

South Africa's Inaugural Brain Gain Report™



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The Future Leader Forum

Future of Leadership Summit 2024

Brain Gain Report

27th of August, 2024



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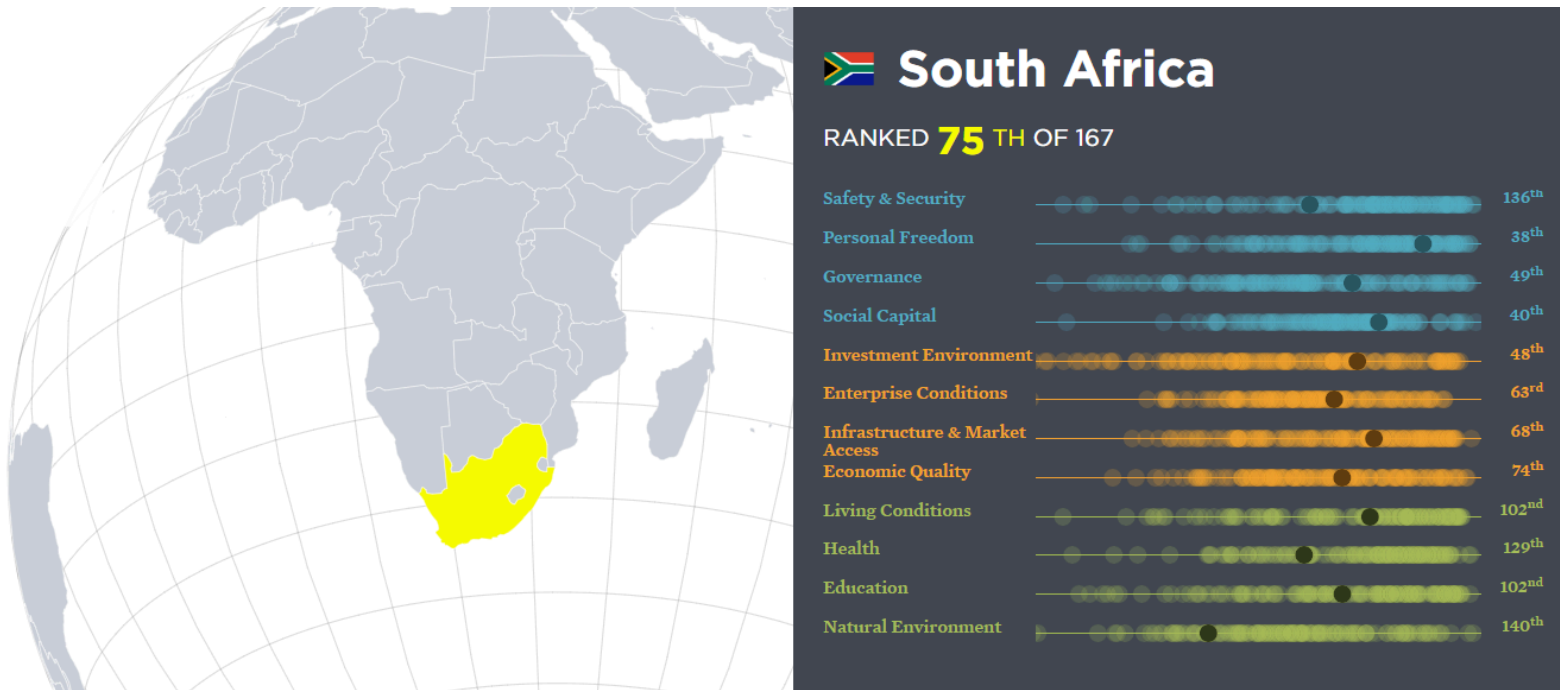
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Context

The [Future of Leadership Summit 2024](#) was held on May 16, 2024, at the DP World Wanderers Stadium in Johannesburg. The summit gathered top-ranking executives from some of South Africa's leading institutions to discuss and assess the current state of affairs in the country. The primary objective was to gather insights and develop a comprehensive roadmap to address South Africa's pressing challenges, with a particular focus on stopping the brain drain, retaining university graduates, and improving the country as a whole.

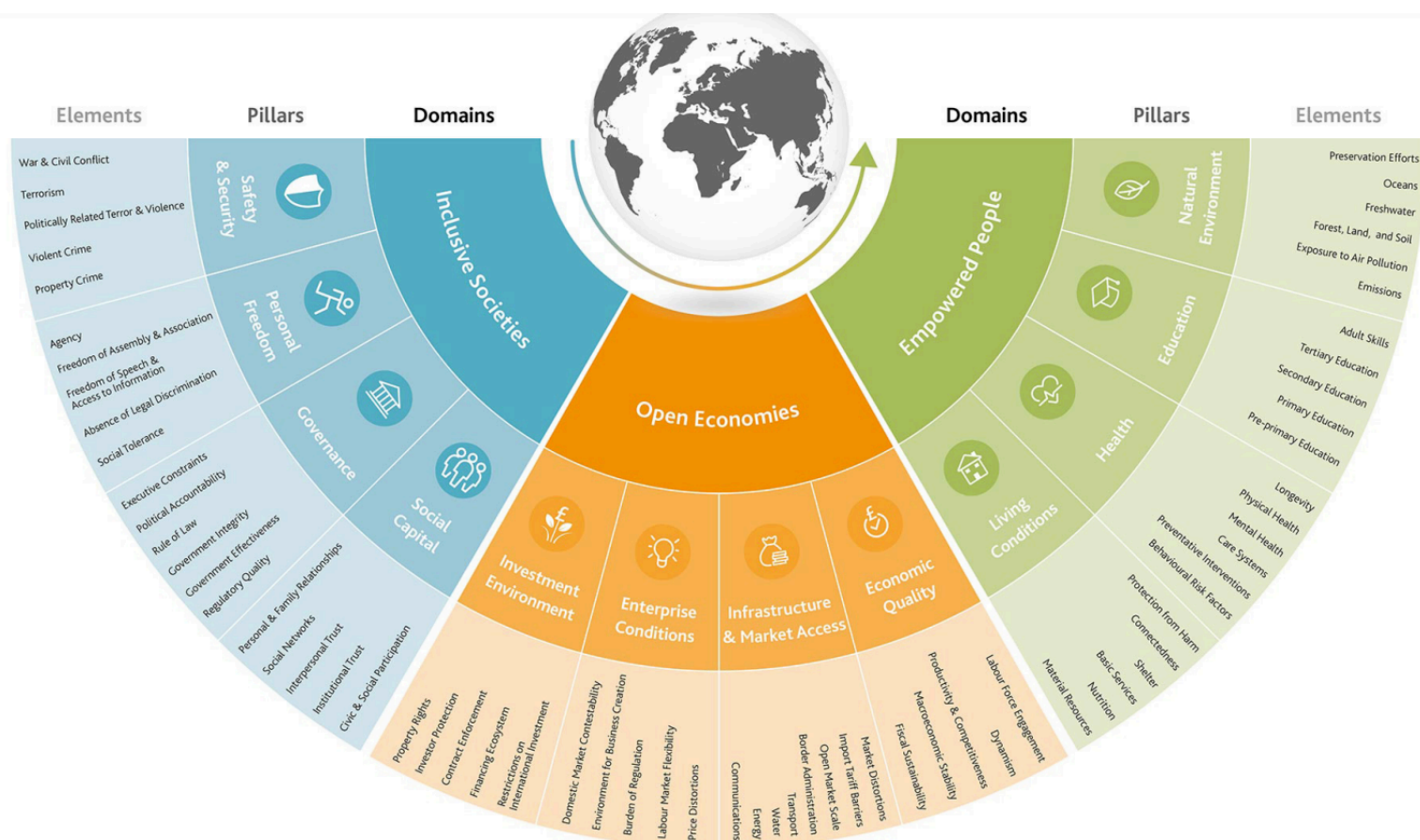


The [Future of Leadership Summit 2024](#) highlighted the immense potential of South Africa and the collective will of its leaders to address the country's challenges. By focusing on the strategic areas identified, the government can create a thriving environment that retains young talent that fosters sustainable growth.

As seen above, South Africa currently ranks 75th on the [Legatum Prosperity index](#), which aims to advance the understanding of what drives success in nations, through measuring several different all encompassing factors.

“Prosperity is far more than wealth; it is when all people have the opportunity and freedom to thrive. Prosperity is underpinned by an inclusive society, with a strong social contract that protects the fundamental liberties and security of every individual. It is driven by an open economy that harnesses ideas and talent to create sustainable pathways out of poverty. And it is built by empowered people, who contribute and play their part in creating a society that promotes wellbeing.”

Through this report, we highlight the insights and recommendations from the summit, as well as further detailed data driven analysis, that serve as a blueprint for building a brighter, more prosperous future for South Africa. Together, we can transform challenges into opportunities and pave the way for a nation that is not only one of the best to live in but also a beacon of hope resembling progress in the global community.



Introduction

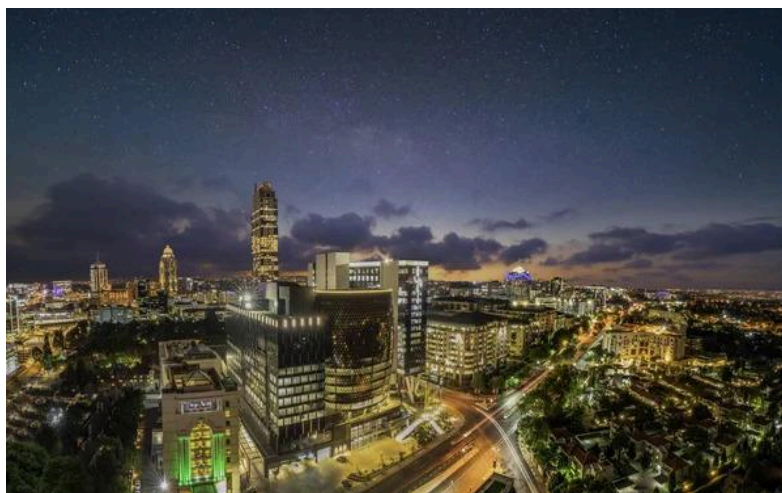
The 2024 Brain Gain Report provides a comprehensive analysis of the socio-economic landscape of South Africa, beginning with an examination of emigration trends from 2000 to the present. By exploring these patterns, the report offers insights into the factors driving South Africans to seek opportunities abroad and the broader implications for the country.



We analyze the primary destinations for South African emigrants to understand the pull factors offered by other countries, such as better employment opportunities, higher quality of life, and more stable socio-political environments. Additionally, we identify the industries most affected by the loss of skilled workers, highlighting sectors with the highest emigration rates. This analysis underscores the economic impact and potential challenges these industries face due to the departure of a significant portion of their workforce.

In conclusion, we present recommendations to curb the emigration tide, aiming to create a more conducive environment for retaining talent and attracting expatriates back to South Africa. The goal is to foster a thriving, sustainable economy capable of providing ample opportunities for its citizens.

Finally, through the findings of this report, we look forward to the upcoming events focused on **“The Future of Skills”** and **“The Future of Job creation,”** building on the success of the [2024 Future of Leadership Summit](#).



By continuing the conversation on critical topics like skill development and job creation, we aim to build a stronger, more resilient South Africa that can effectively meet the challenges of the global economy.

The 2024 Brain Gain Report highlights these crucial elements, paving the way for South Africa to become one of the best countries to live in by 2030.

Trends and Insights from South Africa's first ever Migration Profile Report (2000-2024):

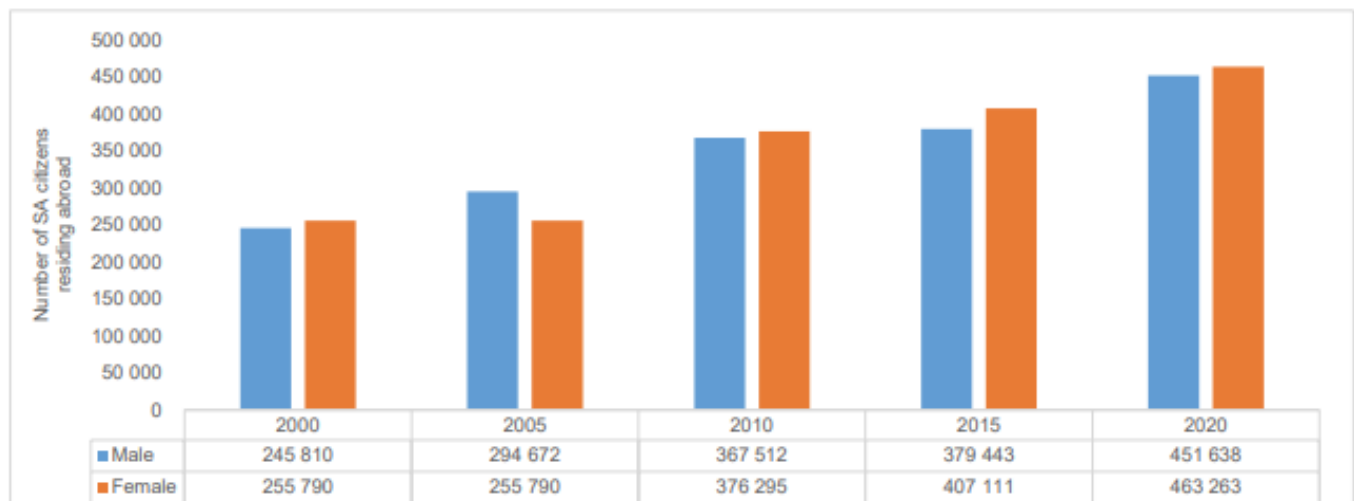
Stats SA recently released South Africa's first-ever migration report, detailing previously unseen migration statistics. This groundbreaking report, unveiled in April 2024, provides an in-depth look at emigration trends over the past two decades, offering new insights into the movement of South Africans abroad.

After careful analysis of the migration report, it was found that the total number of emigrants stands at 914,900. In 2000, there were 501,600 South African citizens residing abroad, with a balanced sex distribution of 49.0% male and 51.0% female.

The 2002 Immigration Act and its amendments, intended to facilitate the temporary migration of skilled foreign labor to address labor shortages, inadvertently created regulatory obstacles. According to the 2017 White Paper on International Migration, South Africa loses a significant portion of its skilled workforce annually. Between 1989 and 2003, approximately 520,000 South Africans emigrated, with the number increasing by about 9% annually. Of these emigrants, around 120,000 had professional qualifications, representing about 7% of South Africa's total professional workforce and more than eight times the number of professionals immigrating to South Africa during the same period.

Despite improvements in the education system and a slowdown in brain drain following the 2008 global financial crisis, South Africa continues to face skills shortages in key sectors such as healthcare and technology. By 2005, the number of South African citizens living overseas had increased to 550,462, with a sex distribution of 53.5% male and 46.5% female. By 2010, this number rose to 743,807, with a balanced sex distribution of 49.4% male and 50.6% female. In 2015, the number reached 786,554, with 48.2% male and 51.8% female. Finally, by 2020, the total number of South African citizens living overseas was 914,901, with a sex distribution of 49.4% male and 50.6% female

Figure 3.1: Distribution of South African citizens residing abroad by sex, 2000, 2005, 2010, 2015, 2020



Source: UNDESA accessed 04/10/2023

Urgent Outlook

These findings highlight the significant emigration of skilled professionals since 2000, underscoring the urgent need for South Africa to address the talent drain. The continued loss of skilled workers poses a substantial threat to the nation's economic stability and growth, particularly in critical sectors such as **healthcare** and **technology**.

It is clear that action is required to create policies that attract and retain talent, ensuring that South Africa can build a robust and resilient economy.

During the [2024 Future of Leadership Summit](#), participants were asked: Do you believe South Africa can become one of the 10 Best Countries to live in by 2030?

