



## CHARTING THE COURSE: A CRITICAL EXAMINATION OF THE EVOLUTION AND IMPACT OF A NURSING CAREER

Hussien Mohammed Ali Lasloom<sup>1\*</sup>, Abdullah Ali Hamad Alobaid<sup>2</sup>, Ali Mahdi Hamad Lasloom<sup>3</sup>, Mohammed Hussain Saleh Alyami<sup>4</sup>, Ali Eisa Almalki<sup>5</sup>, Abdulrazaq Askar Ali Al Saloom<sup>6</sup>, Askar Mohammed A Alsallum<sup>7</sup>, Mersal Mahdi A Lesloom<sup>8</sup>

<sup>1\*</sup>Ministry of Health, Saudi Arabia; Email: hlasloom@moh.gov.sa

<sup>2</sup>Ministry of Health, Saudi Arabia; Email: abaalobaid@moh.gov.sa

<sup>3</sup>Ministry of Health, Saudi Arabia; Email: amlasloom@moh.gov.sa

<sup>4</sup>Ministry of Health, Saudi Arabia; Email: mohoalyami@moh.gov.sa

<sup>5</sup>Ministry of Health, Saudi Arabia; Email: alealmalki@moh.gov.sa

<sup>6</sup>Ministry of Health, Saudi Arabia; Email: aaalsaloom@moh.gov.sa

<sup>7</sup>Ministry of Health, Saudi Arabia; Email: afortheslaw@moh.gov.sa

<sup>8</sup>Ministry of Health, Saudi Arabia; Email: mmlasloom@moh.gov.sa

**\*Corresponding Author:** Hussien Mohammed Ali Lasloom

\*Ministry of Health, Saudi Arabia; Email: hlasloom@moh.gov.sa

---

### Abstract:

This article presents a critical examination of the nursing profession, tracing its historical evolution, confronting its challenges, and celebrating its rewards. The journey of nursing, from its foundational roots to its current role as a pivotal component of the healthcare system, reveals a profession marked by significant growth, adaptability, and resilience. This review delves into the transformative shifts in nursing education and practice, underscored by technological advancements and changing healthcare paradigms. It highlights the multifaceted challenges nurses face, including physical and emotional strain, ethical dilemmas, and the impact of global healthcare disparities. Despite these hurdles, the article illuminates the profound fulfillment and impact nurses experience through patient care, professional development, and contributions to public health. Drawing on a global perspective, it considers the cultural and international dimensions of nursing, exploring how the profession addresses universal healthcare challenges. Looking forward, the review identifies emerging trends and innovations shaping the future of nursing, emphasizing the need for continuous adaptation and the nurturing of the next generation of nursing professionals. Through a blend of historical analysis, personal reflections, and forward-looking insights, this article aims to provide a comprehensive overview of the nursing career, highlighting its critical role in advancing healthcare and its enduring value to society.

**Keywords:** Nursing Evolution, Healthcare Challenges, Technological Advancements in Nursing, Professional Fulfillment, Global Healthcare Perspectives, Future Trends in Nursing, Nursing Education and Practice

### 1- Introduction

Nursing, as a fundamental pillar of the healthcare system, embodies a rich tapestry of history, practice, and profound human connection. The evolution of nursing from its rudimentary

beginnings to a sophisticated, evidence-based profession reflects broader shifts in society, technology, and healthcare philosophies. This critical examination aims to navigate through the intricate journey of nursing, highlighting its pivotal role in shaping healthcare outcomes and personalizing patient care.

The roots of nursing can be traced back to ancient civilizations, where caregiving roles were often filled by women within the confines of family and community settings (Dock & Stewart, 1938). However, the formalization of nursing as a profession is largely attributed to the pioneering efforts of Florence Nightingale in the 19th century. Nightingale's introduction of systematic training and education for nurses, coupled with her emphasis on sanitation and patient care during the Crimean War, marked a significant turning point (Dossey, 2010). Her legacy laid the foundation for modern nursing, emphasizing the importance of evidence-based practice and a holistic approach to patient care.

As healthcare complexities grew, so did the role of nurses, evolving from bedside caregivers to integral members of the interdisciplinary healthcare team. The expansion of nursing roles is evident in the diversification of specializations and the advancement in nursing education, moving from hospital-based training programs to advanced degrees in nursing science (Keeling & Bigbee, 2005). This shift not only elevated the profession but also expanded the scope of nursing practice, enabling nurses to contribute significantly to clinical research, healthcare policy, and system management.

