

An Evaluation Of Migration Of Nurses And Other Health Care Workers From Middle East To The West Amidst The Pandemic

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Abstract

This study can provide all essential information about the maintenance of migration of health care workers from the Middle East to the West. There are two effective dimensions in the diagnoses of migration of health care workers. These two dimensions are permanent and temporary, which are covered in this study. The migration of health care workers is accurately justified by their better living standards. Permanent migration of the health workers is maintained as they are high-skilled professionals. Economic development and career development aspects also justify permanent migration. Moreover, improper salary structure is treated as the primary cause behind the migration of health professionals from the Middle East to the West.

Keywords: Migration, permanent migration, health care safety, career development, temporary migration.

Introduction

This article explains the migration of health care workers from the Middle East to the West. Various reasons for the migration of health care workers are discussed in this study which precisely justifies the permanency of their migration. Resistance of migration by health care workers is also highlighted in this article. Systemic problems of health care system have been noticed in the Middle East during the Covid-19 outbreak. Facilitation of job allowance is treated as an effective cause behind the migration of health workers from the Middle East to the West during this pandemic situation. Some of the crucial factors that are responsible for the migration of nurses and doctors from countries of Middle East to West are included in this study. These factors are social, physiological, economical, physical and mental. Resistance of migration has also been discussed in this study. Facilitation of health care worker is also influenced by this resistance.

Understanding the resistance to health workers' migration

Two main causes are noticed in the resistance of health care workers migration from the Middle East to the west- high-income country's worry and facilitation of health worker movement. During this pandemic situation the doctors and other health workers are trying to migrate towards west mainly Europe and other countries such as the United States and Mexico. Encouraging of active recruitment is treated as an effective factor of health care worker migration. On the other hand, it is noticed that bilateral engagement between equal parties can play a crucial role in migration between healthcare workers. During this pandemic situation, points-based immigration is noticed in the HCW migration process (Oladele et al. 2021).

Due to this, the demand for trained nurses and doctors has increased in various countries. The various barriers of health care workers' migration has been highlighted during the Covid-19 outbreak. On the other hand, it is important to address health workers shortage, which plays a crucial role in maintaining HCW migration from the Middle East to the West. Additionally, it is noticed that interaction, urbanization and changes in land use laws play a crucial role in maintaining the migration of health care workers. Intermediate and work support can play a crucial role in maintaining the migration of HCW from the Middle East to the West. Potential recruitment and matching them at hospitals with vacancies is an important resistance of HCW migration (Barry 2021).

The reason behind the migration of HCW from the Middle East to West

The imperative for universal health coverage is impacted poorly by the outbreak of covid-19. Hayward et al. (2021) stated that the effective health crisis is noticed in our community due to this pandemic situation. Protection of public health is also related to the outbreak of Covid-19 and the migration of health care workers from the Middle East to the West. The measures that are taken by the government to bring back the migrated health care workers are treated as effective factors for the health department of a country. Lack of sophisticated equipments and training are other reasons behind the migration of health workers during this

pandemic situation. With the help of few resources, it is noticed that Covid-19, directly and indirectly, has an impact on the migration of health workers. Disruption of the health care market is noticed due to this factor (Dubey et al. 2020).

Furthermore, it is noticed that the migration of nurses has increased rapidly during this pandemic situation. Lack of proper health safety is treated as the prime cause behind this migration. Diverse international mobility has increased and can maintain the migration of health care workers. It is important to maintain the implementation of a few medical technologies that can ensure healthcare safety. Renewal of work authorization and international recruitment are noticed in this case which is related to the migration of health care workers from the Middle East to the West. The lack of a fast-tracking system can increase the allowance of migration. It is important to maintain the promotion of inclusion and building resilience in the community to maintain migrant health care workers (Paulo et al. 2021).

Systemic problems and the fragile state of the health care system have been highlighted in this pandemic situation. Public health service is constantly underfunded which has also been brought to light. Inefficiencies, job cuts, corruption, and overburdening of staff has increased in the Middle East. Due to these issues, rapid migration of health care workers has been noticed. Hayward et al. (2021) stated that due to these problems migrating to higher-income countries became only one choice for many health care workers of the Middle East. However, the shortage of health workers has also increased in developing countries. The migration of health workers has increased by 60% during this pandemic situation. Limited resources in training are an effective cause behind the migration of health workers. On the other hand, pushing the right-based approach to health workers is noticed in the Middle East. It is important to maintain correct approach in decision-making and funding on public health care. This factor can maintain the migration of health care from the Middle East to the West. With the help of a few resources, it is noticed that the vital role of public health services is highlighted properly in the pandemic situation (Kallstrom et al. 2020).