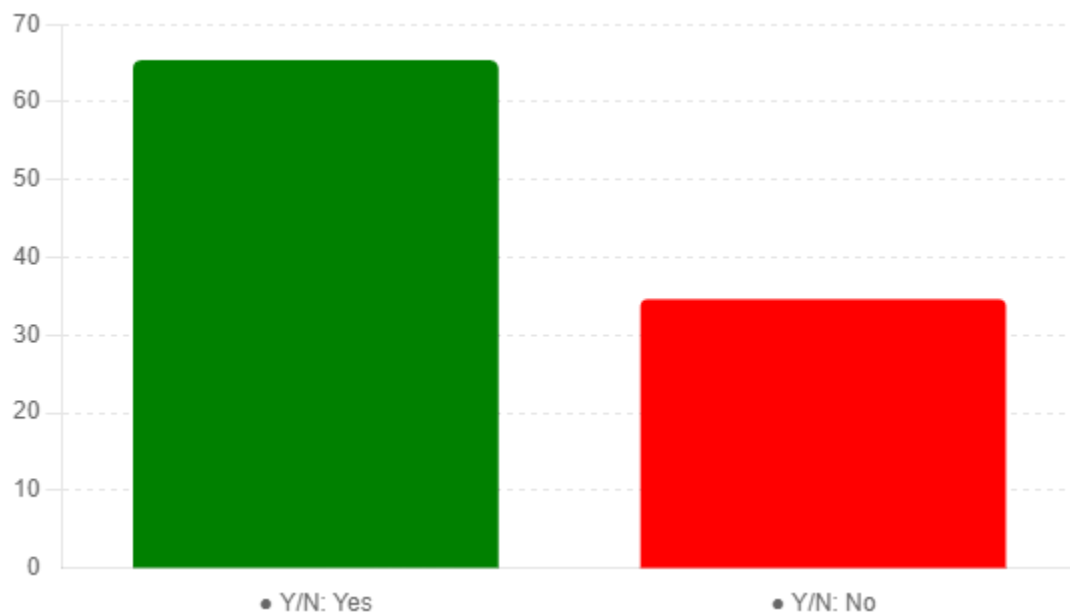
Answer:

Yes: 65.38%

No: 34.62%

Belief in South Africa Becoming One of the Top 10 Countries by 2030

Y - Percentage / X - Response



The current sentiment among influential participants is a mix of cautious optimism and concern. Those who are optimistic about South Africa's potential highlight the country's quality of life, economic opportunities, cultural diversity, and abundant natural resources as key strengths. However, significant concerns need to be addressed, such as high levels of corruption and crime, persistent inequality, lack of job opportunities, and frequent power outages (load shedding) are major issues cited by skeptics.

South African Citizens Residing Abroad: Key Figures from the [Migration Profile Report 2023](#)

Next, we explore the destinations where South African citizens are emigrating to. By understanding these patterns, we can tailor strategies to reverse the brain drain, retain talent, and also begin to attract additional talent.

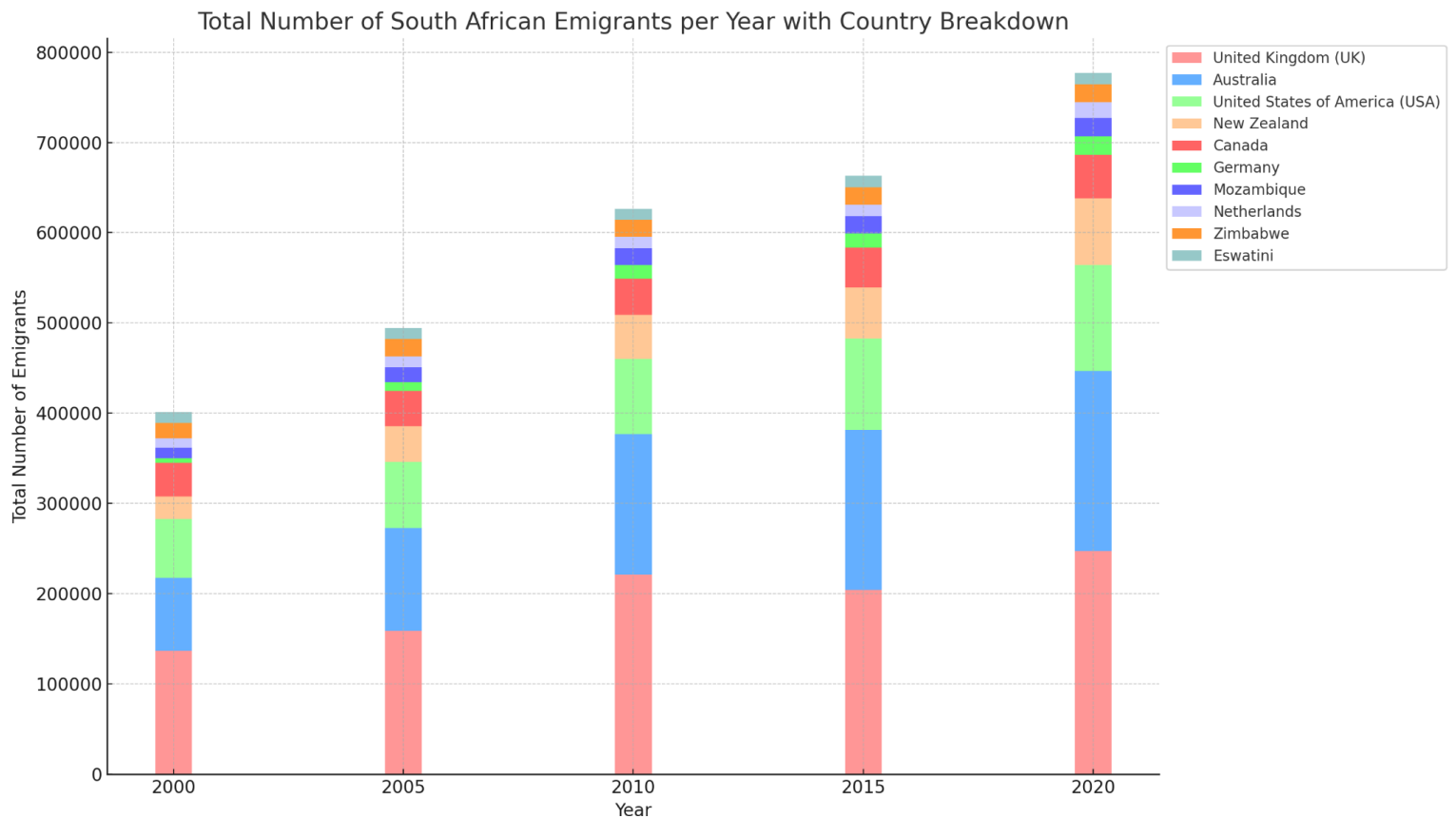
The Top Receiving Countries for South African Citizens are as follows:

TOP RECEIVING COUNTRIES FOR SOUTH AFRICAN CITIZENS



When comparing the total numbers per country, which illustrates the growth and distribution of South African expatriates across various countries over the years, the UK, Australia, and the USA consistently emerge as the top destinations for South African citizens living abroad.

	United Kingdom	Australia	United States	New Zealand	Canada	Germany	Mozambique	Netherlands	Zimbabwe	Eswatini
2000	136720	80650	65171	25359	36949	5060	11835	10553	17024	12272
2005	158876	114131	73064	39855	38430	10414	16250	12189	19010	12415
2010	220812	155950	83406	48514	40555	14794	18519	12840	18910	12260
2015	204440	177390	101037	56396	44386	15183	19198	13334	19013	12511
2020	247336	199690	117321	73846	48093	20378	20171	17522	19731	12712



Over the last 20 years, the number of South Africans living abroad has been increasing steadily, reflecting a consistent upward trend. The top 5 countries, namely the United Kingdom, Australia, the United States, New Zealand and Canada, have seen the most significant rises in South African residents. The data shows a marked increase in recent years, with the numbers continuing to climb from 2000 to 2020. This persistent upward trend highlights the ongoing appeal of these destinations and underscores the need for South Africa to address the factors driving this emigration.

During the [2024 Future of Leadership Summit](#), participants were asked: Are you thinking of #imleaving or #imstaying in South Africa?

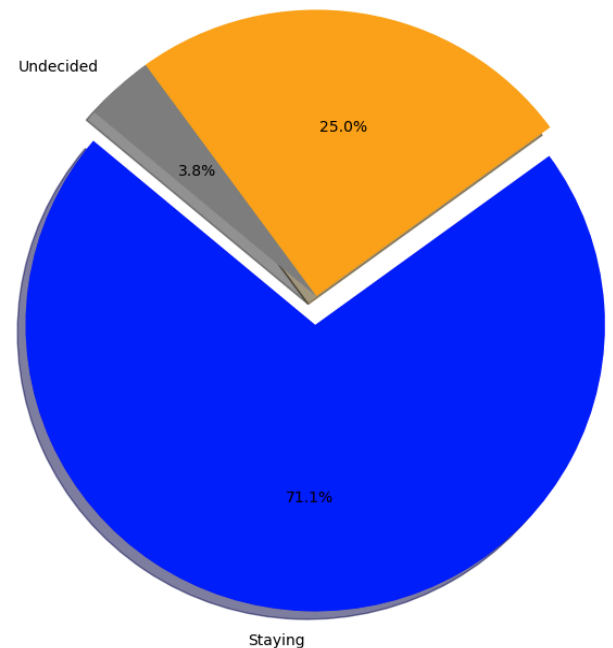
Answer:

Staying: 71.15%

Leaving: 25.00%

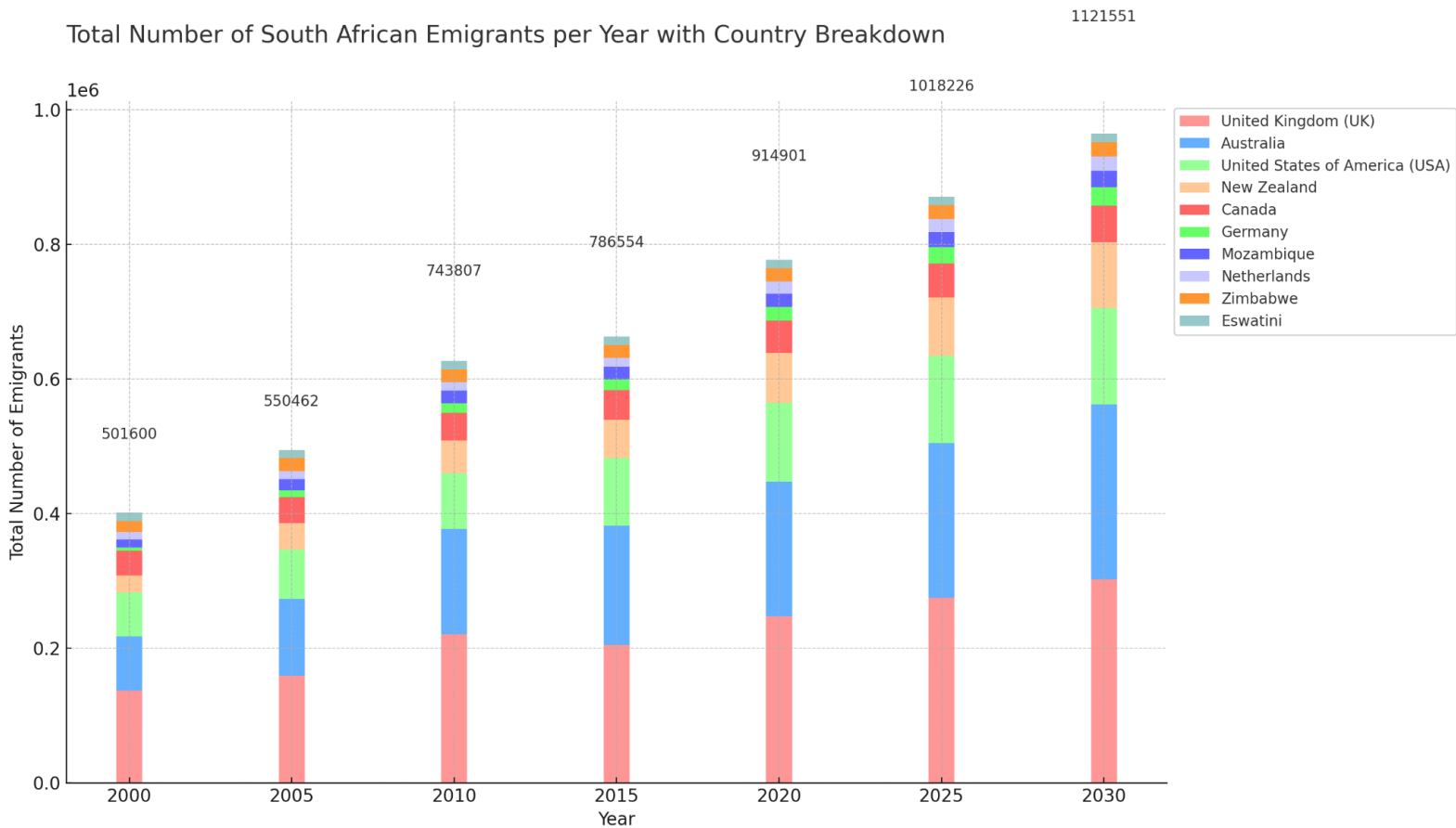
Undecided: 3.85%

Percentage of Participants Thinking of #imleaving or #imstaying in South Africa



Projected Number of South African Emigrants Through 2030

Using a predictive model, we have forecasted the number of South African emigrants through 2030. This model, which analyzes historical data, statistical trends, and current sentiment, provides reliable projections of future trends. The projections indicate that if the current trajectory continues, the number of South African citizens living abroad will rise significantly, reaching over 1.1 million by 2030.



The projections reveal a steady increase in emigration to major destinations such as the United Kingdom, Australia, and the United States, which continue to be the top receiving countries. By 2030, the total number of South Africans living abroad is expected to surpass 1.1 million, indicating a substantial rise from previous years.

These findings underscore the pressing need for South Africa to address the underlying factors driving emigration. Without effective interventions, the loss of skilled professionals could further escalate, impacting critical sectors and the overall economic stability of the nation.

Understanding these projected trends is crucial for developing strategic policies aimed at retaining talent and turning towards the brain gain.

Statistical trends of South Africa's population & labor force over the years:

South African Employment Numbers (2010-2024) (Q4 Numbers)

Year	Population (millions)	Employment (millions)	Unemployment Rate (%)
2010	50	13.8	24.9
2011	50.6	14.2	24.8
2012	52.3	14.5	24.5
2013	53	15	24.1
2014	54	15.2	24.3
2015	55	16	24.5
2016	56	16.1	26.5
2017	56.5	16.2	26.7
2018	57.7	16.5	27.1
2019	58.8	16.3	29.1
2020	60	14.6	32.5
2021	60.1	15	35.3
2022	62	15.7	32.7
2023	62	16.7	32.1
2024	62	16.7	32.9

The statistical trends from 2010 to 2024 reveal a concerning trajectory in South Africa's employment landscape. While the population has steadily increased from 50 million in 2010 to an estimated 62 million in 2024, the growth in employment has not kept pace. Employment numbers have risen from 13.8 million in 2010 to 16.7 million in 2024, but this increase is insufficient relative to the population growth.

Consequently, the unemployment rate has escalated from 24.9% in 2010 to 32.9% in 2024. This widening gap between population growth and employment highlights the urgent need for effective policies to stimulate job creation and address the structural issues within the labor market.

Next, let's take a closer look at the industry by industry statistics over the years.

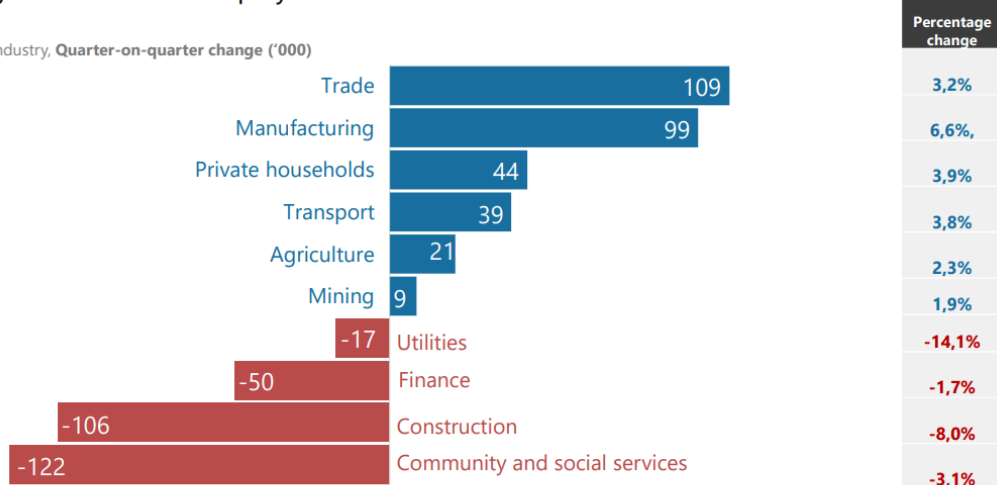
South African Industry Specific Employment Numbers (Years 2010 / 2015 / 2020 / 2024) (All Numbers Q1 by the Thousand):

Industry	2010(Q1)	2015(Q1)	2020(Q1)	2023(Q4)	2024(Q1)	Qtr-to-Qtr change
Total Employment by Year	12803	15459	16383	16723	16745	22
Agriculture	650	859	865	920	941	21
Mining	296	443	420	446	454	9
Manufacturing	1709	1779	1745	1507	1703	99
Utilities	98	143	130	123	118	-17
Construction	1021	1391	1354	1322	1215	-106
Trade	2825	3227	3294	3362	3417	109
Transport	767	936	1229	1023	1031	39
Finance	1633	2089	2568	2964	2914	-50
Community and Social Services	2657	3236	3759	3913	3891	-122
Private Households	1169	1268	1316	1134	1178	44

2023 Q4 VS 2024 Q1:

Employment increases were mainly in the Trade, Manufacturing, and Private households industries. However, the largest decreases in employment were recorded in Services and Construction.

