Brain Drain in Africa, challenges and solutions

Prof. Charles Ibingira
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Why HRH

- Strengthening health systems, at all levels is critical to meeting the SDGs and attaining UHC in SSA and other LMIC.
- Human resources in the right cadre, sex, age, training, experience and motivation are essential to make this happen.
- Governments should invest into the health,
Brain drain

- SSA is home to 24% of the world's disease burden but only 3% of the world's health care workforce.
- The financial support to provide the workforce necessary to transform health is relatively meager.
- Internal Brain Drain and external brain drain, due to renumerations disparities and other factors,
- Africa’s loss is rich countries’ gain: the research estimated that financial benefits amounted to $2.7 billion to the UK, $846 million to the United States, $621 million to Australia and $384 million to Canada.
According to 2015 WHO data, the doctor-to-population ratio

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>Ratios</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sierra Leone</td>
<td>0.2 doctors/1000</td>
</tr>
<tr>
<td>Nigeria</td>
<td>0.3 Doctors/1000</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>0.2 Doctors/1000</td>
</tr>
<tr>
<td>Liberia</td>
<td>0.1 doctors/1000</td>
</tr>
<tr>
<td>Egypt</td>
<td>2.8 doctors/1000</td>
</tr>
<tr>
<td>S.Africa</td>
<td>4.3 Doctors/1000</td>
</tr>
</tbody>
</table>
motivational factors to brain drain:

- Financial
- Career development
- Continuing education
- Hospital infrastructure
- Resource availability for job satisfaction
- Motivating Hospital management teams,
- Personal recognition or appreciation (either from managers, colleagues of the community)
- fringe benefits, leave, lunch, vehicle, travel abroad,
Other factors that promote Brain drain

- housing and transport allowances
- job security
- personal safety
- staff shortages
- social factors, and effect on family life, ie., social services, political situations,
- Personality and character

(https://www.un.org/africarenewal/magazine/december-2016-march-2017/)
Inequitable distribution of HRH

- Multiple factors influence the inequitable distribution of doctors, ranging from general social and economic inequity, the medical education system, payment incentives, public/private health system development and a social movement for reform.
- A movement towards increasing private sector involvement in health services, fee-for-services payment under a user fee system, poorly managed decentralization, and increasing income maldistribution usually result in a shift of HRH in favor of the big cities, private hospitals and specialized health services.
### Surgeons salary / month in USD 2015

<table>
<thead>
<tr>
<th>Location</th>
<th>Salary (USD)</th>
</tr>
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<tbody>
<tr>
<td>New Jersey USA</td>
<td>216000</td>
</tr>
<tr>
<td>Uganda</td>
<td>3000</td>
</tr>
<tr>
<td>Kenya</td>
<td>6000</td>
</tr>
<tr>
<td>Zambia</td>
<td>24000</td>
</tr>
</tbody>
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Brain drain and HrH retention.

- Financial incentives, career development and management issues are core factors affecting motivation. Recognition is highly influential in health worker motivation;
- Adequate supplies and appropriate infrastructure are factors that can significantly improve morale.
- Hence, financial incentives by themselves are not the appropriate response.
- Motivational factors may be valued differently by different cadres, sex, ages, and cultural settings. Motivational factors are influenced by the context, and are transitional.
- Improve other multisectoral factors, economy, political
Current situation

- With Brexit, the Trump presidency and increasingly restrictive immigration policies, the trend is likely to increase. Nearly 70% of African MBA students at the top 10 US and European schools planned to return home and work after graduation, found a survey by Jacana Partners (Tomiwa Igun, founder of the Young African MBAs).

African countries are seeing a “brain gain” as young elite graduates give up on the West (Chidinma Irene Nwoye 2017).

More of internal Brain drain, rural to urban, public to private, etc, but within
Thank you! Welcome 2020