

# MIGRATION OF HEALTH CARE WORKERS FROM SUB-SAHARAN AFRICA: CAUSES AND IMPACTS ON HEALTH SYSTEMS: A LITERATURE REVIEW

## **Abstract**

**Objective:** To assess the reasons behind migration of healthcare workers and the impact of healthcare worker migration on health systems in Sub-Saharan Africa.

**Setting:** Sub-Saharan Africa.

**Design and Methods:** Literature review of secondary sources. Searches were conducted from PubMed, Google Scholar and MEDPILOT. Google and the following institutional websites were also searched for relevant literature: WHO, UN, IOM, WB and the human resource for health website. Published papers, articles, descriptive briefs and reports were also collected.

**Principal Findings:** The state of health system in Sub-Saharan Africa appears to have been impacted negatively by migration of healthcare workers. There are many factors that have led to the migration of the healthcare workers and if these factors are not addressed it is mostly that the impacts will continue to increase in the coming years.

**Conclusions:** Measures should be taken to reduce these negative impacts that have been created as a result of migration. Policies and strategies that are sustainable should be applied mostly in areas that are of paramount concern like the rural areas. Countries in Sub-Saharan Africa should share their problems or take example from countries that have been faced with similar challenges.

**Key Words.** Sub-Saharan Africa, migration, health care workers, health system.