Employment changes by industry, Quarter-on-quarter change ('000)



Industry-by-Industry Employment Analysis

The industry-by-industry employment statistics from 2010 to 2024 highlight significant shifts across various sectors in South Africa. Overall employment has grown from 12.8 million in 2010

to 16.7 million in early 2024, reflecting an increase of approximately 4 million jobs over the period.

Inclines in Employment:

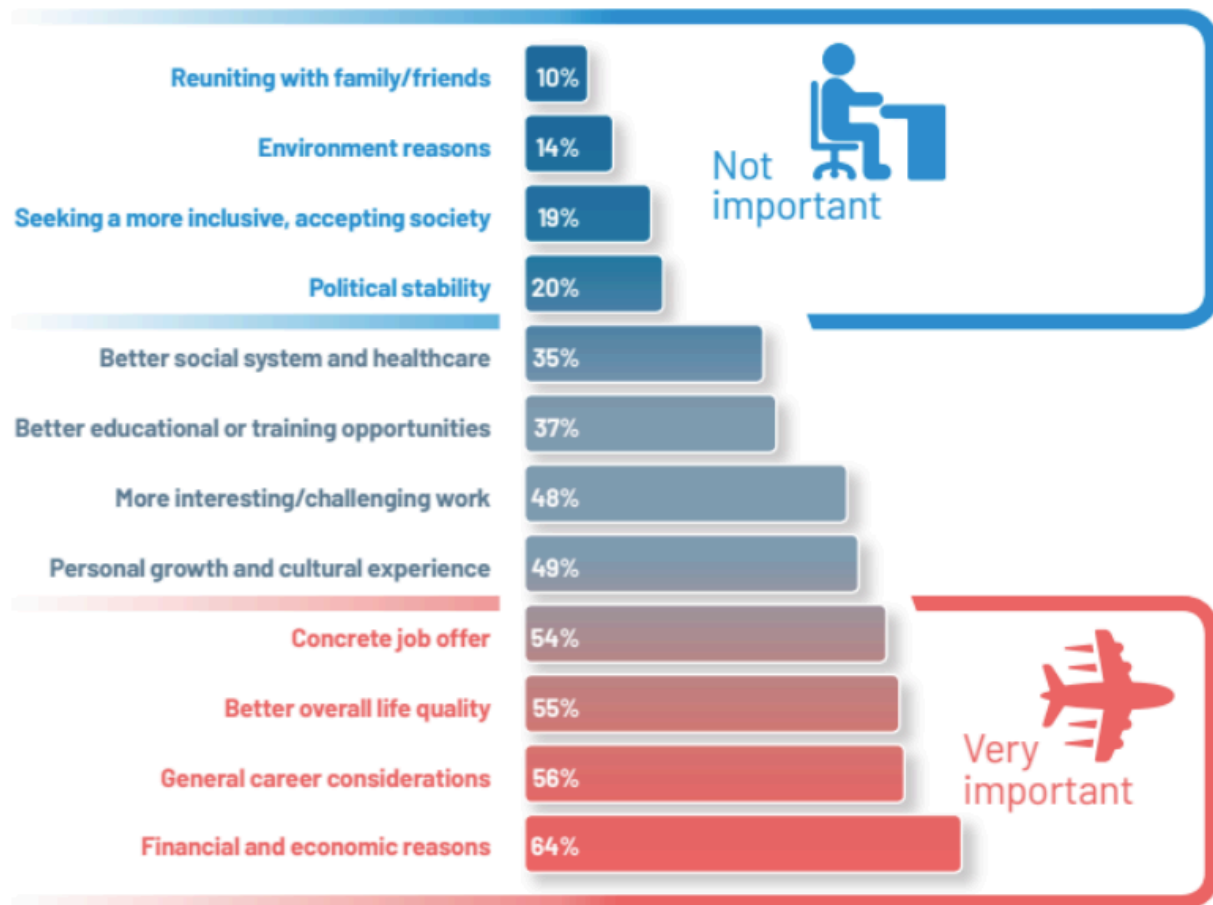
1. **Trade:** The trade industry has seen substantial growth, particularly between 2023 Q4 and 2024 Q1, with an increase of 109,000 jobs, marking a 3.2% rise. This sector has consistently contributed to employment growth, becoming a crucial area for job creation.
2. **Manufacturing:** Despite fluctuations, the manufacturing sector has shown resilience, adding 99,000 jobs between 2023 Q4 and 2024 Q1, a 6.6% increase. This growth indicates a recovery and potential expansion in the manufacturing industry, which is vital for economic stability.
3. **Private Households:** Employment in private households increased by 44,000 jobs, reflecting a 3.9% rise. This sector remains a steady contributor to the labor market, providing essential employment opportunities.
4. **Transport:** The transport sector added 39,000 jobs, a 3.8% increase, showing a positive trend and indicating growing demand for transport services.
5. **Agriculture:** The agricultural sector saw a moderate increase of 21,000 jobs, a 2.3% rise, highlighting its continued importance in the South African economy.
6. **Mining:** The mining industry experienced a modest increase of 9,000 jobs, a 1.9% rise, maintaining its role as a critical sector despite facing numerous challenges.

Declines in Employment:

1. **Community and Social Services:** This sector saw the most significant decline, losing 122,000 jobs, an 8.0% decrease. The decline underscores potential issues within public sector employment and service delivery.
2. **Construction:** The construction industry experienced a substantial drop, with a loss of 106,000 jobs, representing an 8.0% decrease. This reduction highlights challenges in the construction sector, possibly linked to economic slowdowns or reduced infrastructure investments.
3. **Finance:** The finance sector saw a reduction of 50,000 jobs, a 1.7% decrease. Despite its overall growth over the years, this decline suggests potential restructuring or market adjustments.
4. **Utilities:** Employment in utilities decreased by 17,000 jobs, a 14.1% decline. This significant reduction may indicate efficiency improvements or sectoral challenges.

The analysis reveals that while several industries have shown robust growth, particularly trade, manufacturing, and transport, others like community and social services, construction, and utilities have faced notable declines. Addressing the challenges in these struggling sectors will be crucial for balancing overall employment growth and ensuring a resilient economy. These insights highlight the dynamic nature of the South African labor market and the need for targeted policies to support and revitalize key industries.

What are the top receiving countries of South African talent offering to attract talent from abroad?



In a recent survey which drew input locally from [CareerJunction](#), polled 150 000 people from 188 countries, with 7 000 South African respondents taking part. So, if you think you may fall into that group, here are some of the top takeaways from the report ...

- 80% of South African respondents said they were considering emigrating in 2024.
- Many South Africans are considering emigrating in 2024, but only with a concrete job offer in hand.
- 59% surveyed say improved financial prospects are the most important reason to relocate.
- Second highest to consider emigrating is career advancement.
- Third priority is a better quality of life.

*Dissecting the main reasons, ranked in order of importance, here are **the top 5 countries South Africans are emigrating to and the offerings they present:***

1. United Kingdom

The United Kingdom attracts South Africans with its diverse job market, offering robust opportunities in finance, healthcare, technology, and engineering. High salaries and comprehensive benefits significantly improve the standard of living.

The UK's prestigious universities, such as Oxford and Cambridge, provide high-quality education and globally recognized degrees.



The National Health Service (NHS) ensures comprehensive and free healthcare, and the country's low crime rates and political stability offer a secure environment. High living standards are further enhanced by excellent public services and cultural richness. The UK's skilled worker, student, and ancestry visas facilitate easier immigration, while its multicultural society and established South African communities aid in cultural and social integration.

2. Australia

Australia's growing economy demands skilled professionals in healthcare, engineering, IT, and construction, offering competitive wages and excellent working conditions.

High living standards, combined with a favorable climate and beautiful landscapes, contribute to an outdoor lifestyle that resonates well with South Africans. Australia's top universities, like the University of Melbourne, provide high-quality education with global recognition.

The public healthcare system, Medicare, ensures quality medical care.

Australia's low crime rates and stable legal system provide a secure environment, while its multicultural society and vibrant cultural scene make it easier for new immigrants to integrate. Various visa options, including skilled migration and family and student visas, support long-term settlement.



3. United States

The United States boasts one of the most diverse and dynamic job markets, with opportunities across technology, finance, healthcare, and engineering.

Competitive salaries and career advancement opportunities attract South Africans seeking economic improvement.

Prestigious universities like Harvard and MIT offer world-class education and globally respected degrees.



The U.S. provides various employment-based and student visas, offering pathways to permanent residency and citizenship. Advanced medical facilities ensure high standards of care. High living standards, cultural richness, and a stable legal system contribute to an appealing living environment. The U.S. multicultural society and large expatriate communities make integration easier.

4. New Zealand

New Zealand offers a safe and secure environment with low crime rates and political stability, making it highly attractive to South African families. High living standards are enhanced by quality housing, education, healthcare, and a clean natural environment.

An emphasis on outdoor activities supports an active lifestyle. New Zealand's growing economy offers job opportunities in healthcare, engineering, IT, and construction, with improved wages and employment conditions.

The country's high-quality education system and increasing student visa pathways appeal to families seeking better prospects for their children.

New Zealand's multicultural society and established South African communities provide a supportive environment for new immigrants. Skilled migration and family and student visas facilitate easier immigration processes.



5. Canada

Canada's extensive employment opportunities across healthcare, technology, finance, and engineering, combined with competitive salaries and career growth, attract skilled South African professionals.

High living standards, characterized by excellent healthcare, quality education, and a safe environment, are significant draws.



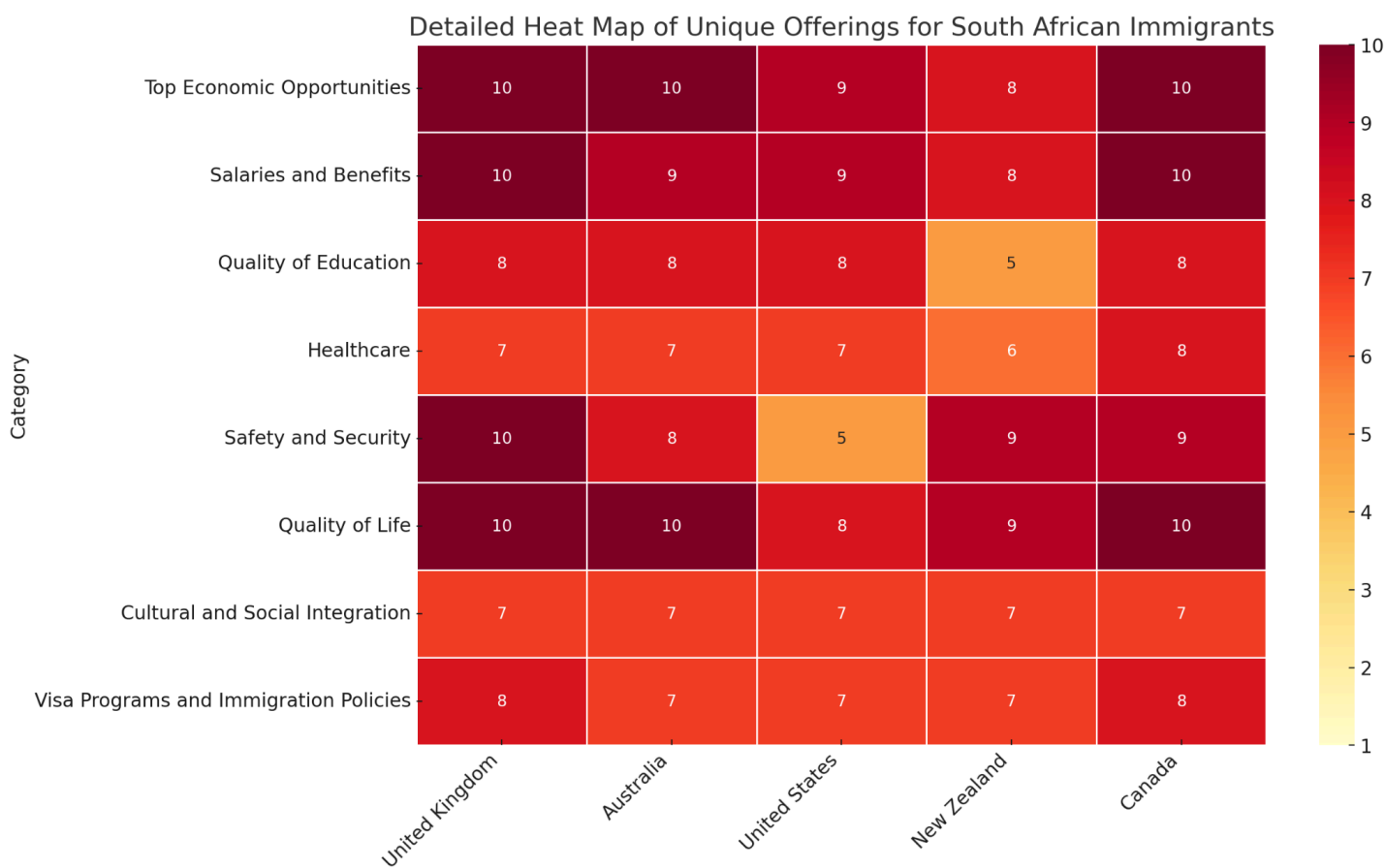
Canada's natural beauty and emphasis on outdoor activities enhance its appeal. The immigration system, including Express Entry and Provincial Nominee Programs (PNP), streamlines the process for skilled workers.

Robust family sponsorship programs allow South Africans to reunite with family members. High-quality education and student visa pathways support long-term settlement. Canada's comprehensive public healthcare system, low crime rates, and political stability provide a secure living situation. The multicultural society and established South African communities aid in social integration.



