nurses;
- Investigate different types of returns (monetary/non-monetary and positive/negative) immigrant nurses may receive.

Findings

Figure 3: Hierarchical sub-code model of returns on multilingualism



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Returns on migrant nurses' multilingual skills

- Migrant multilingual nurses mostly receive nonmonetary returns, both positive (e.g., job satisfaction) and negative (e.g., workload).
- Positive monetary returns are observed in specific contexts, but more research on this aspect is required.

Study	Sample	Monetary returns	Non-monetary returns			
			positive wage	positive job satisfaction	negative recognition	negative workload frustration exclusion
1. Ali & Johnson, 2017	$n = 59$			x	x	x
2. Chang, Hutchinson & Gullick, 2019	$n = 13$					x
3. Coombs & Cebula 2010	$n = 22.104$					
4. Coomer, 2011	$n = 49.958$	x				
5. Gonzalez & Davis, 2022	$n = 14$					x
6. Kalist, 2005	$n = 24.120$	x				
7. Kamau et al., 2023	$n = 24$					
8. King-Ramirez & Martinez 2018	$n = 4$					x
9. Patriksson, Nilsson & Wigert 2022	$n = 21$			x		x
10. Villanueva, 2023	$n = 4$				x	x