The 20th and 21st centuries have witnessed remarkable technological advancements that have reshaped nursing practice. From the advent of electronic health records to sophisticated medical devices, technology has enhanced the efficiency, accuracy, and scope of nursing care (Huston, 2013). However, these advancements also present challenges, necessitating continuous learning and adaptation among nursing professionals.

Despite the progress and increased recognition of the nursing profession, nurses continue to face significant challenges. Workforce shortages, emotional and physical burnout, and ethical dilemmas related to patient care and healthcare disparities are prevalent issues (Kovner, Brewer, Fatehi, & Jun, 2014). These challenges underscore the need for supportive healthcare environments, ongoing professional development, and policies that address the well-being of nursing professionals.

The nursing profession's journey is a testament to its resilience, adaptability, and unwavering commitment to patient care. As we reflect on this journey, it is crucial to acknowledge the challenges and celebrate the triumphs that have shaped nursing into the indispensable component of healthcare it is today. This critical examination serves not only as a tribute to the nursing profession but also as a call to action to continue supporting and advancing the field for future generations.

## **2- The Evolution of Nursing**

The evolution of nursing is a captivating narrative that mirrors the broader transformations in healthcare and society. This journey from a primarily informal and intuitive practice to a highly skilled, evidence-based profession underscores the adaptability and resilience of nursing as a discipline. This section delves into key milestones and pivotal changes in nursing, highlighting the profession's growth and its increasing importance in healthcare delivery.

### **2.1 Beginnings of Formal Nursing**

The formalization of nursing is often attributed to Florence Nightingale, whose pioneering work during the Crimean War in the mid-19th century laid the groundwork for modern nursing practices. Nightingale's introduction of sanitary measures in war hospitals and her subsequent establishment of the first scientifically based nursing school at St. Thomas' Hospital in London in 1860 marked a significant departure from the perception of nursing as an unskilled, menial task (Dossey, 2010). Nightingale's emphasis on hygiene, patient care, and the use of statistics to improve health outcomes set a precedent for nursing as a profession grounded in science and compassion.

## **2.2 Expansion and Specialization**

The 20th century witnessed the rapid expansion and specialization within nursing, reflecting the increasing complexity of healthcare. The development of specialized nursing roles, such as nurse anesthetists and nurse practitioners, began to emerge, signifying a shift towards a more diverse and advanced nursing practice (Keeling & Bigbee, 2005). This period also saw the proliferation of nursing education programs, moving from hospital-based training to university degrees, further professionalizing the field and expanding the knowledge base and competencies of nursing professionals.

## **2.3 Technological Advancements and Nursing**

Technological advancements have significantly influenced the evolution of nursing, introducing new tools and methodologies that have transformed patient care. The adoption of electronic health records, telehealth services, and advanced medical devices has enhanced the efficiency, accuracy, and scope of nursing practices, enabling nurses to deliver more precise and personalized care (Huston, 2013). However, these advancements have also necessitated a continuous adaptation and learning process for nursing professionals, emphasizing the importance of ongoing education and professional development.

## **2.3 Globalization and Cultural Competence**

The globalization of healthcare and the increasing diversity of patient populations have emphasized the need for cultural competence in nursing. Understanding and respecting cultural differences in healthcare beliefs and practices have become crucial in providing effective and empathetic care. This shift has led to a greater focus on global health in nursing education and practice, fostering a more inclusive and holistic approach to patient care (Leininger & McFarland, 2002).

The evolution of nursing from its humble beginnings to a critical component of the healthcare system is a testament to the profession's enduring commitment to patient care, continuous learning, and adaptation to societal changes. As nursing continues to evolve, it remains anchored by its core values of compassion, care, and advocacy, even as it embraces new challenges and opportunities in the ever-changing landscape of healthcare.

## **3- Challenges in Nursing**

Nursing, despite its critical role in healthcare delivery, faces numerous challenges that impact both the individuals within the profession and the overall effectiveness of healthcare systems. These challenges range from workforce issues, such as staffing shortages and burnout, to the emotional toll of providing care, ethical dilemmas, and navigating the complexities of an ever-evolving healthcare landscape.