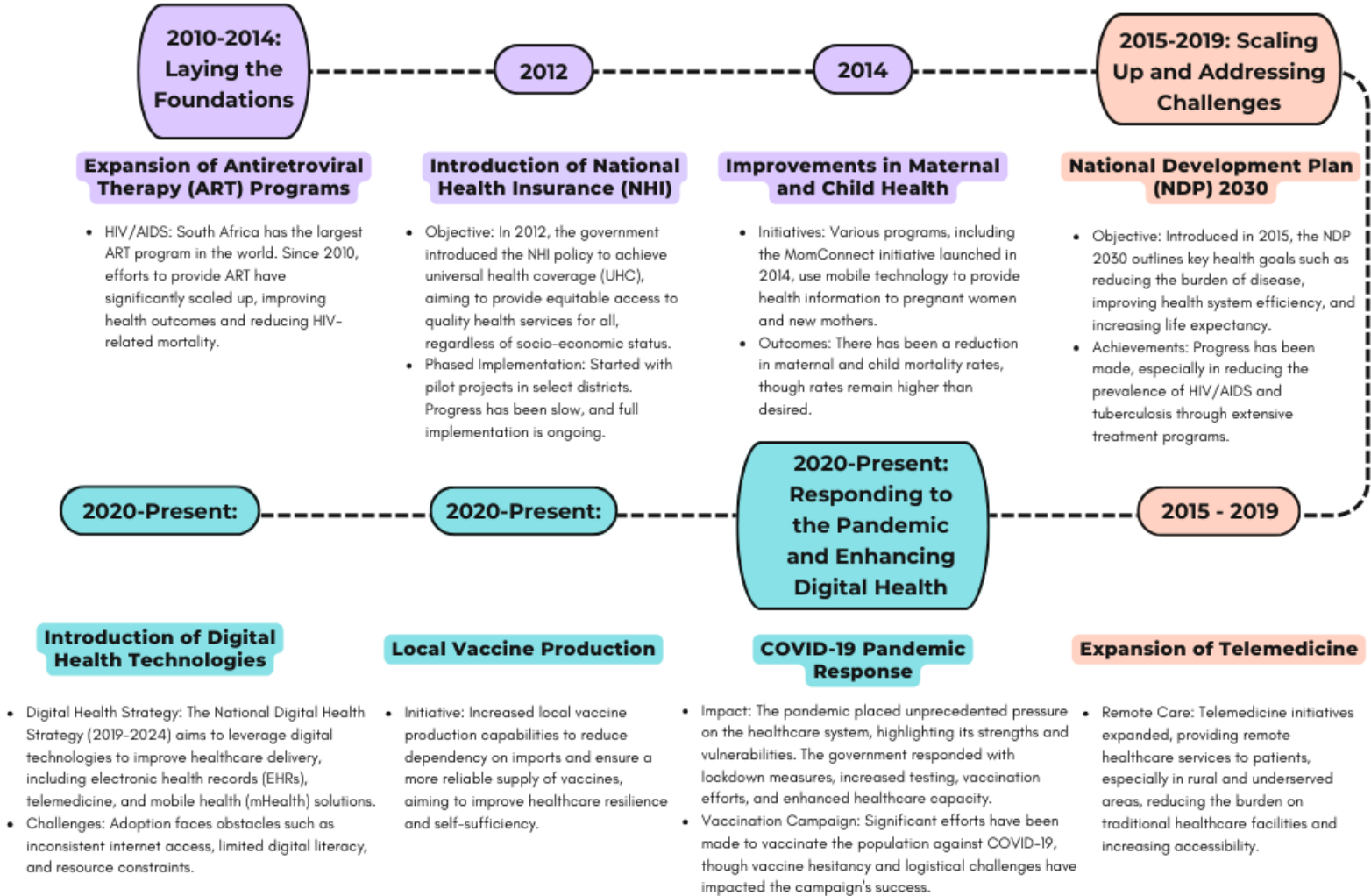
Summary of the Top Offerings Attracting South African Immigrants

In conclusion, this heat map provides a visual representation of the unique offerings of various countries to South African immigrants, with categories rated from 1 to 10 based on their importance. The color-coded map uses lighter shades for lower importance and darker shades for higher importance across eight key factors: economic opportunities, salaries and benefits, quality of education, healthcare, safety and security, quality of life, cultural and social integration, and visa programs. This detailed analysis highlights the relative strengths and appeal of each country, providing insightful information on the main reasons South Africans are being drawn to each destination.



Due to the current data revealing that community and social services saw the most significant decline, losing 122,000 jobs since Q4 of 2023, it is crucial to turn our attention to the healthcare industry in South Africa. This sector, integral to community well-being and social stability, warrants a closer examination to understand its challenges and explore opportunities for improvement and growth.

Overview of the South African Health Sector Since 2010



Ongoing and Future Efforts

Addressing Healthcare Inequality

- Public vs. Private Sector:** Significant disparity exists between the public and private sectors. The private sector provides high-quality care to a small, affluent portion of the population, while the public sector, serving the majority, is underfunded and overburdened.

Resource Constraints and Workforce Challenges

- Funding Issues:** Chronic underfunding leads to shortages of essential medical supplies, equipment, and medications, with many public healthcare facilities operating with outdated infrastructure.
- Workforce Shortages:** Critical shortage of healthcare professionals, including doctors, nurses, and specialists, exacerbated by emigration seeking better opportunities abroad.



















High Disease Burden

- **Communicable Diseases:** High burden of diseases such as HIV/AIDS and tuberculosis. Despite progress in treatment, these diseases continue to strain the healthcare system.
- **Non-Communicable Diseases:** Rising incidence of non-communicable diseases (NCDs) such as diabetes, hypertension, and cancer further burdens the healthcare infrastructure.

Management and Governance Issues

- **Efficiency and Corruption:** Inefficiencies in healthcare management, along with corruption and misallocation of funds, hamper effectiveness. Improved oversight and accountability are needed to ensure effective use of resources.

As we can see when looking at the Legatum Prosperity Index, although South Africa has made significant strides in improving its healthcare system through various initiatives and programs, the sector continues to face substantial challenges, including healthcare inequality, resource constraints, high disease burden.

SCORE	COUNTRY													
ADJUST	PILLAR WEIGHTING ?		x1	x1	x1	x1	x1	x1	x1	x1	x1	x1	x1	x1
80.47	 New Zealand	+	85.07	87.56	87.19	79.88	82.58	72.82	74.60	69.88	90.66	79.84	83.89	71.71
79.95	 United Kingdom	+	87.63	85.64	80.63	67.77	81.49	78.34	78.63	73.31	94.16	78.31	84.81	68.65
79.62	 Canada	+	87.92	86.62	82.34	73.60	80.68	76.22	77.14	65.34	93.49	78.88	84.19	69.09
79.36	 Australia	+	87.91	84.53	82.81	77.42	78.61	70.82	72.79	68.89	93.06	80.36	85.99	69.15
77.44	 United States	+	72.43	78.85	75.18	73.91	79.48	82.85	80.40	72.34	90.74	73.26	83.15	66.69
58.67	 South Africa	+	52.33	73.87	57.63	60.99	61.22	57.63	59.64	52.71	68.31	59.90	52.56	47.29

Ongoing efforts to address these issues, coupled with the integration of **digital health technologies and improved management practices**, are essential for the continued development of the South African healthcare system. Turning the South African healthcare system around is one of the most pivotal pillars in catapulting South Africa towards a brain gain economy once again.

In countries where South Africans are emigrating, a standout trend in 2024 is *the integration of advanced technologies in the healthcare sector*. Technology is revolutionizing healthcare, transforming how medical professionals diagnose, treat, and manage patient care. These innovations enhance healthcare efficiency, accuracy, patient outcomes, and accessibility. From digital health records to cutting-edge treatments, technology is driving the transformation of healthcare delivery.

Let's take a look at the **Top 10 Technological Advancements in the Global Healthcare Industry in 2024:**



1 Artificial Intelligence (AI) and Machine Learning (ML) in Diagnostics:

AI and ML are transforming diagnostic accuracy and efficiency by analyzing vast amounts of medical data to detect patterns and predict health issues early. These technologies are crucial for early disease detection and personalized treatment plans.



2 Telehealth and Telemedicine 2.0:

The integration of telehealth has expanded significantly, allowing patients to access healthcare services from their homes. Telemedicine 2.0 includes IoT devices for enhanced remote patient monitoring and comprehensive remote care.



3 Wearable Health Technology:

Wearable devices such as smartwatches and fitness trackers continuously monitor vital signs and health metrics, empowering individuals to manage their health proactively and providing valuable data for healthcare providers.



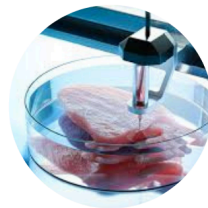
4 Blockchain for Health Data Security:

Blockchain technology ensures secure and transparent management of health records, enhancing patient data integrity and confidentiality in an increasingly digital healthcare landscape.



5 Virtual and Augmented Reality (VR and AR) in Therapy:

VR and AR are used for medical training, surgical simulations, and physical therapy. These technologies provide immersive experiences that aid in precise surgical planning and patient rehabilitation.



6 3D Printing and Bioprinting:

3D printing is used to create custom implants, prosthetics, and even bioprinted tissues and organs, offering personalized and cost-effective healthcare solutions.



7 Internet of Medical Things (IoMT):

IoMT devices facilitate continuous patient monitoring and remote management of chronic conditions, reducing hospital visits and improving patient care. These devices include wearable health monitors, smart pills, and connected medical devices.



8 Enhanced Data Interoperability and Standardization:

Improving data interoperability enables seamless data exchange between different healthcare systems and devices, enhancing clinical decision-making and reducing inefficiencies.



9 Digital Twin Technology:

Digital twin technology creates virtual replicas of medical devices or patient anatomies, allowing exhaustive testing and analysis before real-world application. This technology enhances personalized patient care and medical device development.



10 Smart Hospitals:

Smart hospitals incorporate advanced technologies such as AI, automation, and IoMT to enhance patient care, streamline operations, and improve patient outcomes. These hospitals use data analytics, digital connectivity, and patient-focused care models to operate more efficiently.

The Incorporation of Technology in South Africa's Healthcare Industry:

National Digital Health Strategy (2019-2024)



- **Objective:** The strategy aims to leverage digital technologies to improve healthcare delivery, enhance health information systems, and support the implementation of National Health Insurance (NHI).
- **Components:**
 - Electronic Health Records (EHRs): Implementation of EHRs to streamline patient data management and improve care coordination.
 - Telemedicine: Expansion of telehealth services to provide remote care, especially in rural and underserved areas.
 - Mobile Health (mHealth): Use of mobile technology to disseminate health information and reminders, as seen with initiatives like MomConnect for maternal health.
 - AI and Machine Learning: Integrating AI for diagnostic support, predictive analytics, and personalized treatment plans.

Blockchain for Data Security



- **Objective:** Implementing blockchain technology to ensure secure and transparent management of health records, aiming to protect patient data and improve data integrity.
- **Status:** Adoption is still nascent, with ongoing pilot projects and limited large-scale deployment.

Wearable Health Technology and IoMT



- **Applications:** Increasing use of wearable devices and Internet of Medical Things (IoMT) for continuous patient monitoring and remote health management.
- **Challenges:** Cost and accessibility of advanced wearable technologies limit widespread use.

Telemedicine and Remote Care



- **Implementation:** Significant expansion of telemedicine services during the COVID-19 pandemic, enabling remote consultations and reducing the burden on physical healthcare facilities.
- **Challenges:** Adoption is limited by inconsistent internet access, particularly in rural areas, and varying levels of digital literacy among healthcare providers.

AI and Machine Learning

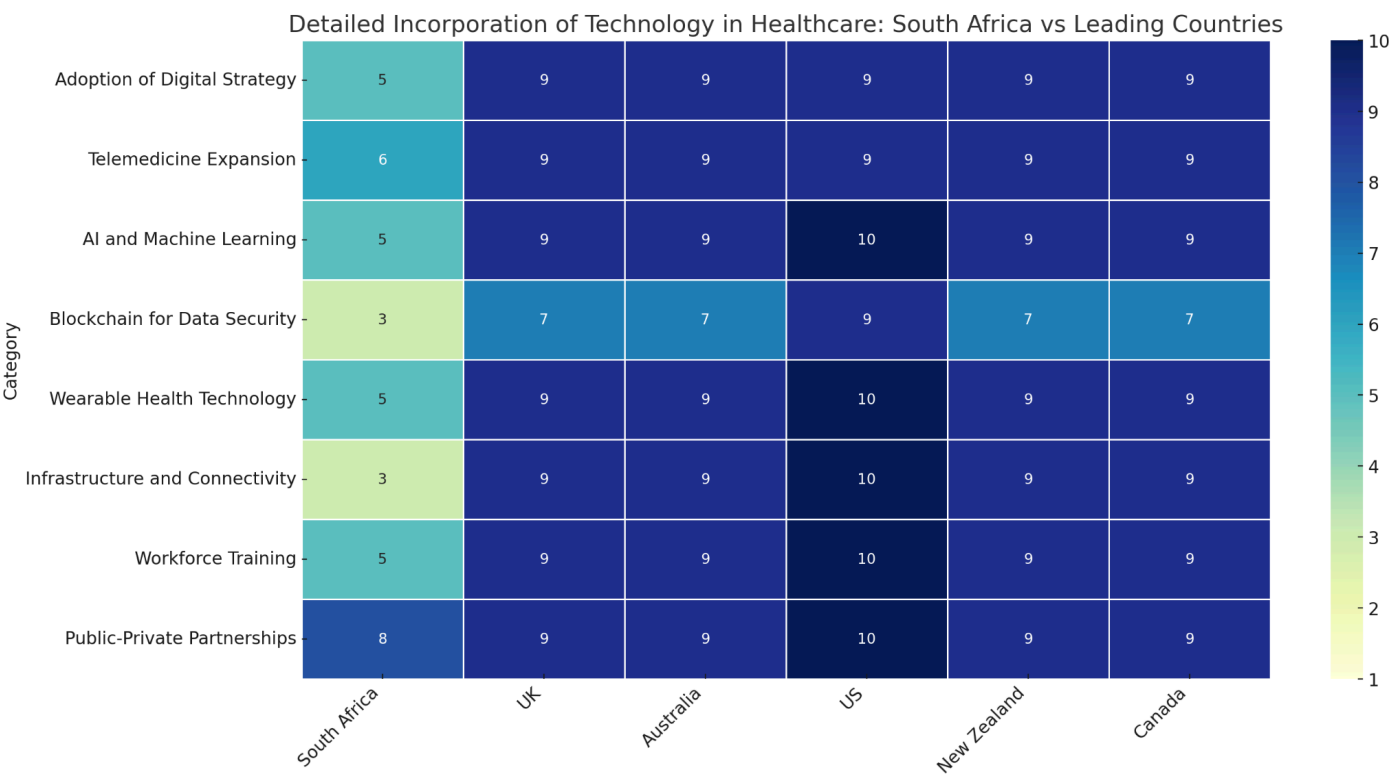


- **Applications:** AI is being used for diagnostics, predicting disease outbreaks, and developing personalized treatment plans.
- **Progress:** While there are pilot projects and growing interest, the integration of AI is still in the early stages compared to leading countries.

Comparing Technology in South Africa’s healthcare sector to leading countries such as Australia, Canada, UK, USA, and New Zealand:

As stated and shown above, South Africa has made several strides in incorporating new technology in the healthcare sector, however, when comparing South Africa's healthcare technology to leading countries like Australia, Canada, the UK, the USA, and New Zealand, several distinctions arise.

Australia excels in telemedicine, AI diagnostics, and EHRs with strong government support. Canada emphasizes universal access with advanced telehealth and AI applications. The UK is a pioneer in public healthcare digital solutions, while the USA leads in medical research and cutting-edge technologies, despite access disparities. New Zealand focuses on preventive care with robust telehealth and digital health strategies. South Africa has a solid policy framework, innovative pilot projects, and public-private partnerships but faces challenges such as inconsistent internet access, outdated facilities, limited resources, and a need for digital health literacy training.

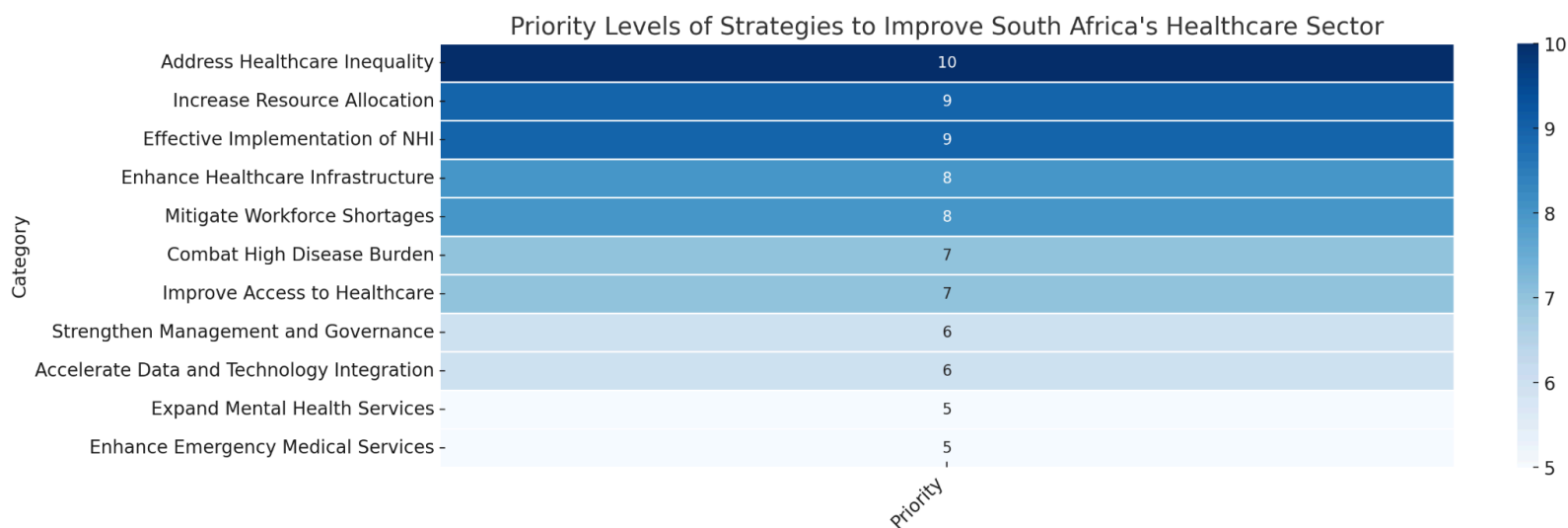


This detailed heat map with assigned scoring for each different healthcare technology pillar reveals that, even though South Africa has made strides through the recent National Digital Health Strategy, South Africa lags far behind in almost every category compared to leading countries. In order to turn the brain drain into the brain gain, the identified challenges such as inconsistent internet access, outdated facilities, and the need for more resources and training will need to be addressed. *However this also represents an opportunity for young South Africans to take the lead and solve the identified challenges.*

Improving South Africa's Healthcare Sector

When looking at the opportunities and key areas that require focused attention and strategic action to further improve the healthcare system, addressing healthcare inequality, increasing resource allocation, effectively implementing the National Health Insurance (NHI), and enhancing healthcare infrastructure arise as the focal points. Other important areas include mitigating workforce shortages, combating the high disease burden, improving access to healthcare, strengthening management and governance, accelerating data and technology integration, expanding mental health services, and enhancing emergency medical services.

