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Ex-Migrant Nurses Empowerment after Recovery from Covid-19 Pandemic: An Analysis of Reflective Cycle Gibbs Model

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Abstract
During the Covid-19 outbreak, many ex-migrant nurses who had resigned and were living in Indonesia were unable to return to work. The objective of this study is to develop strategies for empowering ex-migrant nurses in the sustainable healthcare sector following the recovery from the Covid-19 pandemic. The Reflective Cycle Gibbs (RCB) model was employed during the research, which comprised six stages that began with a document review and PRISMA analysis. The PRISMA Analysis utilized Google search engines to filter documents from Google Scholar, Research Gate, and other sources. The RCB model examined 10 eligible journals and discovered records of nurses who returned to their home country due to inadequate pay, career development, workforce protection policy, and empowerment facilities. We concluded 4 problems encountered by returnee nurses i.e. lack of protection policy, poor wages, less career development, and lack of empowerment facilities.

Keywords: Empowerment, Ex-Migrant Indonesian Nurses, Reflective Cycle Gibbs.

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1.   INTRODUCTION

At the beginning of 2022, there were no signs that Covid-19 would disappear soon (Karim & Karim, 2021). Moreover, the occurrence of a new variant of Omicron can be a challenge for the employment sector (Torjesen, 2021). The movement of demand and supply for nurses abroad was one of the labor sectors affected (Lin et al., 2021). Nurses are the dominant healthcare workforce in the market (Philip et al., 2018). Nurses possess the highest demand and supply of health workers in Indonesia (Hardy, Hadi & Tokayo, 2021). In Indonesia, nurse recruitment overseas began in the early 1990s in the Middle East and has since moved to numerous other countries such as Japan, Australia, the Netherlands, and is recently in the process of expanding to Germany (Farah & Choi, 2019). The program offers not only an increase in the welfare of nurses but also the enhancement of the service quality of the profession, additional insight, science and technology, sharpening skills, as well as boosting bilateral cooperation between nations (Calenda & Bellini, 2021). Working abroad for nurses is a professional needs requiring our attention (Mujiati et al., 2020). Therefore, ex-migrant workers are national assets that require to be empowered (Qawiyurrijal, Zainul & Kurniawati, 2021; Zulfikar, 2016).

Numerous studies have been conducted to investigate the issue of migrant and ex-migrant employees (Calenda & Bellini, 2021; Uwabuke, 2021; Inter-Parliamentary Union, 2015). The significant amount of them emphasized ex-migrant female workers' empowerment, welfare difficulties, and domestic violence encountered by ex-migrant employees (Koczan et al., 2021; Tankwanchi et al., 2019). As one of the countries that exports the most workers overseas, the Philippines discusses not only the impact of such enormous research on the national economy (Nortvedt, Lohne, & Dahl, 2020). They investigated the concerns of their relatives who are working overseas or who are left behind (Adebayo, 2021), similarly, in nations such as India and Africa, where many of its inhabitants work abroad, particularly in Europe, America, Canada, and Australia (Moyce & Schenker, 2018). The existence of diaspora associations is a concrete evidence of migrant workers' aspirations in accommodating various positive interests for their future (Hastuti et al., 2019). The future of migrant workers is interesting to study, both during their stay in the country where they work and after returning to their country. These are some of the differences between earlier studies and this article.

This research is a document review employing Reflective Cycle Gibbs model (RCB) concerning more on empowering ex-migrant Indonesian nurses in the health sector, particularly after the Covid-19 period. Some of the major problems experienced by migrant nurses during the Covid-19 period encompass the inability to go back home or on leave. As on leave, they cannot return to their country of work, it is difficult to find work with a decent salary, there is no institution to accommodate their aspirations or potential, and there is no empowerment effort (Calenda & Bellini, 2021; Efendi et al., 2021; Adebayo, 2021). Numerous studies have indicated the amount of job opportunities for nurses, but none have specifically addressed how to empower ex-migrant employees in Indonesia, the number of whom is growing. This question is not effectively addressed, increasing the danger of infection with Covid-19. As a result, the objective of this study was to assist in the formulation of strategies for empowering ex-migrant nurses following the pandemic so that they can continue to have jobs for their welfare and play a vital role in the growth of the health sector. The implication is to contribute to the scholarly interest, diaspora strategy, input, and benefits for ex-migrant nurses, private employment recruitment agencies (PPTKIS), educational institutions, relevant government institutions (BP2MI), and the ministry of manpower.