### **3.1 Workforce Shortages and Staffing Issues**

One of the most pressing challenges in nursing is the global shortage of nursing professionals. This shortage is exacerbated by an aging workforce, high turnover rates, and insufficient numbers of nursing graduates to meet the growing demand for healthcare services (Buchan & Aiken, 2008). Staffing shortages not only increase the workload on existing nurses, leading to job dissatisfaction and burnout, but also compromise patient care quality and safety.

### **3.2 Physical and Emotional Burnout**

Nurses often work in high-stress environments that demand long hours, physical labor, and the emotional burden of caring for patients in critical or end-of-life situations. The high levels of stress and emotional fatigue can lead to burnout, characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment (Maslach & Leiter, 2016).

Burnout not only affects nurses' health and well-being but also impacts patient care and increases the likelihood of errors.

### **3.3 Ethical Dilemmas and Moral Distress**

Nurses frequently face ethical dilemmas and moral distress in their practice, stemming from situations where they are unable to act in accordance with their ethical beliefs due to constraints such as organizational policies, legal limitations, or resource shortages (Jameton, 2013). These situations can lead to significant emotional and psychological distress, impacting nurses' job satisfaction and commitment to the profession.

### **3.4 Technological and Healthcare System Complexities**

The rapid pace of technological advancements and the increasing complexity of healthcare systems present both opportunities and challenges for nursing. While technology can enhance patient care and improve efficiency, it also requires nurses to continuously update their skills and adapt to new systems and procedures. Additionally, navigating complex healthcare systems, with their myriad regulations, documentation requirements, and interprofessional dynamics, can be challenging and time-consuming (Huston, 2013).

### **3.5 Addressing the Challenges**

To address these challenges, a multifaceted approach is needed. Strategies include investing in nursing education and workforce development, implementing supportive policies and practices to prevent burnout, fostering ethical and supportive work environments, and providing ongoing professional development opportunities to keep pace with technological advancements. Additionally, healthcare organizations and policymakers must recognize and address the systemic issues contributing to these challenges to ensure the sustainability of the nursing profession and the overall effectiveness of healthcare delivery.

## **4- Rewards and Fulfillment**

Despite the challenges inherent in the nursing profession, many nurses find their careers deeply rewarding and fulfilling. The intrinsic rewards derived from nursing encompass personal satisfaction, professional growth, and the unique privilege of making a significant impact on patients' lives and well-being. This section explores the various aspects of nursing that contribute to its sense of reward and fulfillment.

### **Making a Difference in Patients' Lives**

At the heart of nursing is the opportunity to make a tangible difference in the lives of patients and their families. Nurses often witness firsthand the positive outcomes of their care, whether it's helping a patient recover, providing comfort in difficult times, or supporting families through health crises. This direct impact on patient well-being is a powerful source of fulfillment for many nurses (Curtis, 2014). The personal connections formed with patients and the ability to advocate for their needs further enhance nurses' sense of purpose and satisfaction.

### **Emotional Rewards and Personal Growth**

Nursing provides a unique opportunity for emotional growth and the development of empathy and compassion. Engaging in patient care allows nurses to hone their interpersonal skills and deepen their understanding of human experiences, fostering a profound sense of empathy and connection (Cowin et al., 2008). These emotional rewards not only enhance personal well-being but also contribute to more compassionate and effective patient care.

## **Professional Development and Lifelong Learning**

The dynamic nature of healthcare and the continuous advancements in medical knowledge and technology necessitate ongoing learning and professional development in nursing. Many nurses value the opportunity to constantly grow and evolve in their profession, acquiring new skills, and expanding their knowledge base (Benner, Sutphen, Leonard, & Day, 2010). This commitment to lifelong learning not only ensures high-quality patient care but also offers personal and professional fulfillment through the mastery of new challenges and the achievement of advanced competencies.

## **Contributions to Public Health and Community Well-being**

Nurses play a crucial role in public health initiatives and community well-being. From participating in health education campaigns to engaging in public health research, nurses contribute to the broader efforts to improve health outcomes and reduce health disparities within communities (Begley, 2010). This broader impact on public health enhances the sense of fulfillment derived from nursing, knowing that their efforts extend beyond individual patient care to influence the health and well-being of entire populations.