Here is a map displaying the priority levels of these strategies, with each strategy assigned a priority level from 1 to 10, where 10 represents the highest priority. The color intensity indicates the urgency and importance of each strategy, with darker shades signifying higher priority.

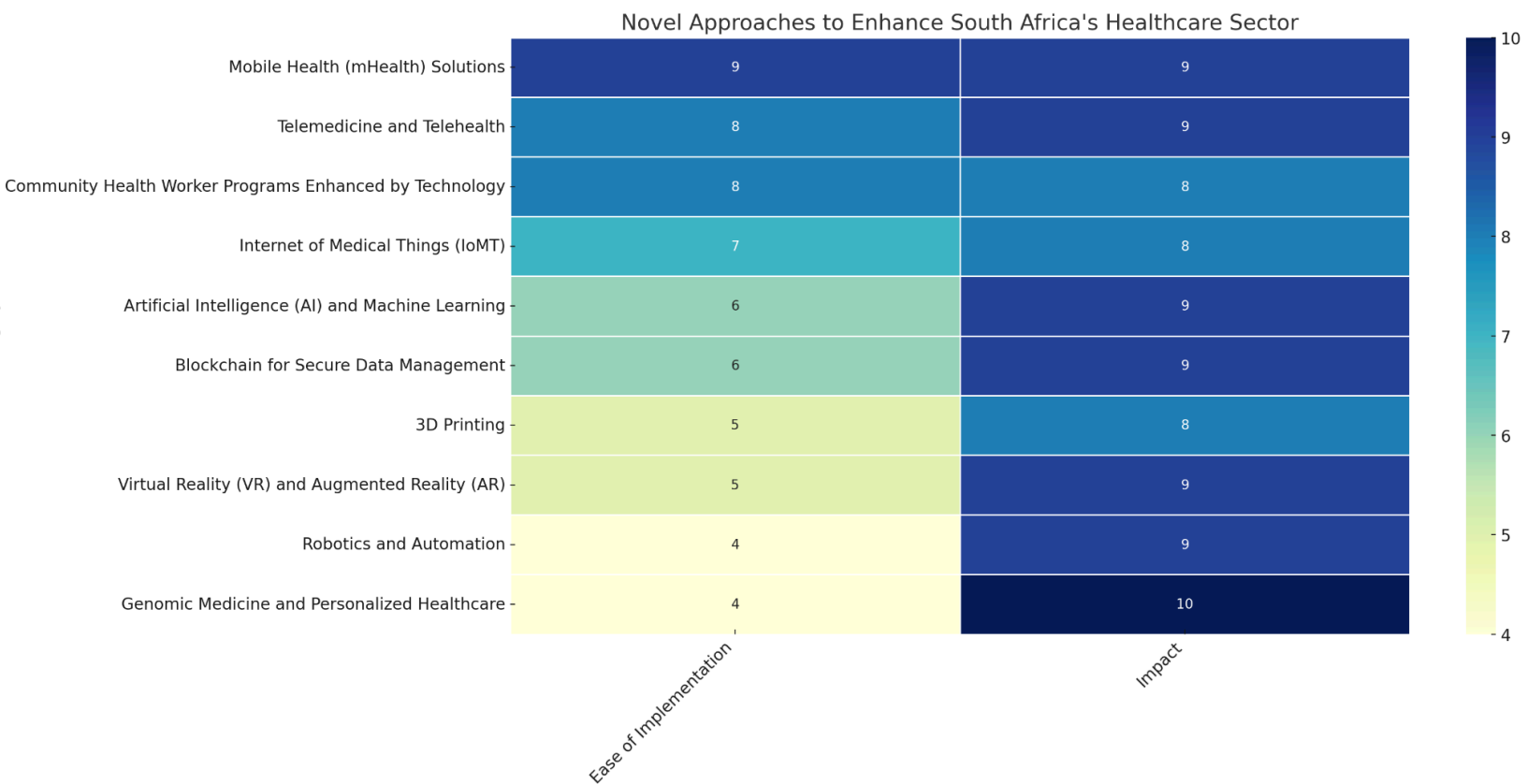


Novel Approaches to Enhance South Africa's Healthcare Sector

South Africa has the opportunity to significantly enhance its healthcare sector by adopting novel approaches that reduce dependency on traditional human resources.

Prioritizing mobile health (mHealth) solutions can leverage widespread mobile penetration to deliver health information and support efficiently. Expanding telemedicine and telehealth services will improve access to healthcare, particularly in rural areas. Enhancing community health worker programs with technology can boost primary care delivery. Implementing Internet of Medical Things (IoMT) devices for continuous patient monitoring and integrating AI for diagnostics can greatly enhance healthcare outcomes. Blockchain technology can secure patient data, while 3D printing offers customized medical solutions. Virtual reality (VR) and augmented reality (AR) can revolutionize medical training and patient rehabilitation. Robotics can improve surgical precision and efficiency, and genomic medicine can provide personalized treatment plans.

Here is a heat map displaying the ease of implementation and impact of these novel approaches:



What are the ratios of medical professionals in South Africa?

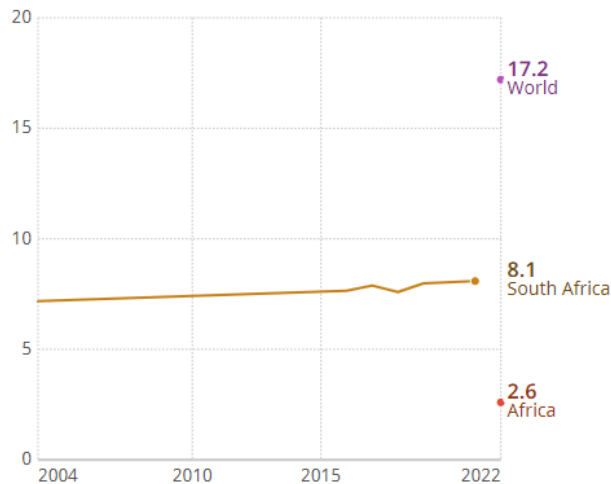
Numbers as of 2021:

	Category	South Africa (per 10,000 people)	Global Average (per 10,000 people)
0	Doctors	8.090	17.2
1	Nurses and Midwives	10.380	37.7
2	Pharmacists	2.710	4.8
3	Dentists	1.110	3.3
4	Caregivers	2.000	NaN
5	Other Medical Professionals	3.330	5.0
6	Specialists	0.200	1.5
7	Mental Health Professionals	0.028	1.0
8	Community Health Workers	5.500	1.5

Updated Numbers 2022:

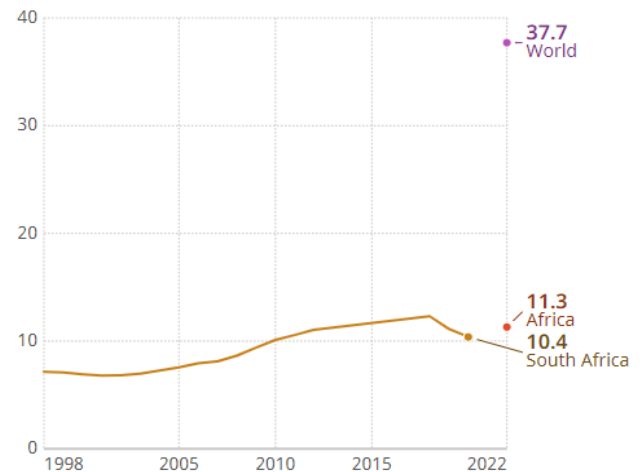
Density of physicians

2004 – 2022



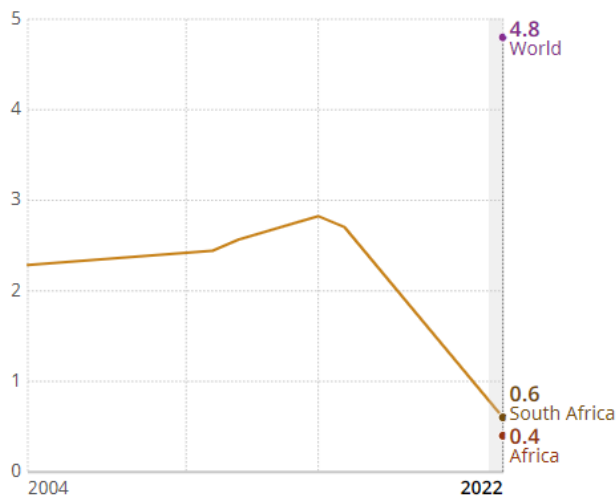
Density of nursing and midwifery personnel

1998 – 2022



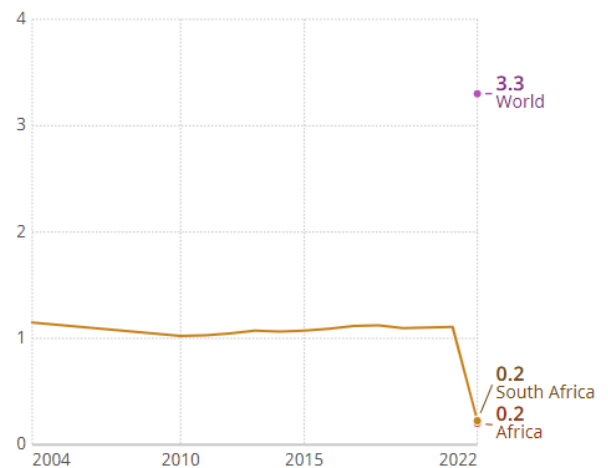
Density of pharmaceutical personnel

2004 – 2022



Density of dentistry personnel

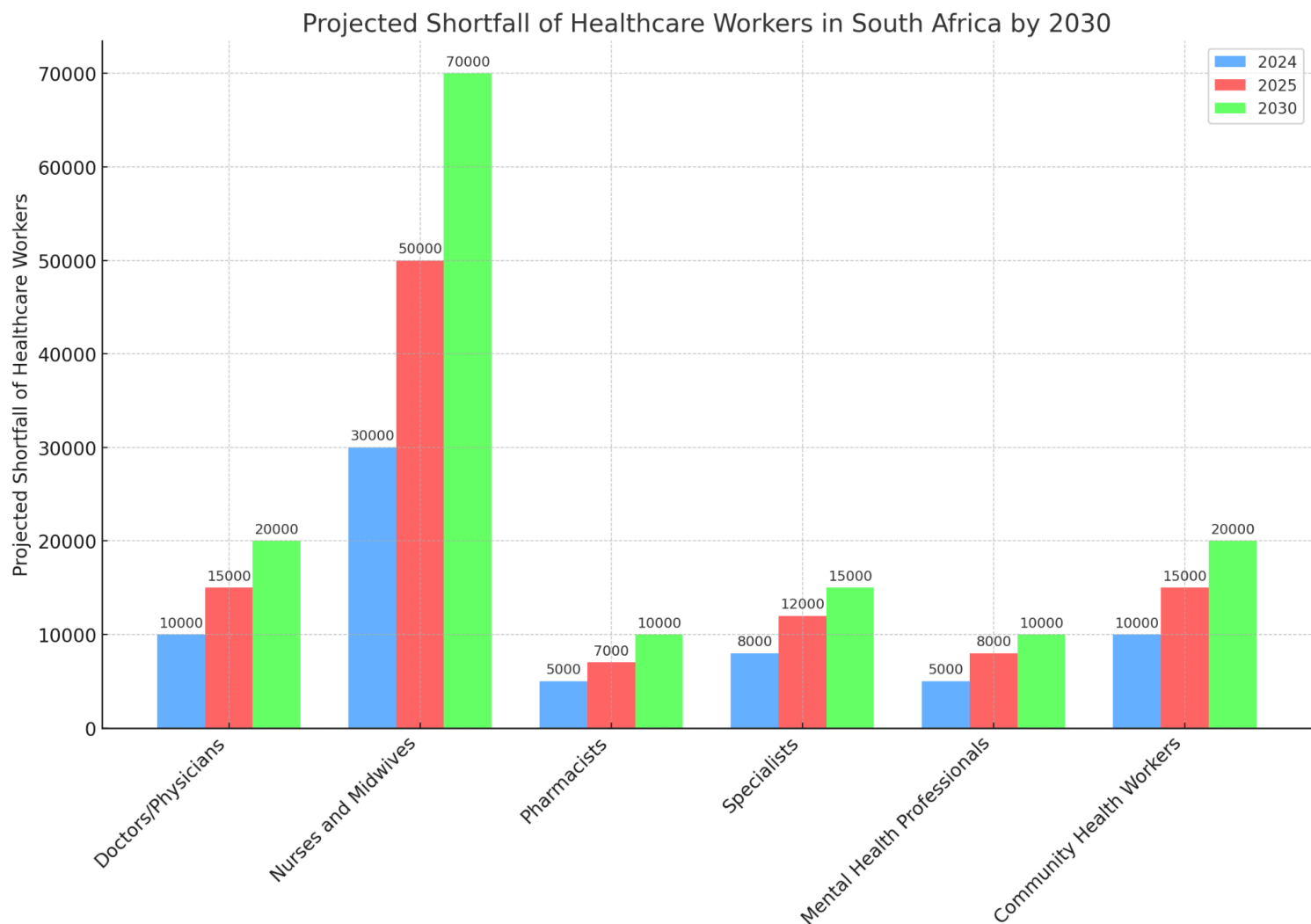
2004 – 2022



The data displayed above highlights a concerning trend in South Africa's healthcare sector. The densities of physicians, nursing and midwifery personnel, pharmaceutical personnel, and dentistry personnel have either been declining or remain significantly below global averages.

While there is a slight increase in the density of physicians and nursing personnel, it is not enough to bridge the gap. Particularly alarming is the sharp decline in pharmaceutical personnel and the persistently low level of dentistry personnel. These trends indicate critical shortages in essential healthcare providers, posing significant challenges for the accessibility and quality of healthcare in South Africa.

What is the Projected Shortfall of Medical Professionals by 2030?