2. RESEARCH METHOD

This study employed the Reflective Cycle Gibbs (RCB) to examine the problem after selecting documents with the support of PRISMA analysis. There were four stages administered in this research after identifying the keywords in utilizing PRISMA. The reflection method was employed as it provides a framework for examining ex-migrant nurses experiences, and provided its cyclic nature lends itself particularly well to repeated experiences, allowing us to learn and plan from things that either went well or did not run well (Adeani, Febriani & Syafryadin, 2020). It is extensively administered in health research and is considered one of the most effective and efficient research, particularly during the Covid-19 pandemic (Adeani, Febriani & Syafryadin, 2020; Adebayo et al., 2021; Souza et al., 2021).

The study began by examining relevant papers about ex-migrant nurses, reflective practice, and Covid-19, conducted from January to June 2022. The key studies in the research title were administered to create a synthesis matrix. The PRISMA Analysis matrix assists the researcher in classifying numerous arguments of several articles and combining diverse aspects to generate an impression/conclusion about the entire article in general. Excluded articles were those that were more than 5 years old (before 2017), did not match the topic, or were irrelevant. The matrix incorporates a column that summarizes 10 publications that are highly applicable to the research topic, encompassing the research title, researcher, year of publication, research methods, and results.

The data collection employing the google search engine. The documents sought were journals, reports, or other related documents and in accordance with the title keywords (ex-migrant, Indonesian nurses, and Covid-19). In the second stage, the relevant data was grouped (Google Scholar, ResearchGate, and others), while the irrelevant, or duplicated documents were discarded. The third stage was screening, which was grouping more specific documents, associated with ex-migrant Indonesian nurses.The years of publishing ranged from 2017 to 2022, in either English or Indonesian. The Reflective Cycle Gibbs was the dependent variable in this study, while ex-migrant nurses were the independent variable. Ex-migrant Indonesian nurses, introspective, and Covid-19 were the eligibility requirements. Non-nursing articles/journals, non-healthcare professional migrant workers, and other papers unrelated to the issue are included in the exclusion criteria. The final stage is the grouping of documents that should be reviewed (category Included). All researchers participating in the creation of this study searched for data in trustworthy journals. The lead researcher summarized and analyzed the data, which was then reviewed and validated by all team members until it was finalized. The specifics are shown in diagram 2 below.
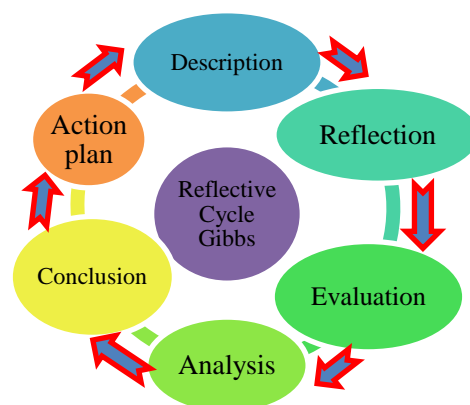

Diagram 1. Reflective Cycle Gibbs

The instrument administered as a systematic in dealing with employment problems of ex-migrant nurses was the RCG model. The systematics incorporates 6 stages, starting from

description, reflection, evaluation, analysis, conclusion, and action plan. More details are demonstrated in the following diagram:

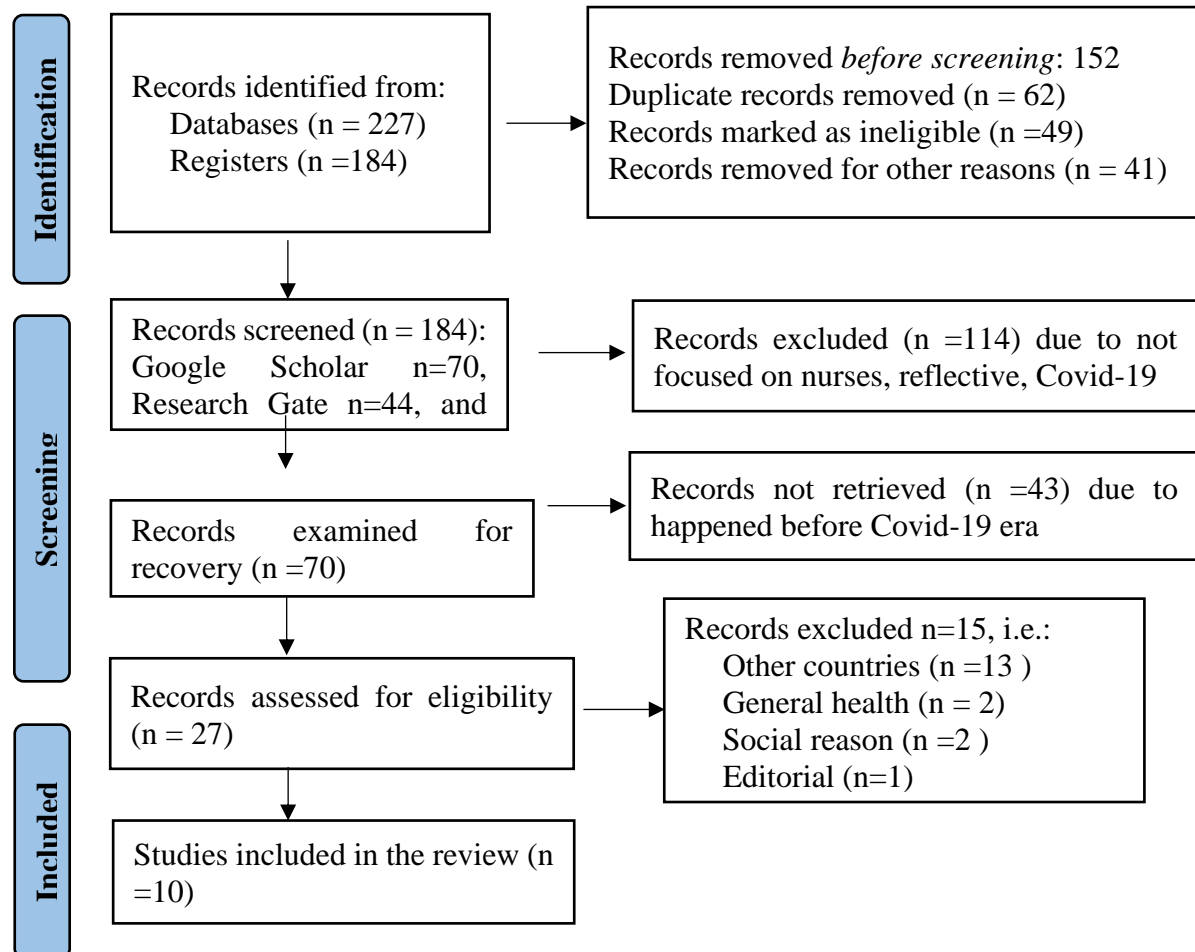## 3.   RESULTS AND DISCUSSION

Diagram 2. Results of PRISMA Analysis

Diagram 2 depicts the results of early-stage Google search engine document searches: n=563 records were collected, of which n=411 were incorporated into the database and registered, and n=152 were rejected. Documents were discovered through Google Scholar (n=70), Research Gate (n=44), others (n=40), and a total of n=184 documents. There were 152 documents that were eliminated because they were irrelevant, duplicated, or for other reasons. Documents incorporated in the record retrieved category were n=70 and assessed n=27, invalid records (excluded) n=17, while those reviewed in the study n = 10. The 10 records of this study 100% incorporating ex-migrant nurses, occurred in various countries in the Covid-19 era. The summary is in Table 1 below:

Table 1. Reviewed records with the detailed result and identified problems of ex-migrant Indonesian nurses

No.	Title, Authors, and Year of publication	Country of ex-migrant nurses worked	Results	Identified Problems and Challenges
1	Prevalence of Depression, Anxiety, and Stress Among Repatriated Indonesian Migrant Workers during the COVID-19 Pandemic, Harjana, et.al, 2021	International	Most respondents had worked as migrant workers for more than 5 years and more than half of them had not received compensation from their company or employer when they arrived back in Indonesia due to the COVID-19 pandemic. Only 2.09% of the survey participants had ever been diagnosed with COVID-19 (Harjana et al., 2021).	- They did not receive compensation during the pandemic - 2.09% infected by Covid-19
2	Going Global: Insights of Indonesian Policymakers on International Migration of Nurses, Efendi, et al., 2021	International	The issues involving nurses' migration policy are quite complex and sectoral. Themes emerging from the study incorporate the move towards global market orientation, addressing challenges on international nurses migration, strengthening coordination among stakeholders and formulating the most of opportunities (Efendi et al., 2021).	- Nurses migration policy i.e before, during, and after migration.
3	The Role of the National Commission on Human Rights of the Republic of Indonesia Related to the Impact of COVID-19 Pandemic on Human Rights and Sustainable Development Goals in Indonesia, The	International	The COVID-19 epidemic has also resulted in an impact on human rights, with some abuses occurring. Some human rights implications were directly (and unavoidably) generated by the pandemic, while others were the product of how the authorities administered it. It demonstrates that the authorities are not sufficiently implementing human rights standards. (The Indonesian National Human Rights Commission, 2021).	Human rights violations are not adequately adopted by the authorities.

		Indonesian National Human Rights Commission, 2021.		
4	Are Indonesian Nurses Ready for Healthcare Robots during the Covid-19 Pandemic? Betriana, et al., 2020.	Japan	Healthcare robots are administered in Indonesia and other countries to combat the COVID-19 pandemic (Betriana et al., 2020).	Educating nurses about healthcare robots, programming, and assurance of its safe and secure use can advance robot appreciation as partners in healthcare.
5	Transformational Leadership and Job Satisfaction Variabel as Factor that Decrease Organizational Citizenship Behavior of Nurses in Private Hospitals in Manado City, Manoppo, et al., 2021.	Indonesia	Transformational leadership possesses a positive effect on job satisfaction and transformational leadership owns a positive significant effect on organizational citizenship behavior. Job satisfaction possesses a positive significant effect on organizational citizenship behavior (Manoppo et al., 2021).	Ex-migrant nurses are potentials to work in major hospitals as leaders, yet job satisfaction has to be answered concerning wages.
6	Migration and Development: A Case Study of Indonesian Migrant Workers, Hastuti et al., 2019.	Internatio-nal	Most suggestions proposed more and more responsibility to the government, such as the revisited regulation, restructuring organization, and intergovernmental agreement (Hastuti et al., 2019).	The question is about the independency of migrant-worker organization on how the organization criticizes the policy-maker if they wish to participate in the project.
7	Empowering Women Ex-Migrant	Hongkong, Malaysia, Saudi	There are several problems in the implementation of development programs,	Lack of funding, facilities,