Along with this, systemic problems of health care are highlighted in the Covid-19 outbreak. With the help of a few resources, it is noticed that almost 18% of health workers are migrating from the Middle East to the West (Duclos and Palmer 2020). It is important to collect proper information about the ratio between immigrant health care workers and civilian workers. On the other hand, it is easy to justify the majority of health care workforces in countries of the Middle East. It is also important to collect proper information about the two-tier system of the health care. This factor directly has an impact on the development of national wealth factors (Deal et al. 2021).

Analysis of the study

The migration of the health workers amidst pandemic from the Middle East to the West helped them to get employment. Pandemic has increased the demand for health workers as countries in the Middle East have a huge outbreak of Covid-19. The migration is good as it allows the health care workers to support these countries and people from the pandemic. This is the period when health care workers are needed most. The countries in the west provide high income to the migrant health care workers and it is a good job opportunity for the healthcare workers to save their lives as well others lives by migrating themselves. The health care workers face problems related to job insecurity and improper health care safety in the Middle East countries and migrating to the west helps in securing their lives. However, with several advantages, there is some drawback of migration of health care workers to the west. In the pandemic period migration may increase the outbreak of Covid-19 at that place that affects the lives of various people. Migration for female health workers is most difficult as they have to take care of their families and children.

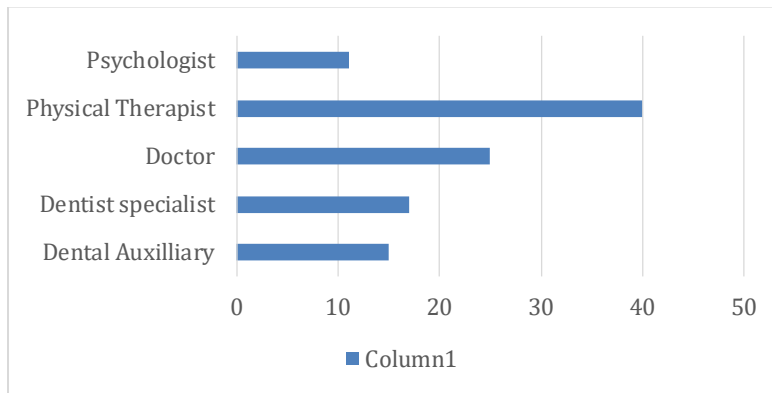


Figure 1: Migration of health workers
(Source: Sijbrandij et al. 2017, p. 382)

Pre-Covid-19 trends and projections

With the help of few resources, it is noticed that in 2018, almost 14.7 million native-born and immigrant health workers are employed in the healthcare occupation. This factor is maintained properly in pre-Covid-19 and post covid-19 situations. On the other hand, a significant shift in the health labour market can play a crucial role in maintaining these aspects of health care workers' migration from the Middle East to the West. During Covid-19 daily life of health care workers is disrupted heavily. Coyer et al. (2021) stated that it is important to collect proper and effective information about healthcare support occupations. With the help of a proper survey, it is noticed that the migration of health care workers will be increased rapidly from 2018 to 2028. On the other hand, acquiring knowledge about health care services can play a crucial role in this case; the higher fraction is noticed between professions in response to new job opportunities. To acquire knowledge it is important to maintain a length of time, which is an effective aspect of health care worker migration.

Geographical mobility is also treated as an effective aspect that can maintain the upward projection of health care workers' migration from the Middle East to the West. Occupational groups and nativity can maintain the migration of health care workers of the Middle East. Physicians and surgeons, therapists, and other health care workers are involved in this case in maintaining migration. Nursing assistants are also involved in maintaining health care workers' migration in the Middle East and West. Again, proper implementation of healthcare technologies and techniques should be done. These factors are illustrated properly in table 1.

The health care factors which directly have an impact on the migration of healthcare workers are discussed in this table. The number of total workers is mentioned in this table, which is an important aspect of health care workers' migration from the Middle East to West. Proper technology implementation can play a crucial role in maintaining health care services properly (Paulo et al. 2021).