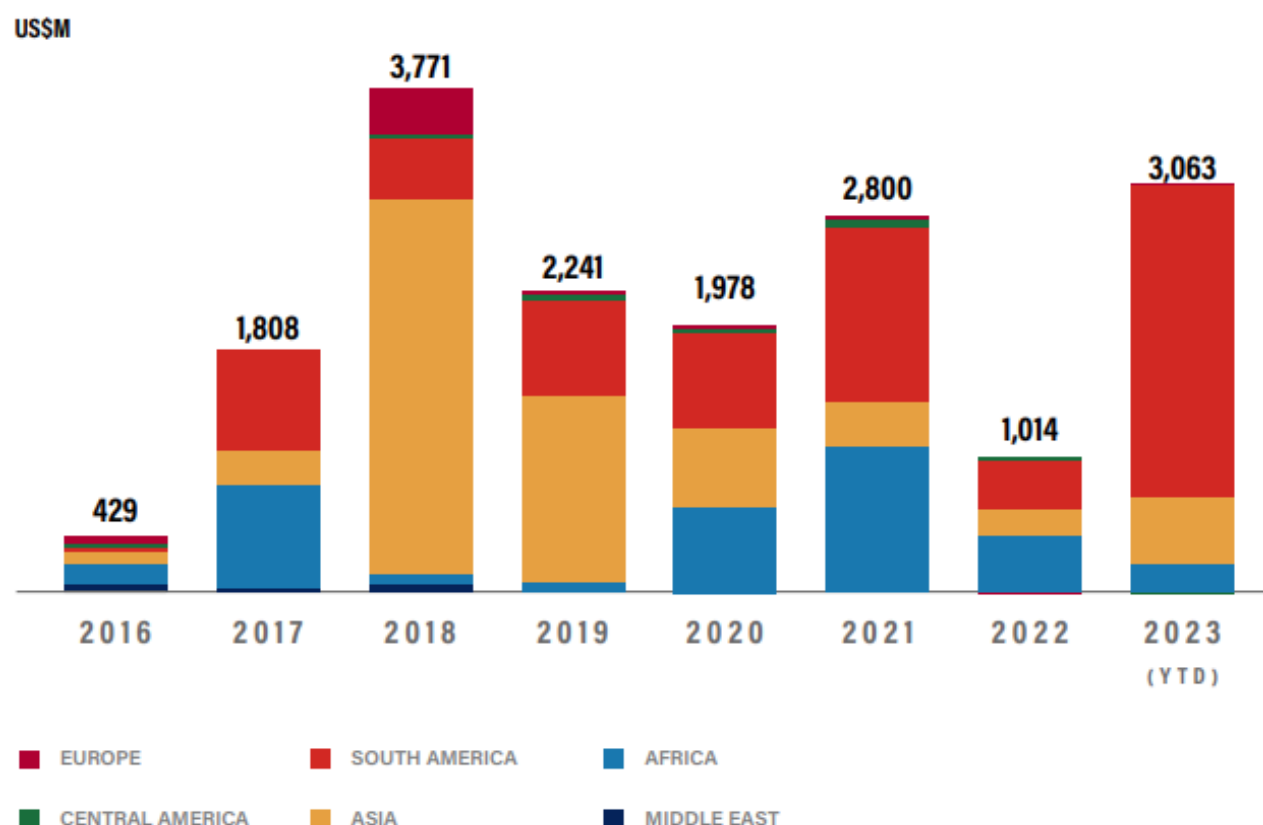


The bar chart illustrates the projected shortfall of healthcare workers in South Africa across various categories for the years 2024, 2025, and 2030. The projections indicate a significant increase in the shortfall over time for all categories:

1. **Doctors/Physicians:** The shortfall is projected to increase from 10,000 in 2024 to 15,000 in 2025, reaching 20,000 by 2030.
2. **Nurses and Midwives:** The shortfall is anticipated to rise sharply from 30,000 in 2024 to 50,000 in 2025, and further to 70,000 by 2030.
3. **Pharmacists:** The shortfall is expected to grow from 5,000 in 2024 to 7,000 in 2025, and 10,000 by 2030.
4. **Specialists:** The projected shortfall increases from 8,000 in 2024 to 12,000 in 2025, reaching 15,000 by 2030.
5. **Mental Health Professionals:** The shortfall is set to rise from 5,000 in 2024 to 8,000 in 2025, and 10,000 by 2030.
6. **Community Health Workers:** The shortfall is projected to increase from 10,000 in 2024 to 15,000 in 2025, and 20,000 by 2030.

These projections highlight the urgent need for strategic investments in **training, retention strategies, and policy interventions** to address the growing shortfall and improve healthcare access and outcomes in South Africa.

Flow of PE/VC investment in Healthcare in Underserved Markets*



Economic Impact due to Large Exodus of Healthcare Workers:

Even though this report does not delve deep into the state of the South African economy, we can briefly touch on a few key economic points and indicators.

Due to the large exodus of healthcare workers and the projected shortfall of skills by 2025, and 2030 as shown above, we can make some projections and the effect the loss of South African human capital and skills will have on the economy.

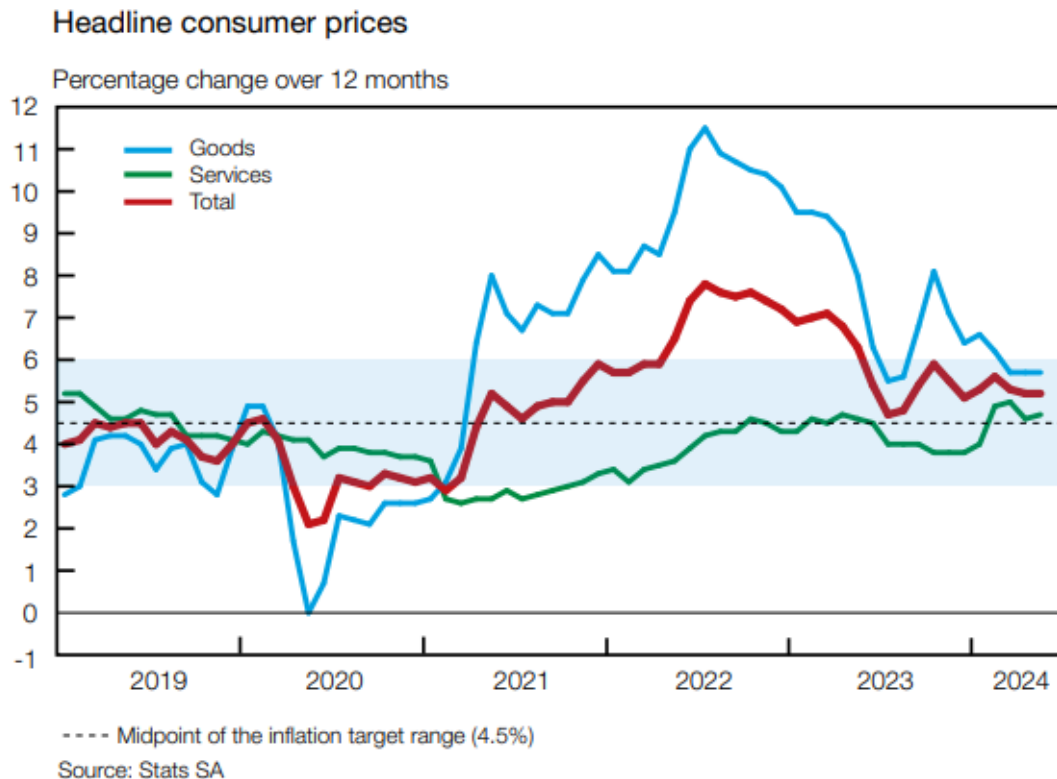
Direct Economic Impact on Healthcare Services

1. Reduced Healthcare Capacity:

- **Shortage of Professionals:** The exodus leads to fewer healthcare providers, reducing the system's capacity to treat patients.
- **Increased Wait Times:** Longer wait times for medical care can lead to poorer health outcomes and increased mortality rates.

2. Higher Healthcare Costs:

- **Increased Operational Costs:** Hospitals and clinics may need to pay more for remaining staff or hire temporary workers, increasing operational costs.
- **Recruitment and Training:** Costs associated with recruiting and training new healthcare professionals will rise.



Indirect Economic Impact on the Broader Economy

1. Public Health Outcomes:

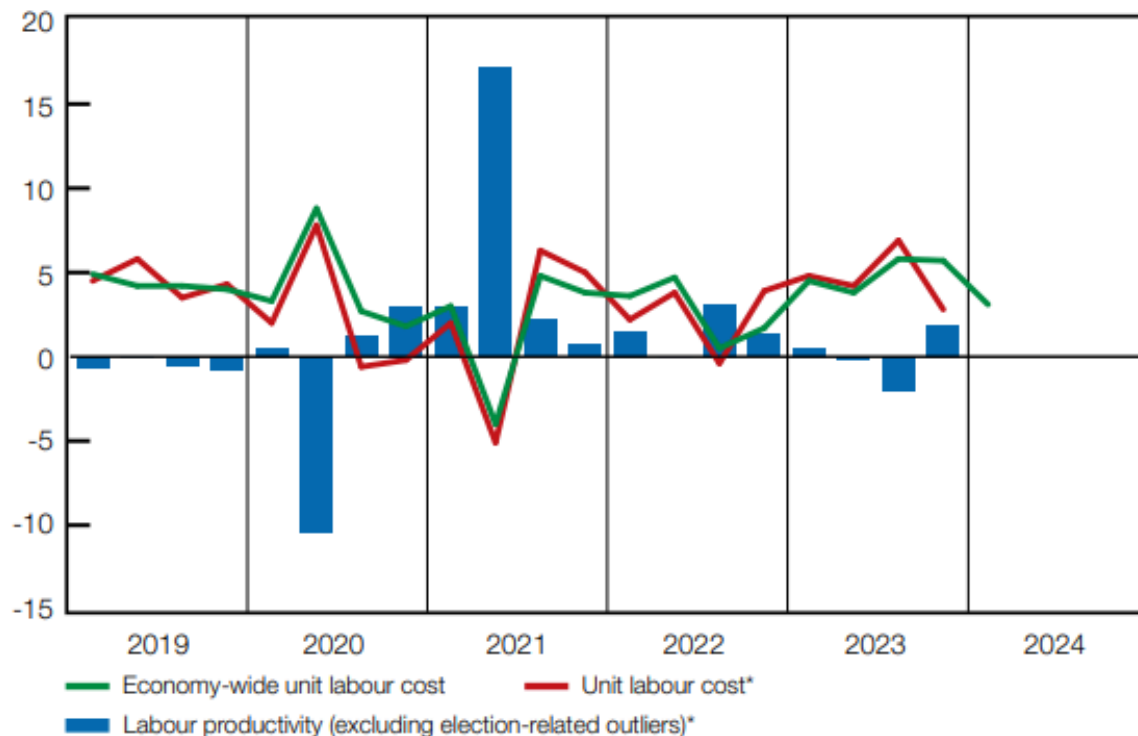
- **Increased Morbidity and Mortality:** Poor healthcare services lead to higher disease prevalence and death rates, impacting workforce productivity.
- **Chronic Diseases:** Less effective management of chronic diseases can lead to higher long-term healthcare costs and lower quality of life.

2. Economic Productivity:

- **Reduced Workforce Productivity:** Poor health outcomes can lead to increased absenteeism and decreased productivity.
- **Higher Social Security Costs:** Increased illness and disability claims will burden social security systems.

Labour productivity and nominal unit labour cost

Percentage change over four quarters



* Formal non-agricultural sector

Sources: Stats SA and SARB

Social and Economic Multiplier Effects

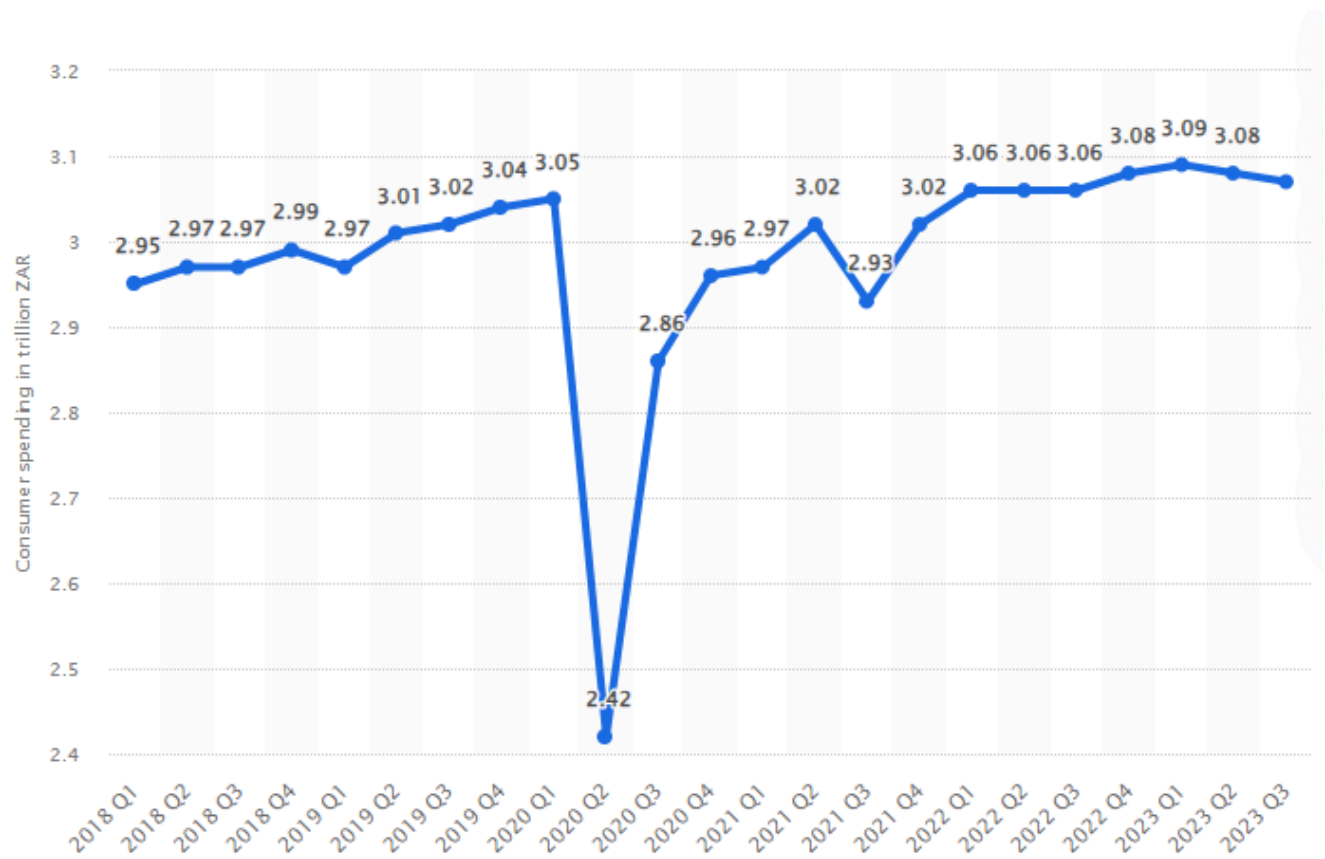
1. Increased Public Expenditure:

- **Higher Healthcare Spending:** The government may need to increase spending to address the healthcare crisis.
- **Social Security and Welfare:** Increased healthcare costs can strain public finances, reducing funds available for other critical areas.

2. Investment Deterrence:

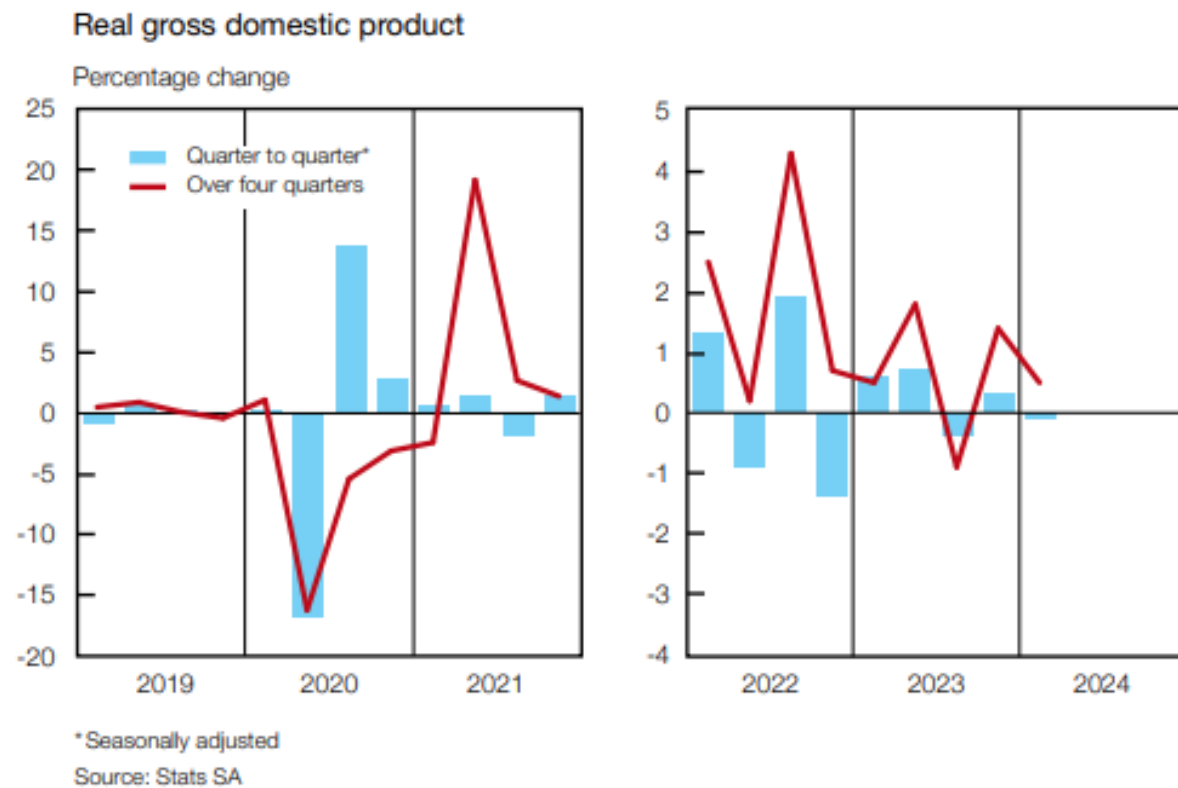
- **Reduced Foreign Investment:** Poor healthcare infrastructure can deter foreign direct investment as businesses consider healthcare availability crucial for employee well-being.
- **Brain Drain:** The continued exodus of professionals creates a perception of instability and decreases investor confidence.

