

## **Mitigating excessive labor migration of nurses: A theoretical framework**

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### **Abstract:**

The Philippines is recognized for producing nurses and exporting them to developed economies. However, with the surge of confirmed cases of coronavirus and incidence of deaths among patients and medical workers, the economy's limited healthcare system continues to be overwhelmed. Moreover, migration of nurses, which has been persistent even before the pandemic, worsened the current situation. This phenomenon existed primarily because of higher compensation and better working conditions outside the country. We explicate the situation and present a framework on how to mitigate excessive migration of nurses. From our framework, we have shown that: (1) if wage gap for nurses between the sending and receiving economies narrows, migration will decrease; (2) if the likelihood of morbidity in receiving countries increases, it can narrow the expected wage gap, which will reduce migration; (3) if global supply of nurses decreases because of lower demand for nursing education due to high death of nurses, there will be pressure for wages to increase. Hence, there is a need for the Philippines to adjust by increasing wages and improving the work conditions to mitigate the egress of nurses. This alternative may be more efficient than total deployment ban, which may lead to irregular migration. These will have a long-term effect on the capacity of the economy's healthcare system to address the medical needs of Filipinos.

Keywords: coronavirus, labor migration, nurses, wage gap

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