	Workers and Domestic Violence Victims through Komunitas Perempuan Singkong Jaya, Chawa, Nugroho, Sutopo, 2020.	Arabia, and Taiwan	incorporating the lack of capital and facilities, packaging and marketing, as well as product license problems. Addressing these problems, some intervention programs conducted, encompassing training and funding which have generated intended outputs (Chawa, Nugroho, Sutopo, 2020).	training, and licenses
8	Factors Related the Job Satisfaction among Migrant Nurses in Qatar, Uddin, S., 2019.	Qatar	Indonesian migrant nurses working in Qatar are satisfied with the work of 51.3%. The results of the analysis demonstrated no correlation between length of service and working time arrangements with job satisfaction, whereas there was no correlation between age, education degree, and family status with job satisfaction (Uddin, 2019).	Professional development and incentives increase on shift duty
9	Nursing Home's Measures during the COVID-19 Pandemic: A Critical Reflection, Goh et al., 2022.	Singapore	Nurses have been critical in the fight against COVID-19 by ensuring continuity of patient care and providing clinical leadership in pandemic activities (Goh et al., 2022).	Long-term care facilities are vulnerable to the pandemic, but little has been reported about the nursing homes' measures in handling the pandemic.
10	Nurse Migration and Career Development: The Indonesian Case, Nugraha, Raharjo & Hirano, 2021.	Taiwan, Hongkong, Singapore, Saudi Arabia	Working overseas is advantageous for gaining experience, improving skills, and advancing one's career. Most of them were unwilling to work abroad owing to family obligations (Nugraha, Raharjo & Hirano, 2021).	Career development seems to be a problem although they have fulfilled requirements as they a lack of satisfaction.

Table 1 above demonstrates a summary of eligible journals encompassing the country in which the ex-migrant nurses worked, experience the nurses, benefits, challenges, risks, and problems encountered, both before, during, and after working abroad. The question is on how to empower them after returning to Indonesia.

From the 10 journal descriptions above associated with the problems encountered by ex-migrant nurses of Indonesia, it can be indicated and grouped that there are 4 major problems, which are having a job with a decent salary, poor career development, lack of workforce

protection policy, and shortage of empowerment facilities. We examined these four problems in 6 stages in accordance with the Reflective Cycle Gibbs (RCG) as follows:

The first stage is description. At this point, a discussion of who the problem is, what problem was discovered, when the problem occurred, and what the immigrant nurse acts about the problem. Before the Covid-19 pandemic, nurses (article numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, and 10) faced issues with job remuneration and earnings, human rights, job placement, and professional growth. It was inferred from the four groups of difficulties that the primary ones they encountered were in four areas, incorporating the issue of earnings n=5 (journals no. 1, 3, 5, 8, 10) and career development n=6 (journals no. 1, 5, 7, 8, 9, 10), protection policy n=7 (journals no. 1, 2, 3, 4, 6, 7, 8) and empowerment facilities n=5 (journals no. 1, 2, 5, 6, and 9).

The second stage of RCG is reflection. Reflection in health is one theory which has evident effective in dealing with a problem (Galutira, 2018). This theory is administered in the health empowerment issues (Nukpezah et al., 2021; Oliveira et al., 2020). We require to ask why the 4 problems associated with wages, career development, workforce protection policy, and empowerment still exist and need to be reviewed. To develop a solution, this assessment step necessitates thinking. At this point, the writers' opinion was that, as one of the most essential parts of the health-care system, ex-migrant nurses are valuable state assets. However, there is still no system in place, and their empowerment is unequal, thus the contribution of ex-migrant nurses is not visible.

The third stage is evaluation. Evaluation programs are tremendously general for all professionals (Wiseman et al., 2018). In the nursing process, the evaluation stage is also understood as the fourth stage (Rouleau et al., 2017). The evaluation stage in accordance with the RCG concerns the significance of evaluating the experience of ex-migrant nurses. The existence of learning to deal with the problem of ex-migrant nurses during the epidemic is a positive aspect of the existing situation. The disadvantage is that properly addressing these issues necessitates thought, time, and money. The difficulties in the ten existing journals were classified according to their category (wages, career development, workforce protection policy, and empowerment facilities). The problem provided a positive experience in terms of knowledge advancement, practical experience, and the transcultural lives of ex-migrant nurses. Meanwhile, the unfavorable experience was that not all ex-migrant nurses received the desired financial benefits, knowledge, and skills while working abroad.