Quarterly Consumer Spending in South Africa (2018 Q1 - 2023 Q3):



Sectoral GDP Analysis

The healthcare sector is part of the broader "Community, Social and Personal Services" category. Poor performance here impacts overall GDP and economic stability.

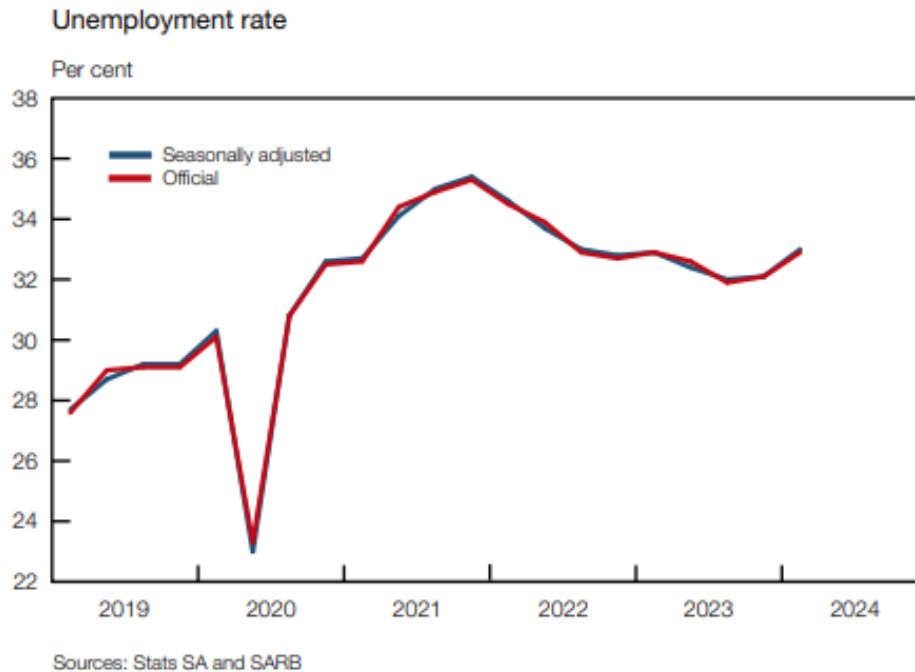


As indicated in the latest data, the CPI for healthcare-related expenses has risen, highlighting increased costs for medical services and products.

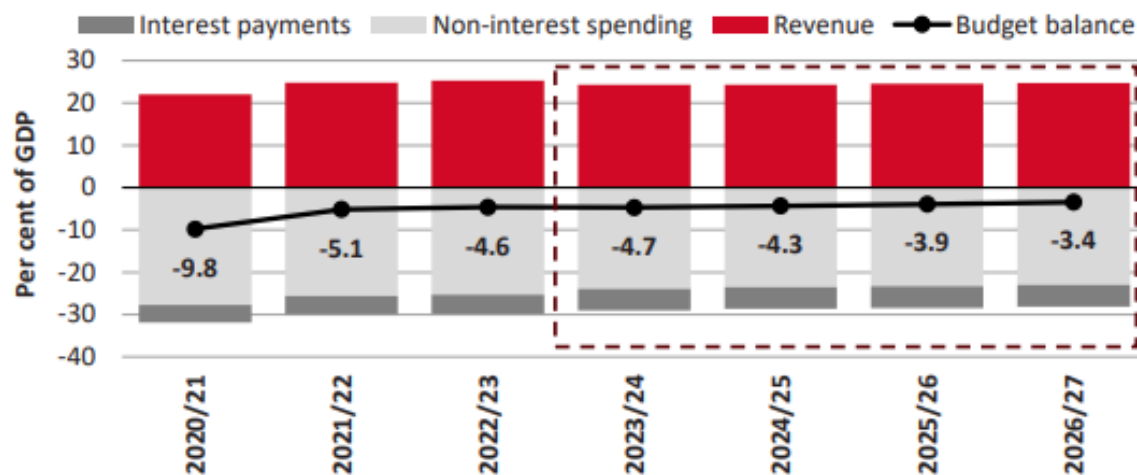
Group			Weight	Index (Dec 2021=100)			% change	
				Jan 2023	Dec 2023	Jan 2024	Jan 2024 vs. Dec 2023	Jan 2024 vs. Jan 2023
Health			1,44	104,9	111,6	111,7	0,1	6,5
	Medical products		0,57	104,5	112,3	112,6	0,3	7,8
	Medical services		0,87	105,2	111,0	111,0	0,0	5,5

Unemployment and Fiscal Deficit

High unemployment rates exacerbate the situation as more people rely on public healthcare services, increasing the burden.



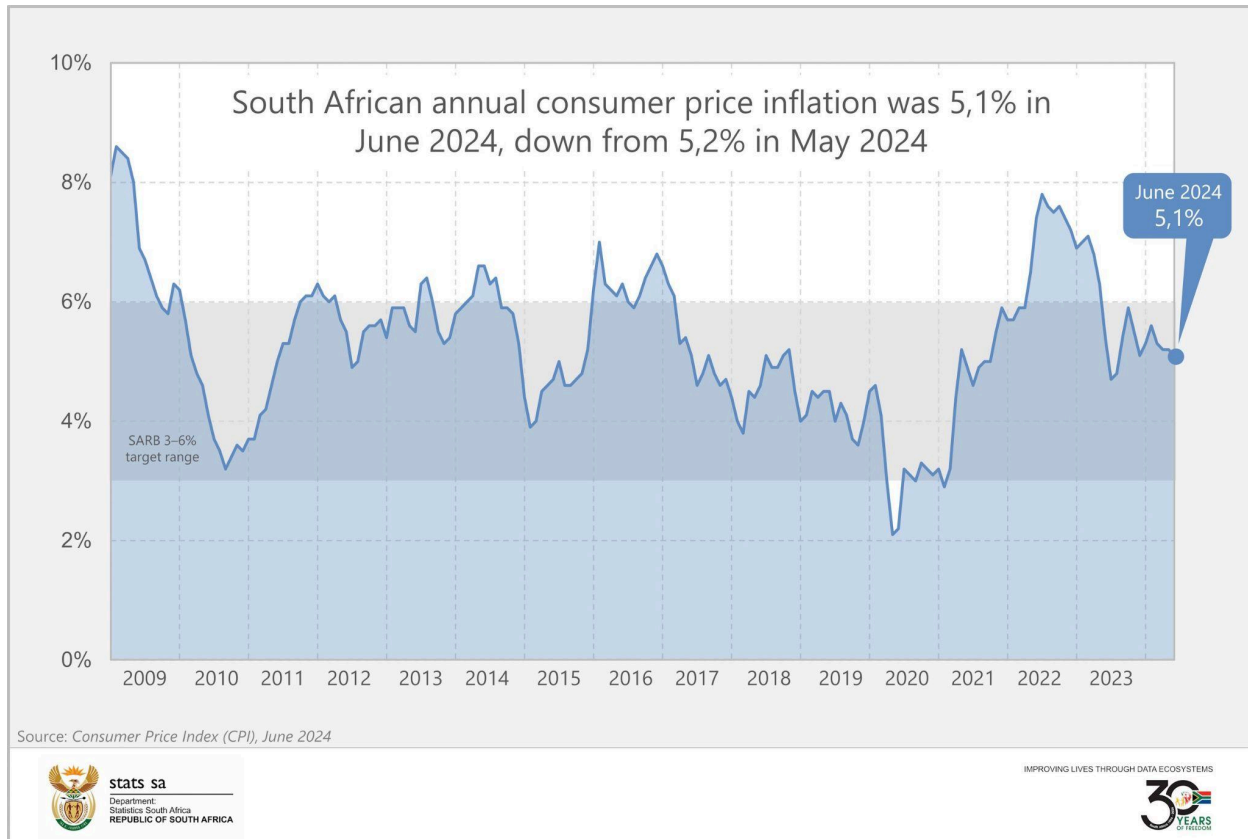
The fiscal deficit data indicates limited government capacity to increase healthcare spending without further impacting economic stability.



Source: National Treasury

Consumer Spending and Inflation:

Reduced consumer spending on healthcare can lead to poorer health outcomes. The inflation data shows a significant impact on healthcare costs, contributing to overall economic strain.



Economic Conclusion: The current sentiment of the South African economy is one of cautious optimism intertwined with significant challenges. The nation is grappling with high unemployment rates, rising healthcare costs, and a fiscal deficit, all exacerbated by the recent exodus of healthcare professionals. The provided data indicates that while there has been a recovery post-pandemic, the economy remains in a fragile state, balanced between potential growth and further decline.

Projections suggest that if the right actions are taken, South Africa can turn this critical period into a turning point for long-term prosperity. By addressing the root causes of the healthcare sector's struggles—such as improving working conditions, increasing investment in healthcare infrastructure, and implementing policies that retain and attract talent—South Africa can transform the current brain drain into a brain gain. Such measures would not only stabilize the healthcare sector but also bolster overall economic growth, reduce unemployment, and enhance public health outcomes.

Recommendations for Retaining Healthcare Professionals in South Africa

To address the projected shortfall and retain healthcare professionals in South Africa, it is essential to create an environment that meets their needs and encourages them to stay. Here are some key recommendations, with references and quotes from relevant sources:



1 Improved Working Conditions

Modern Facilities: Invest in modernizing healthcare facilities to provide a safe and efficient working environment.

Quote: "Modern healthcare facilities are crucial for providing a safe and efficient working environment, essential for retaining skilled professionals." - [WHO](#)

Adequate Resources: Ensure that healthcare workers have access to necessary medical supplies, equipment, and technology to perform their duties effectively.

Quote: "Access to necessary medical supplies and equipment is essential for healthcare workers to perform their duties effectively." - [Investec SA Healthcare Conundrum](#)



2 Competitive Compensation and Benefits

Fair Salaries: Offer competitive salaries that reflect the skills and efforts of healthcare professionals.

Quote: "Competitive salaries are vital to attracting and retaining healthcare workers in both urban and rural settings." - [South African Government - Draft HR Strategy](#)

Comprehensive Benefits: Provide benefits such as health insurance, retirement plans, and housing allowances to enhance job satisfaction.



3 Professional Development Opportunities

Continuous Training: Facilitate ongoing training and development programs to help healthcare workers advance their careers and stay updated with the latest medical practices.

Quote: "Continuous professional development is essential for healthcare workers to remain proficient in their roles." - [BMJ Global Health](#)

Career Advancement: Create clear career progression pathways and opportunities for promotions to motivate healthcare workers to stay within the system.



4 Supportive Work Environment

Mental Health Support: Offer mental health support services, including counseling and stress management programs, to help healthcare workers cope with the demands of their job.

Quote: "Mental health support services are crucial for helping healthcare workers cope with job demands." - [Investec SA Healthcare Conundrum](#)

Work-Life Balance: Implement policies that promote work-life balance, such as flexible working hours and adequate leave policies.



5 Recognition and Appreciation

Acknowledgment: Regularly recognize and reward healthcare workers for their hard work and dedication through awards, bonuses, and public acknowledgment.

Community Involvement: Foster a sense of community and belonging by involving healthcare workers in decision-making processes and community health initiatives.



6 Enhanced Security and Safety

Safe Workplaces: Ensure that healthcare facilities are secure and safe from violence and harassment.

Quote: "Ensuring the safety and security of healthcare workers is paramount, particularly in high-risk areas." - [World Health Organization](#)

Personal Safety: Provide personal protective equipment (PPE) and training to safeguard healthcare workers' health and safety, especially during pandemics or health crises



7 Effective Management and Leadership

Strong Leadership: Develop effective management practices and leadership training to create a supportive and responsive organizational culture.

Employee Engagement: Foster open communication and engagement between management and healthcare workers to address concerns and improve job satisfaction.



8 Policy and Legislative Support

Health Workforce Policies: Implement policies that support the recruitment, retention, and development of healthcare workers.

Funding: Secure sufficient funding to ensure that healthcare workers are adequately compensated and have the resources they need to perform their duties.

Quote: "Robust policies and sufficient funding are crucial to addressing the healthcare workforce shortfall." - [BMJ Global Health](#)



9 National Health Insurance (NHI)

Address Concerns: Prior to full implementation, address the concerns healthcare workers have regarding the NHI to ensure it does not drive professionals away.

Quote: "Concerns regarding the NHI must be addressed to prevent the exodus of healthcare professionals." – [Investec SA Healthcare Conundrum](#)

Universal Health Coverage: Implement the NHI to provide universal health coverage, ensuring that all citizens have access to healthcare services.

Integrated Health System: Develop an integrated health system that reduces the burden on healthcare professionals by streamlining administrative processes and improving resource allocation.



10 Addressing Rural and Underserved Areas

Incentives for Rural Work: Provide incentives such as additional pay, housing, and educational opportunities to attract healthcare workers to rural and underserved areas.

Infrastructure Development: Invest in infrastructure development in rural areas to improve living and working conditions for healthcare workers.

Quote: "Incentives and infrastructure development are critical to attracting healthcare workers to rural and underserved areas." – [South African Government – Draft HR Strategy](#)

In conclusion, by creating conditions that improve job satisfaction, professional growth, and overall well-being, South Africa can better retain healthcare professionals and address the projected shortfall. These recommendations aim to create a supportive, rewarding, and secure environment that encourages healthcare workers to view South Africa as an attractive place to build and sustain their careers, adding to the South African Brain Gain as a whole.

With that being said, certain regions in South Africa have demonstrated significant progress in healthcare, ensuring better care and innovative practices for their populations. Here are some notable examples:

Regions Excelling in Healthcare in South Africa

Western Cape

- **Telemedicine and Digital Health Ecosystem:** The Western Cape has made significant strides in implementing telemedicine and electronic health records (EHR) systems. The province's Provincial Health Data Centre (PHDC) consolidates clinical data across government services, creating a coordinated digital health ecosystem. This system links patient data from various sources, allowing for a comprehensive health record that improves patient care and health outcomes.
- **VECTOR Program:** During the COVID-19 pandemic, the Western Cape activated a telemedicine response called VECTOR, which utilized a risk-stratified algorithm to manage COVID-19 patients remotely. This program demonstrated the effectiveness of telehealth in managing patient care and reducing hospital admissions (SciELO).
- **Healthcare Facilities:** The Groote Schuur Hospital and Red Cross War Memorial Children's Hospital are renowned for their high-quality care and advanced medical research.



Gauteng

- **Specialized Care and Technology Integration:** Gauteng is home to some of the country's best hospitals, such as Chris Hani Baragwanath Hospital, which has integrated health information systems to enhance patient care. The province has also invested in health information systems to improve healthcare delivery and patient outcomes.
- **Training and Education:** The University of the Witwatersrand and the University of Pretoria offer excellent medical training programs that contribute to the healthcare workforce.
- **Public Health Campaigns:** Gauteng has implemented successful public health campaigns addressing major health issues, contributing to improved health outcomes for its residents.