It is important to improvise health care support properly that can maintain the migration of health care workers from the Middle East to the West. The demographic and socio-economic characteristics can play a crucial role in the maintenance of a healthcare worker's migration. Rapidly extending and expanding the health care system is required to maintain the migration of health care workers properly. The development of the health system depends on this factor, which is treated as an important aspect of a healthcare worker's migration. The demand for health care workers is anticipated by this factor (Bandyopadhyay et al. 2020).

	Total workers	Immigrant workers	Percent immigrant workers
Total employed worker in Saudi Arabia	155,716,000	27,124,000	17.5 %
All health care workers of Saudi Arabia	14,708,000	2,637, 000	18%
Health-care practitioners and technical occupations of Saudi Arabia	9,628,000	1,500,000	15.6 %
Physicians and surgeons of Saudi Arabia	958,000	269,000	27.9%
Registered Nurses (RNs) of Saudi Arabia	3,310,000	512,000	15.4%
Therapists of Saudi Arabia	882,000	94,000	10.9%
Other health-diagnosing and treating staff of Saudi Arabia	1,212,000	198,000	16.5%
Health-care technologist and technician of Saudi Arabia	3,265,000	425,000	13.1%
Health care support in Saudi Arabia	5,080,000	1,138,000	22.5 %
Home health aids in Saudi Arabia	492,000	186,000	38%
Personal care aids in Saudi Arabia	1,452,000	377,000	25.9%
Nursing assistants in Saudi Arabia	1,439,000	321,000	22.5%
Health-care support and all others	1,703,000	256,000	15%

Table 1: Financial analysis
(Source: Warring and Giles 2021, p.179)

It is also noticed that the visa pathway can play a crucial role in migration of health care workers from the Middle East to the West. Warring and Giles (2021) stated that these pieces of information are evaluated with the help of the department of healthcare services. Additionally, the use of expatriate health workers is also impacted by this factor. It is important to collect proper information about the implementation of human sources in the health care plan. Countries' health agreements can play a crucial role in maintaining a health care worker's migration. Lack of bilateral agreement directly has an impact on the migration of health care workers. This bilateral plan can maintain the development and management of own human resources of Middle East countries. On the other hand, recruitment agencies can play a significant role in maintaining the migration of health care workers from the Middle East to the West. Securing employment abroad can play a crucial role in maintaining the migration of health care workers (Walton-Roberts et al. 2017).

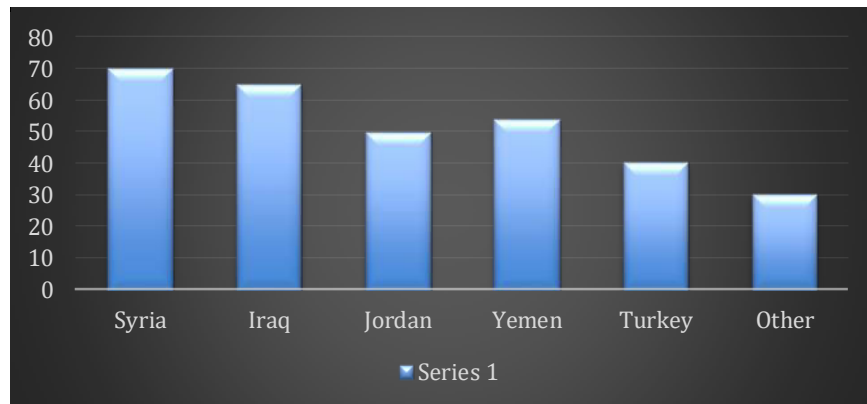


Figure 2: Migrant health workers in Middle East Countries

(Source: Szabo et al. 2020, p. 382)

Migration of nurses from Middle East to West during Covid-19 outbreak

Along with this, mobility of nurses towards Europe is noticed in GCC countries and other countries of East. It is also noticed that the number of immigrant nurses has increased rapidly. Health care demand is an effective cause behind migration of nurses from countries of Middle East to countries of West.

Social, economic, psychological, physical and mental factors are also involved in maintaining migration of nurses during this pandemic situation. Due to economic factors, nurses are trying to migrate towards high income countries. Additionally, developing compensation arrangement is involved in migration of nurses towards Europe from GCC countries. To manage nurses' migration, it is important to maintain proper policy options. The migration rate of nurses has increased in GCC countries during this pandemic situation. Similarly, global health worker market has played a crucial role in maintaining migration of nurses from GCC countries to Europe. Migration rate of 43% of nurses is noticed in GCC countries. These nurses are trying to grab the monetary benefit through migration. Proper policy can maintain migration of nurses towards Europe from GCC countries. On the other hand, indicative capacity can play a crucial role in maintaining migration of nurses from GCC countries to Europe.