The rewards and fulfillment derived from nursing are multifaceted, encompassing the personal satisfaction of making a difference, the emotional growth fostered by patient care, the professional development opportunities inherent in the field, and the broader impact on public health. These rewards underscore the value of nursing not only as a career but as a vocation that offers profound personal and professional fulfillment.

## **5- The Global Perspective**

The global perspective on nursing recognizes the profession's critical role in addressing healthcare needs across diverse cultural and socioeconomic landscapes. This view underscores the importance of cultural competence, the impact of global health initiatives, and the challenges and opportunities presented by international nursing practices. Understanding nursing from a global perspective involves examining how nurses contribute to healthcare in various settings worldwide and how global trends influence the profession.

### **5.1 Cultural Competence in Nursing**

Cultural competence has become a cornerstone of effective nursing practice in an increasingly globalized world. Nurses often care for patients from a wide range of cultural backgrounds, each with their own health beliefs, practices, and communication styles. Developing cultural competence—the ability to understand, communicate with, and effectively interact with people across cultures—is essential for providing respectful and effective healthcare. Leininger's Theory of Cultural Care Diversity and Universality emphasizes the need for nurses to provide care that is culturally congruent, not just culturally sensitive (Leininger & McFarland, 2002).

### **5.2 International Nursing Workforce and Migration**

The international migration of nurses is a phenomenon influenced by global demand and supply imbalances in the nursing workforce. High-income countries often recruit nurses from lower-income countries to fill domestic shortages, leading to a 'brain drain' in source countries that exacerbates local healthcare challenges (Kingma, 2006). This migration has implications for healthcare quality and access in both sending and receiving countries and raises ethical considerations regarding workforce sustainability and equity in global health.

### **5.3 Global Health Initiatives and Nursing**

Nurses play a vital role in global health initiatives, working on the front lines of efforts to combat diseases, improve maternal and child health, and respond to health crises such as pandemics and natural disasters. The involvement of nurses in these initiatives is critical, as they often have the

closest contact with communities and are pivotal in implementing public health interventions. The World Health Organization's "Global Strategic Directions for Nursing and Midwifery 2021–2025" highlights the importance of strengthening nursing and midwifery to achieve universal health coverage and Sustainable Development Goals (World Health Organization, 2020).

#### **5.4 Challenges in Global Nursing Education and Practice**

Global nursing education and practice face several challenges, including variations in educational standards, regulatory frameworks, and practice environments. These differences can affect the quality of nursing care and the mobility of nursing professionals across borders. Efforts to harmonize nursing education standards and recognize professional qualifications internationally are crucial for enhancing the global nursing workforce's capacity to respond to health needs effectively. A global perspective on nursing illuminates the profession's complexities and diversities across different cultural and healthcare contexts. It highlights the need for cultural competence, addresses the challenges of workforce migration, and underscores the critical role of nurses in global health initiatives. As the demand for healthcare continues to grow worldwide, the global nursing community must navigate these challenges and opportunities to improve health outcomes and equity across nations.

#### **6- Future of Nursing**

The future of nursing is poised at the intersection of advancing technology, evolving healthcare needs, and a global push towards health equity. As the healthcare landscape continues to transform, the nursing profession must adapt and innovate to meet the emerging challenges and opportunities. This section explores key trends that are shaping the future of nursing, including technological innovations, the expanding scope of practice, the emphasis on interprofessional collaboration, and the critical role of nurses in addressing global health disparities.

##### **Technological Innovations in Nursing**

Technological advancements are set to redefine nursing practice, with digital health technologies, artificial intelligence (AI), and telehealth becoming increasingly integral to patient care. These technologies have the potential to enhance patient outcomes, improve access to care, and increase the efficiency of healthcare delivery. For instance, AI can support clinical decision-making and patient monitoring, while telehealth can extend care to remote or underserved populations (Topol, 2019). However, integrating these technologies into nursing practice requires ongoing education and training to ensure nurses are equipped with the necessary digital competencies.

##### **Expanding Scope of Practice**

The scope of nursing practice is expanding, with nurses taking on more advanced roles in healthcare delivery, policymaking, and leadership. Nurse practitioners (NPs) and advanced practice registered nurses (APRNs) are increasingly providing primary and specialty care, particularly in areas facing physician shortages (Maier & Aiken, 2016). This expansion not only addresses gaps in healthcare access but also recognizes the expertise and value nurses bring to patient care and health system improvement.

