



## Faculty of Humanities

Fakulteit Geesteswetenskappe  
Lefapha la Bomotheo



## The Department of Psychology

*Invites you to a seminar on the topic*

### ***Complex Problems Require Complex Models***

### ***A Comprehensive Framework for Analysing Health Workforce Migration from Sub-Saharan Africa and other Threats to Health***

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Complexity, the ability to negotiate among widely variant frames of explanation, is a defining feature of social medicine and community psychology, two interdisciplinary fields concerned with addressing health inequalities and human needs deprivations. On the heels of the deadliest Ebola epidemic that wrought havoc on health systems in Sub-Saharan Africa (SSA), this paper analyzes the intractable problem of health personnel migration from SSA using a comprehensive and multilevel framework anchored in interdisciplinary research and action, and which emphasizes the relationship between multiple determinants of migration. The paper examines temporal trends, geographically referenced data, and semi-structured interviews of African-born and African-educated physicians practicing in the United States and in several African countries. Drawing from the ecological model and the psychopolitical validity paradigm, the paper describes a framework matrix for coding and interpreting migration data. It postulates that three interrelated dynamics namely, oppression, liberation, and wellbeing structure most migratory behaviors. Although migration can promote the personal wellbeing of the migrant physicians, large-scale emigration from resource-constrained countries compromises health outcomes in countries of origin while increasing health disparities globally. Thus, wellbeing is an ideal that can hardly be attained abroad without some efforts, real or symbolic, to return home.

**Date:** Wednesday 10 August 2016

**Time:** 12:00 – 13:00

**Venue:** EMB 4-151 (Economic Management Sciences Building)

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