The fourth stage requires analyzing. Adeani, Febriani, & Syafryadin, (2020) elaborate that analysis is an effort formulated with a particular method to observe something in detail. At this stage, we examined what happened to the ex-migrant nurses based on the findings of the researchers, the causes, and the recommendations from their research results. According to some academics, the causes that produce the problem of ex-migrant workers encompass the ineffectiveness of the operations of nursing professional organizations overseas, the inadequacy of an organized system in the country, and the unavailability of a platform that accommodates the goals of ex-migrant nurses (Chawa, Nugroho, & Sutopo, 2020; Adebayo et al., 2021; Hastuti et al., 2019).

The fifth stage is conclusion. Gibbs' model presents two conclusions: general and specific. The overall conclusion is that ex-migrant nurses confront financial, social, and technical challenges. The conclusion is supported by several researchers' opinion on similar subject (Chawa, Nugroho, & Sutopo, 2020; Uwabuike, 2021). There are four findings in this study that are specific to the nursing profession, particularly empowerment associated with their competency as professional nurses.

The sixth stage is action plan. Empowerment in the health sector entails incorporating them into the training of abroad nurses, entrepreneurs, independent nurse clinics, and medical tourism (Hardy, Hadi, & Tukayo, 2021). Those industries have never been without a

requirement for nurses (Al-Ashwal et al., 2020; Hardy, Hadi, & Tukayo, 2021; Zulfikar, 2016). In this step, we planned what we would do differently in similar or related situations in the future. This step was tremendously helpful to think about how we are able to assist the profession, ex-migrant nurses, community, ministry of manpower, and the state (Nortvedt, Lohne, & Dahl, 2020). Therefore, we did not simply anticipate what we would perform differently, but also how we ensit happened. The next step is to compile a proposal that incorporates the background, objectives, program agenda and timeframe, organization, funding, and a SWOT analysis. The proposal should explain the plan and objectives of the activity clearly and in detail that requires the approval of other parties. As suggested by many research finding, to create proposals for this issue, we suggested organizing a small pilot project committee comprised of government representatives, manpower agents, community representatives, professional groups, university representatives, and ex-migrant nurses (Hardy, Hadi, & Tukayo, 2021; Philip et al., 2018). According to various research findings, the objective of the proposal is to discover exceedingly essential challenges and solutions associated with the empowerment of ex-migrant nurses by concerning all available potentials, incorporating supportive and inhibiting variables (Efendi et al., 2015; Espino-Díaz et al., 2020).

The limitation of this study is that we did not perform direct research with more ex-migrant Indonesian nurses who resigned from different countries. It was owing to financial, geographical, energy, and time constraints, particularly during the Covid-19 pandemic. There has also been little research on ex-migrant nurses in Indonesia (Tukayo & Hardy, 2020). The subject of empowering returnee nurses can be discussed further in the future. For instance, ex-migrant nurses' work in various parts of Indonesia, or their membership in a returnee nurse organization.

4. CONCLUSION

We obtained the problem of employment compensation and wages, human rights, job placement, and professional development among ex-migrant nurses by employing Reflective Cycle Gibs design based on 10 appropriate documents out of 27 records. This study suggests that returnee nurses' problems should be addressed through job placement, career development, nursing workforce protection policies, and the formation of empowerment facilities/agencies. As a result, based on the 6-stage Gibbs Reflective Cycle Model, this study suggested the formation of a small committee comprised of representatives from diverse aspects, such as the government, private, and professional organization sectors, to develop tangible initiatives.

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