##### **Interprofessional Collaboration**

The future of healthcare emphasizes interprofessional collaboration, with nurses playing pivotal roles in multidisciplinary teams. Effective collaboration among healthcare professionals from different disciplines is essential for delivering comprehensive, patient-centered care. Nurses' expertise in patient care coordination, health education, and advocacy positions them as key contributors to collaborative healthcare models that aim to improve patient outcomes and system efficiency (Institute of Medicine, 2011).

## Addressing Global Health Disparities

Nurses are at the forefront of efforts to address global health disparities and promote health equity. The COVID-19 pandemic has highlighted the critical role of nurses in responding to health crises, underscoring the need for a strong nursing workforce to achieve global health goals. Investing in nursing education, leadership, and workforce development is essential for building resilient health systems capable of addressing the complex health challenges of the 21st century (World Health Organization, 2020).

The future of nursing is marked by rapid change and significant opportunity. As the profession navigates the challenges of technological integration, expanding roles, and global health disparities, the core values of nursing—compassion, care, and advocacy—remain unchanged. By embracing innovation, fostering collaboration, and advocating for equity, nurses will continue to be indispensable agents of change in the evolving healthcare landscape.

## 7- Personal Reflections from the Field

Personal reflections from nurses in the field offer invaluable insights into the realities of nursing, highlighting the challenges, triumphs, and profound experiences that shape their professional and personal lives. These narratives underscore the complexity and depth of nursing, providing a window into the daily lives of those dedicated to caring for others. This section shares reflections from nurses across various settings, capturing the essence of what it means to be a nurse.

### - The Emotional Landscape of Nursing

Nurses frequently discuss the emotional intensity of their work, from the joy of witnessing a patient's recovery to the sorrow of experiencing loss. A nurse working in palliative care shared, "Each patient leaves a mark on your heart. Some days you're celebrating a patient's progress, and on others, you're helping a family say goodbye. It's a rollercoaster of emotions, but knowing you've made a difference is incredibly rewarding" (Curtis, 2014). These experiences highlight the emotional resilience required in nursing and the profound impact of providing compassionate care.

### - The Value of Teamwork and Support

Many nurses emphasize the importance of teamwork and the support of colleagues in navigating the challenges of their profession. A nurse from a busy urban hospital noted, "The camaraderie among nurses is unlike anything else. We're a team, and we lift each other up during the toughest shifts. This sense of community is what keeps me going" (Kalisch & Lee, 2011). This reflection illustrates the crucial role of a supportive work environment in maintaining morale and job satisfaction.

### - Lifelong Learning and Professional Growth

Nurses often reflect on the dynamic nature of healthcare and the continuous learning required to stay abreast of advancements. An experienced nurse educator stated, "Nursing is a lifelong journey of learning. Every day presents an opportunity to learn something new, whether it's a technical skill, a piece of medical knowledge, or a deeper understanding of patient care" (Benner et al., 2010). This perspective underscores the commitment to professional development and the pursuit of excellence that characterizes the nursing profession.

## Advocacy and Patient-Centered Care

Nurses frequently find themselves advocating for their patients, ensuring their needs and wishes are respected within the healthcare system. A nurse working in a community health setting shared, "Part of our role is to be the voice for our patients, especially those who may not be able to speak for themselves. It's about more than just medical care; it's about respecting their dignity and wishes" (Mason, Gardner, Outlaw, & O'Grady, 2016). This reflection highlights the advocacy aspect of nursing and the commitment to holistic, patient-centered care.

Personal reflections from nurses offer a poignant reminder of the profession's complexities, challenges, and rewards. These narratives provide a deeper appreciation for the dedication and compassion that define nursing, emphasizing the critical role nurses play in healthcare and the impact they have on the lives of their patients.

## Conclusion

The exploration of nursing through its evolution, challenges, rewards, global perspective, future prospects, and personal reflections paints a comprehensive picture of a profession that is both demanding and deeply fulfilling. Nursing, as we have seen, is not just a career but a calling that demands a unique blend of compassion, resilience, and skill. The journey of nursing from its historical roots to its current status as a cornerstone of healthcare reflects the profession's adaptability and commitment to patient care.