Social factors: Migration of nurse depends on few effective social factors. Disaffiliation between the goal of education policies and health care is treated as an important social factor, which directly has an impact on migration of nurses from GCC countries to Europe. Moreover, marital status is treated as an effective social factor that can impact migration of nurses. Unprofessional social environment can also play a crucial role in maintaining migration of nurses from GCC countries to Europe.

Economical and physiological factors: Migration of nurses is primarily affected by economic factors. This economic factor is highlighted specifically during Covid-19 outbreak. Covid-19 has directly impacted the healthcare environment of the world. In the Middle East countries, low employment and meagre income have influenced nurses to migrate. Due to these factors, psychological distress and depression has increased in nurses which have resulted in their migration from GCC countries to Europe.

Physical and mental factors: The environment and living conditions of a place are some of the crucial factors that affect mental and physical conditions of an individual. These factors are involved in maintaining migration of nurses from GCC countries to Europe. Mental satisfaction is a very significant

cause behind migration. Emotional factors directly have an impact on mentality of nurses. These factors are present in maintaining migration of nurses from GCC counties to Europe.

Dimensions of health worker migration

The temporary and permanent migration process is involved in maintaining the movement of health workers. Both these dimensions are of equal importance in the context of migration of health care workers. With the help of some resources, it is noticed that significant differences exist between these two factors. Highly-skilled professionals play significant role in maintaining permanent migration. Colonial mentality, economic prosperity, professional and career development aspects are flourished with the help of a permanent migration process. The higher standard of living is maintained with the help of these two dimensions of migration of health care workers (Szabo et al. 2020).

The dramatic increase in migration is noticed during an outbreak of Covid-19, which is treated as an effective aspect of this dimension. On the other hand, far outstripping is also noticed rapidly. Overseas deployment is also noticed in health care workers migrants. The involvement of domestic helpers and the retail worker is also treated as a vital factor in the healthcare worker's migration. The authenticity of health services is maintained with the help of a proper and effective migration agreement. Unethical recruitment-related problems are noticed in the healthcare system. The number of overseas trained nurses is increased rapidly, which is related to temporary and permanent migrants (Yeates and Pillinger 2019). Fair and open treatment processes are maintained properly with the help of this aspect.

The historical pattern of Health care migration from the Middle East to west

This study is used to evaluate the migration of health care workers from the Middle East to the west. The health care workers contribute to address the pandemic at a higher risk. HCW is expected to migrate by 46% in the first half of 2020, and migration in 2020 is expected to be at a historical low due to Covid-19 outbreak. According to Thompson and Waltion (2019), a drop in migration inflows can have demographic consequences for countries that rely on migration for population growth. For example, estimates for 2020 indicate that Germany's population will not grow for the first time in a decade due to a decline in immigration. Worker migration has been steadily increasing, with fewer than 2.5 million migrants moving in the 1960s rising to more than five million between 2010 and 2015.

Healthcare workers have made up a sizable portion of that migration, making it one of the most pressing global health issues of the early twenty-first century. The main factors driving the historical pattern of health care migration include issues with training and retention, increased demand for services, and an aging population. The increased demand for general and long-term care, particularly in industrialized nations, exacerbates physician and nurse shortages. People require more long-term care as they live longer but not necessarily healthier lives. During the pandemic, the different health care workers are migrated based on the circumstances in the region. The different historical patterns of health care migration influence migration routes and the ability of health professionals to work internationally (Simkhada et al. 2018).

Decisions about national healthcare systems—their funding, organization, and staffing—influence migration patterns in the case of healthcare migration. In the year 2019, the health care workers migrated to the region of different fields. HCW has migrated based on different challenges that are faced by them. In the year 2019, different workers migrated from the region of the Middle East to the west. It is nearly impossible to quantify the number of healthcare workers on the move. While all types of healthcare workers can migrate from the Middle East to the West in the event of a pandemic. As per Korale (2019), several countries have enacted policies to limit active recruitment in countries suffering from shortages of their own. The ethical issues of healthcare migration were first recognized globally in 2010.

Theoretical approaches to HCW migration

In the migration of health care workers (HCW), there are different theoretical approaches used. The approaches for HCW migration are Push and pull and Economic factors.

