



Universiteit  
Leiden

The Netherlands

## **Who cares? An ethnographic research on the workforce integration of first-generation immigrants in geriatric care in the Netherlands and Germany**

Ham, A.

### **Citation**

Ham, A. (2022, December 20). *Who cares?: An ethnographic research on the workforce integration of first-generation immigrants in geriatric care in the Netherlands and Germany*. Retrieved from <https://hdl.handle.net/1887/3503600>

Version: Publisher's Version

License: [Licence agreement concerning inclusion of doctoral thesis in the Institutional Repository of the University of Leiden](#)

Downloaded from: <https://hdl.handle.net/1887/3503600>

**Note:** To cite this publication please use the final published version (if applicable).

# **Who cares?**

**An ethnographic research on the workforce integration  
of first-generation immigrants in geriatric care in the  
Netherlands and Germany**

**Anita Ham**

This PhD was funded by The Dutch Organization for Scientific Research (NWO) (023.008.044/1105) and The Hague University of Applied Sciences (De Haagse Hogeschool).

Cover art: Maaïke van Wissen  
Layout: Publiss | [www.publiss.nl](http://www.publiss.nl)  
Printed by: Ridderprint | [www.ridderprint.nl](http://www.ridderprint.nl)  
ISBN: 978-94-6458-565-0  
Elect. ISBN: 978-94-6458-567-4

Copyright © 2022 Anita Ham

*All rights reserved. No part of this thesis may be reproduced, stored in a retrieval system of any nature, or transmitted in any form or by any means without prior written permission of the author, or when appropriate, the holder of the copyright.*

# Who Cares?

**An ethnographic research on the workforce integration of first-generation immigrants in geriatric care in the Netherlands and Germany**

Proefschrift

ter verkrijging van  
de graad van doctor aan de Universiteit Leiden,  
op gezag van rector magnificus prof. dr. ir. H. Bijl,  
volgens besluit van het college voor promoties  
te verdedigen op dinsdag 20 december 2022  
klokke 16:15 uur

door  
Anita Ham  
geboren te Ruinerwold

**Promotor**

Prof. dr. R. Reis

**Copromotor**

Dr. B. Prins

**Promotiecommissie**

Prof. dr. D. van Bodegom

Prof. dr. M. Bussemaker

Prof. dr. A. J. Pols, Universiteit van Amsterdam

Prof. dr. A.M. The, Vrije Universiteit Amsterdam

## TABLE OF CONTENT

Chapter 1	Introduction. An ethnographic research on the workforce integration of first-generation immigrants in geriatric care in the Netherlands and Germany	9
Chapter 2	Social processes affecting the workforce integration of first-generation immigrant health care professionals in ageing citizens in the Netherlands	69
Chapter 3	Tinkering between first-generation immigrant nurses and native nurses to enact good care in a Dutch residential home	87
Chapter 4	Social dynamics & concepts of good care affecting the interaction between established employees and newcomers in a German residential home	109
Chapter 5	An ethnographic study on the enactment of geriatric care by first-generation immigrants and established caregivers in a German residential home	133
Chapter 6	General discussion and final conclusions. The workforce integration of first generation immigrants in geriatric care in the Netherlands and Germany	155
References		186
Summary		189
Samenvatting (Dutch summary)		191
Zusammenfassung (Summary in German)		193
Curriculum Vitae		195
List of Publications and Presentations		197
Acknowledgements		201



*'The single story creates stereotypes, and the problem with stereotypes is not that they are untrue, but that they are incomplete. They make one story become the only story'*

Chimamanda Ngozi Adichie