Nurses face significant challenges, including workforce shortages, emotional and physical burnout, and the complexities of modern healthcare systems. Yet, the profession offers unparalleled rewards, from the profound satisfaction of making a difference in patients' lives to the opportunities for continuous learning and professional growth. The global perspective on nursing highlights the profession's crucial role in addressing healthcare disparities and promoting health equity across the world.

As we look to the future, it is clear that nursing will continue to evolve, shaped by technological advancements, changing healthcare needs, and the ongoing pursuit of improved patient care and health outcomes. The personal reflections from nurses underscore the human element of nursing, reminding us of the compassion, dedication, and advocacy that define the profession.

In conclusion, nursing stands as a testament to the enduring power of caring and the vital role of nurses in the health and well-being of societies worldwide. As we navigate the complexities of the 21st-century healthcare landscape, the insights, experiences, and perspectives of nurses will be instrumental in shaping a more equitable, effective, and compassionate healthcare system. The journey of nursing is far from complete, and its future promises to be as dynamic and impactful as its past.

## References

1. Benner, P., Sutphen, M., Leonard, V., & Day, L. (2010). *Educating Nurses: A Call for Radical Transformation*. Jossey-Bass.
2. Begley, A. M. (2010). On being a good nurse: Reflections on the past and preparing for the future. *International Journal of Nursing Practice*, 16(6), 525-532.
3. Buchan, J., & Aiken, L. (2008). Solving nursing shortages: a common priority. *Journal of Clinical Nursing*, 17(24), 3262-3268.
4. Curtis, K. (2014). Learning the requirements for compassionate practice: Student vulnerability and courage. *Nursing Ethics*, 21(2), 210-223.
5. Cowin, L. S., Johnson, M., Craven, R. G., & Marsh, H. W. (2008). Causal modeling of self-concept, job satisfaction, and retention of nurses. *International Journal of Nursing Studies*, 45(10), 1449-1459.
6. Dock, L. L., & Stewart, I. M. (1938). *A Short History of Nursing from the Earliest Times to the Present Day*. G.P. Putnam's Sons.
7. Dossey, B. M. (2010). *Florence Nightingale: Mystic, Visionary, Healer*. F.A. Davis Company.
8. Huston, C. (2013). The impact of emerging technology on nursing care: Warp speed ahead. *Online Journal of Issues in Nursing*, 18(2).
9. Institute of Medicine (US) Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine. (2011). *The Future of Nursing: Leading Change, Advancing Health*. National Academies Press (US).



10. Jameton, A. (2013). A reflection on moral distress in nursing together with a current application of the concept. *Journal of Bioethical Inquiry*, 10(3), 297-308.
11. Kalisch, B.J., & Lee, H. (2011). The impact of teamwork on missed nursing care. *Nursing Outlook*, 59(5), 233-241.
12. Keeling, A. W., & Bigbee, J. L. (2005). The history of nursing and the development of the nursing profession. *Nursing Clinics of North America*, 40(1), 1-14.
13. Kovner, C. T., Brewer, C. S., Fatehi, F., & Jun, J. (2014). What does nurse turnover rate mean and what is the rate? *Policy, Politics, & Nursing Practice*, 15(3-4), 64-71.
14. Kingma, M. (2006). *Nurses on the Move: Migration and the Global Health Care Economy*. Cornell University Press.
15. Leininger, M., & McFarland, M. R. (2002). *Transcultural Nursing: Concepts, Theories, Research, and Practice*. McGraw-Hill.
16. Mason, D.J., Gardner, D.B., Outlaw, F.H., & O'Grady, E.T. (2016). *Policy & Politics in Nursing and Health Care*. Elsevier Health Sciences.
17. Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: recent research and its implications for psychiatry. *World Psychiatry*, 15(2), 103-111.
18. Maier, C. B., & Aiken, L. H. (2016). Task shifting from physicians to nurses in primary care in 39 countries: a cross-country comparative study. *European Journal of Public Health*, 26(6), 927-934.
19. Topol, E. (2019). *Deep Medicine: How Artificial Intelligence Can Make Healthcare Human Again*. Basic Books.
20. World Health Organization. (2020). *Global Strategic Directions for Nursing and Midwifery 2021–2025*. WHO. <https://www.who.int/publications/i/item/9789240033863>
21. World Health Organization. (2020). *State of the World's Nursing 2020: Investing in Education, Jobs and Leadership*. WHO. <https://www.who.int/publications/i/item/9789240003279>