Push and Pull Factor

Pull factors are the conditions and opportunities that entice people to move to a country, whereas push factors are the conditions that compel people to leave their current locations. In the different years, the different rate of migration of health workers has facilitated us to evaluate the functions of push and pull factors. Both the factors are associated with the families and divert attention away from potential policy interventions that could reduce the motivation for emigration. The migration of health care workers (HCW) is used to analyse the framework in terms of different functions in different years. The given diagram shows the function of push and pulls factors based on the approach of health care workers (Lutz 2018).

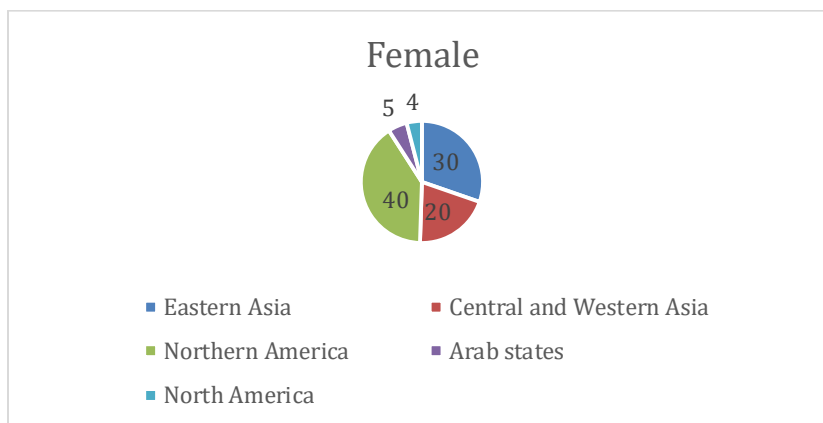


Figure 3: Migrant Women workers in Covid Pandemic
(Source: Yeates and Pillinger 2018, p.765)

Economic Factors

Economic factors are influenced by a variety of factors. Financial motivations are a “double burden” or a choice between money and family when the migrant is a woman. Effective salary differences between nurses are noticed in Europe and Saudi Arabia and other countries of Middle East. In Europe starting salary of nurses is \$27,000, on the other hand, starting salary of nurses in Saudi Arabia and other Middle East countries are approximately 6,480 SAR. When women are emphasized as leaving their families, it minimizes the reality that they must do so to support their families. According to Peng (2018), the economic factors help in analysing the migration of health care workers from the Middle East to the west in different years. The given diagram shows the economic factors approaching Health care workers.

Problems faced by hospitals and nursing centres due to migration

The migration of health professionals has negatively impacted the existing medical workforce in the Middle East hospitals. The current shortage of trained health care workers due to migration has resulted in critical limitation of the improvement of health care system during the pandemic situation. It is putting extra pressure on the existing health professionals which has adversely impacted their physical and mental well being. The extra work load is resulting in anxiety and stress among the nurses and other health professionals. Shortage of staff has led to tremendous work pressure and the health professionals are experiencing negative feelings such as disappointment, isolation and detachment with family. This has also led to negative attitude towards patients. The overwhelming number of patients due to pandemic has further worsened the scenario causing stress, tension, burdensome indications, sleeping disorders, frustration, anger and fear. A study showed that nurses had a significantly higher score of anxiety in comparison with other health care providers. The nursing centres are dealing with shortage of staffs and extra burden is bore by the existing nurses.

It is imperative to secure the psychological well being of the existing nurses and other staff to gain control amid pandemic situation to manage the migration effectively it is important for the government to regulate the migration of the health care workers by developing more strategic policies and approach on improving the situation of health care professionals. To manage the migration of the health workers it is important to increase the investment towards health sector and increase the wages and other incentives of health professionals. The non financial incentives such as study leave, support, feedback, training, housing and transport add extra benefit for the health workers. The pressure on existing staff can be reduced by arranging work shifts to avoid stress due to high work pressure. It is also important to maintain a proper data of migrating health professionals through appropriate and reliable sources to track and arrest the migration.

Conclusion

Based on this study, it is concluded that health care worker migration is a political issue with consequences for economic development and social equity. Historical perspective of nurses’ migration from countries of Middle East to West is also concluded in this article. Different pre-COVID-19 trends and projections are evaluated in terms of health care workers. Differences in salary of nurses between countries of Europe and Middle East are treated as a main cause behind migration of nurses towards west during covid-19 outbreak. The push and pull factors help in analysing the workers from the Middle East to the west region. Despite its

limitations, push-pull analysis is still a useful lens for understanding migrants' motivations when used in context. Based on this article, it is concluded that economic factor is an effective cause behind nurses' migration.

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