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Brain Drain in Africa, challenges and solutions

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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
- 15 - 18 the financial support to provide the workforce necessary to transform health is relatively meager.
- Internal Brain Drain and external brain drain, due to remuneration 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



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According to 2015 WHO data, the doctor-to-population ratio

	COUNTRY	Ratios
1	sierra Leone	0.2doctors/1000
2	Nigeria	0.3 Doctors/1000
3	Ethiopia	0.2Doctors/1000
4	Liberia	0.1doctors/1000
5	Egypt	2.8doctors/1000
6	S.Africa	4.3Doctors/1000



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.



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Surgeons salary /month in USD 2015

New jersey USA	216000
Uganda	3000
Kenya	6000
Zambia	24000



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



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