KwaZulu-Natal

- **Primary Healthcare Initiatives:** KwaZulu-Natal has focused on robust primary healthcare initiatives to improve access to basic health services, particularly in rural areas. The province has developed strong community health worker programs that provide essential services and health education to underserved communities.
- **Community Health Programs:** These programs have been crucial in managing diseases such as HIV/AIDS and tuberculosis, leading to better health outcomes in the region.
- **Public Health Campaigns:** Successful public health campaigns addressing HIV/AIDS, tuberculosis, and maternal health.



Eastern Cape

- **Rural Healthcare Improvements:** The Eastern Cape has launched several initiatives to improve healthcare access in rural areas, including mobile clinics and outreach programs. These efforts aim to provide essential healthcare services to remote communities, enhancing overall health outcomes.
- **Training Centers:** Institutions like Walter Sisulu University play a significant role in training healthcare professionals who serve both urban and rural populations.



Concluding from the findings of these regions, to enhance South Africa's healthcare sector, it is crucial to leverage technology, strengthen public-private partnerships, focus on primary healthcare, promote training and education, and improve infrastructure. Expanding telemedicine, electronic health records, and mobile health applications can significantly improve healthcare delivery, especially in remote areas. Encouraging collaboration between public healthcare facilities and private sector partners can bridge gaps in service delivery and improve overall health outcomes. Investing in primary healthcare facilities and community health worker programs is essential for providing preventive care, while supporting medical training institutions and continuous professional development ensures a well-equipped workforce. Developing healthcare infrastructure in underserved regions is critical to ensuring equitable access to

quality services. By learning from successful regions, South Africa can implement these targeted strategies to build a robust healthcare system.

Elevating the Status of Healthcare Professionals in South Africa (It is and should be an honor to be in the healthcare sector).

Healthcare workers should be respected and honored for the invaluable work they do. Elevating their status involves a multifaceted approach that acknowledges their contributions, improves their working conditions, and fosters a culture of respect for the profession. Here is an overview of several strategies to achieve this:



1. Competitive Compensation and Benefits

Fair Salaries: Offer competitive salaries that reflect the skills, training, and responsibilities of healthcare professionals.

Quote: "Competitive salaries are vital for attracting and retaining skilled healthcare professionals." – OECD

Comprehensive Benefits: Provide comprehensive benefits packages, including health insurance, retirement plans, and housing allowances.



2. Professional Development Opportunities

Continuous Training: Invest in continuous professional development programs to help healthcare professionals advance their skills and careers.

Quote: "Ongoing training and education are crucial for maintaining high standards in healthcare." – BMJ Global Health

Career Advancement: Create clear pathways for career advancement and specialization.



3. Recognition and Appreciation

Awards and Honors: Establish awards and recognition programs to honor outstanding healthcare professionals.

Quote: "Recognition programs can significantly boost morale and motivation among healthcare workers." - Harvard Business Review

Public Acknowledgment: Regularly highlight the achievements and contributions of healthcare professionals in the media and public forums.



5. Supportive Work Environment

Mental Health Support: Offer mental health support services, including counseling and stress management programs.

Quote: "Mental health support services are crucial for helping healthcare workers cope with job demands." - Investec

Work-Life Balance: Implement policies that promote a healthy work-life balance, such as flexible working hours and adequate leave policies.



4. Improved Working Conditions

Modern Facilities: Ensure that healthcare facilities are well-equipped and maintained to provide a safe and efficient working environment.

Quote: "Modern healthcare facilities are crucial for providing a safe and efficient working environment." - Frontiers

Adequate Resources: Provide healthcare professionals with the necessary tools and resources to perform their duties effectively.



6. Public-Private Partnerships

Collaboration: Foster collaborations between public healthcare facilities and private sector partners to share resources and expertise.

Quote: "Public-private partnerships can bridge gaps in healthcare service delivery and improve overall health outcomes." - World Bank



7. Community Engagement

Community Programs: Engage healthcare professionals in community health programs to increase their visibility and impact.

Educational Outreach: Promote healthcare careers through outreach programs in schools and communities to inspire the next generation of healthcare professionals.



8. Policy and Advocacy

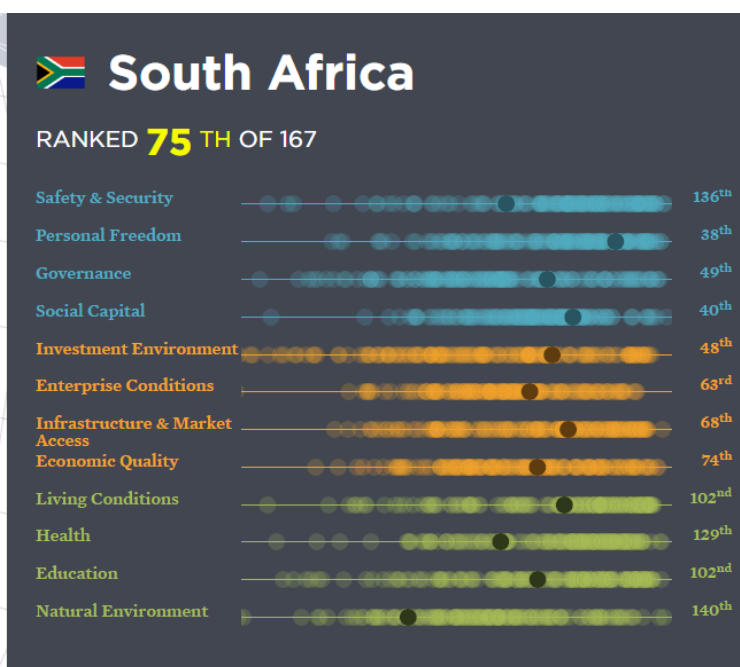
Legislative Support: Advocate for policies that support the healthcare workforce, including better working conditions, fair compensation, and professional development opportunities.

Quote: "Strong policy support is essential for the healthcare workforce to thrive." – South African Government

Professional Organizations: Strengthen professional organizations that advocate for healthcare workers' rights and interests.

Conditions for Attracting Talent from Other Countries to South Africa

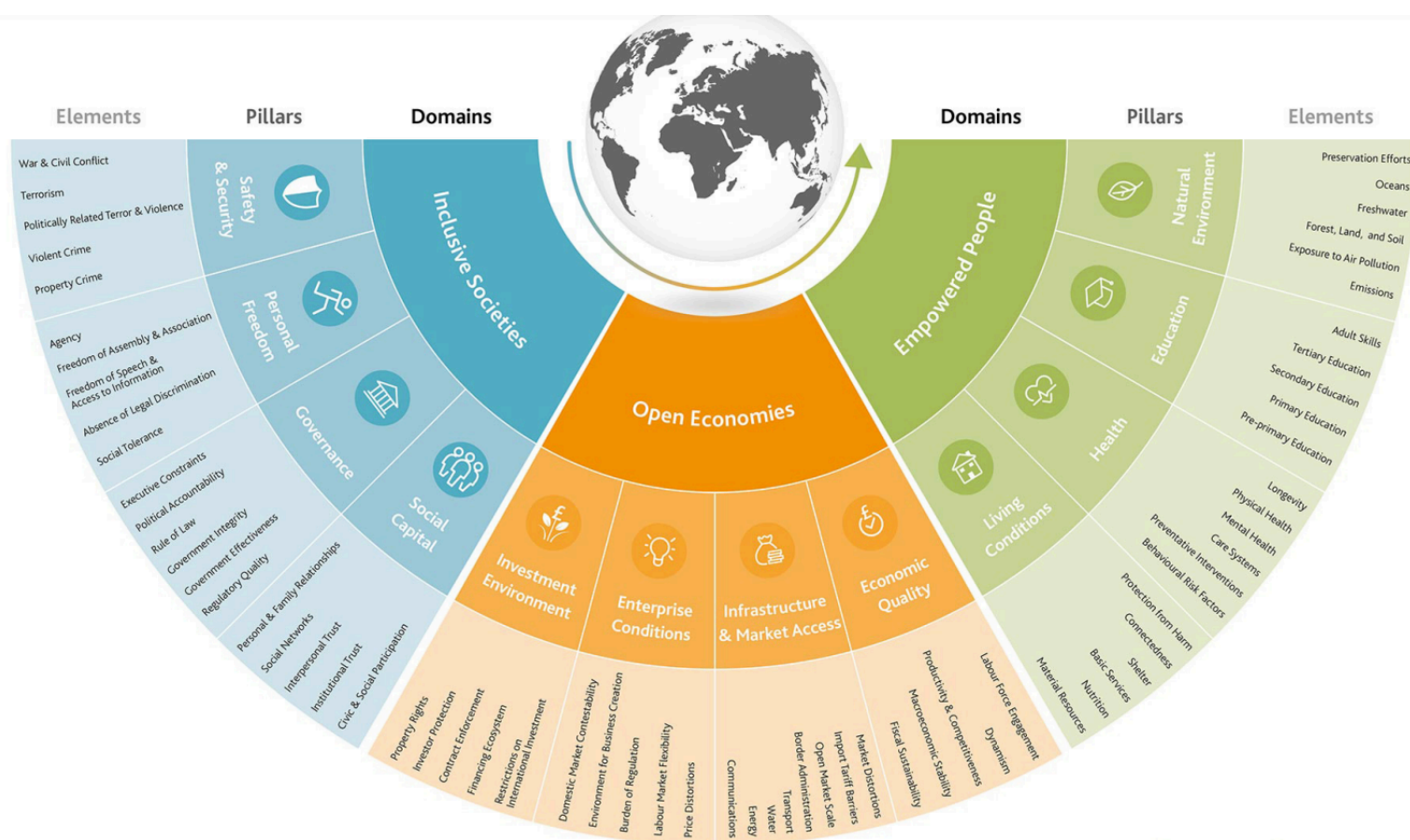
As mentioned before, South Africa currently ranks 75 on the Legatum Prosperity Index 2024.



As we know, prosperity is far more than just wealth; it is when all people have the opportunity and freedom to thrive. Prosperity is underpinned by an inclusive society, with a strong social contract that protects the fundamental liberties and security of every individual. It is driven by an open economy that harnesses ideas and talent to create sustainable pathways out of poverty. And it is built by empowered people, who contribute and play their part in creating a society that promotes wellbeing.

The Prosperity Index, which measures this holistic view of prosperity, includes various domains and pillars such as safety and security, personal freedom, governance, social capital, investment environment, enterprise conditions, infrastructure and market access, economic quality, living conditions, health, education, and natural environment.

Elements collectively contribute to the overall prosperity of a nation.



Now, let's look at the conditions for attracting talent from other countries to South Africa:

To attract talent from other countries, South Africa must create an environment that addresses the professional and personal needs of expatriates across various sectors. Incorporating the latest insights and data, here are the updated key conditions that need to be established:



1 Competitive Compensation and Benefits

Fair Salaries: Offer competitive salaries that match or exceed international standards to attract top talent.

Quote: "Competitive salaries are essential for attracting and retaining skilled professionals." - [OECD](#)

Comprehensive Benefits: Provide comprehensive benefits packages, including health insurance, retirement plans, housing allowances, and education benefits for expatriates' children.



2 Modern and Well-Equipped Workplaces

State-of-the-Art Infrastructure: Ensure that workplaces are modern and well-equipped with the latest technology and equipment.

Quote: "Modern workplaces are crucial for providing a productive and efficient working environment." - [World Economic Forum](#)

Work Environment: Create a conducive work environment that supports collaboration and innovation.



3 Professional Development Opportunities

Training and Education: Offer continuous professional development opportunities, including access to advanced training, research opportunities, and career advancement pathways.

Quote: "Continuous professional development is essential for professionals to remain proficient in their roles." - [Harvard Business Review](#)

Mentorship Programs: Implement mentorship and leadership development programs to support career growth.



4 Quality of Life

Living Conditions: Promote the high quality of life in South Africa, including its beautiful landscapes, vibrant culture, and diverse recreational activities.

Safety and Security: Ensure that expatriates feel safe by improving security measures in residential and work areas.

Quote: "Safety and security are paramount for attracting international talent." - [Global Peace Index](#)



5 Effective Immigration Policies

Streamlined Visa Processes: Simplify and expedite visa and work permit processes to make it easier for professionals to relocate.

Quote: "Efficient immigration policies are crucial for attracting international talent." - [South African Government](#)

Pathways to Permanent Residency: Provide clear pathways to permanent residency and citizenship for expatriates and their families.



6 Robust Public-Private Partnerships

Collaboration: Foster collaboration between public institutions and private sector partners to share resources, expertise, and best practices.

Quote: "Public-private partnerships can bridge gaps in service delivery and improve overall outcomes." - [World Bank](#)



7 Technology Integration

Digital Systems: Invest in advanced digital systems and technologies to improve efficiency and productivity.

Quote: "Technology integration is key to enhancing productivity and attracting tech-savvy professionals." - [MIT Technology Review](#)



8 Educational Opportunities

Quality Education: Promote the availability of high-quality educational institutions for expatriates' children.

International Schools: Support the establishment of international schools that offer globally recognized curricula.



9 Cultural Inclusivity

Welcoming Environment: Foster a multicultural and inclusive environment that respects and celebrates diversity.

Quote: "A welcoming and inclusive environment is essential for attracting and retaining international talent." - Deloitte

Community Support: Develop support networks and communities for expatriates to help them integrate and feel at home.



10 Incentives for Specific Sectors

Financial Incentives: Provide additional financial incentives, such as tax breaks and bonuses, for professionals in high-demand sectors.

Sector-Specific Programs: Implement programs tailored to the needs of specific industries, such as technology, healthcare, and education.

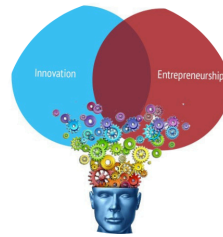


11 Healthcare Services

High-Quality Healthcare: Improve healthcare infrastructure and services to ensure high-quality medical care.

Access to Medical Care: Provide comprehensive healthcare benefits to expatriates and their families.

Quote: "High-quality healthcare services are essential for attracting and retaining international talent." - WHO



12 Innovation and Entrepreneurship

Encouraging Start-ups: Support start-ups and provide incentives for entrepreneurial ventures to make South Africa a hub for innovation.

Research and Development: Invest in R&D to foster an innovative environment.

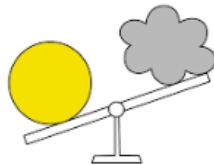
In Summary, these are the conditions we need to create to stop the brain drain and start moving towards a **brain gain**. Addressing these conditions will not only help South Africa retain its talent but also attract skilled professionals from around the globe, fostering economic growth and innovation. Finally, this leads us to *"The Blueprint for a better South Africa."*



Blueprint for a Better South Africa

South Africa stands at a pivotal moment in its socio-economic journey. The insights and data gathered from the [2024 Future of Leadership Summit](#) and the detailed analysis in the [2024 Brain Gain Report](#) underscore both the challenges and opportunities the nation faces. By leveraging these insights, South Africa can chart a course towards becoming one of the best countries to live in by 2030. This blueprint outlines strategic actions to address the pressing issues and capitalize on the country's strengths.

Key Findings from The Brain Gain Report:



1 Optimism and Concerns

- A mix of cautious optimism and significant concerns among participants regarding the future of South Africa.
- Key strengths include quality of life, economic opportunities, cultural diversity, and natural resources.
- Major concerns include corruption, crime, unemployment, failing infrastructure, and the need for good and ethical leadership.

TOP RECEIVING COUNTRIES FOR SOUTH AFRICAN CITIZENS



2 Emigration Trends

- Significant emigration of skilled professionals since 2000.
- Key destinations for emigrants include the UK, Australia, USA, New Zealand, and Canada.
- Emigration driven by better job opportunities, higher quality of life, and more stable socio-political environments abroad.

Blueprint For Action

1. Enhance Healthcare Services:

- **Improve healthcare infrastructure and services:** Invest in modernizing healthcare facilities and expanding access to medical services.
- **Address healthcare inequality:** Ensure equitable distribution of healthcare resources across urban and rural areas.
- **Mitigate workforce shortages:** Implement strategies to retain healthcare professionals and attract expatriates back to the country.
- **Integrate advanced healthcare technologies:** Leverage technology to improve healthcare delivery and patient outcomes.

2. Improve Job Opportunities:

- **Foster industries and encourage entrepreneurship:** Create incentives for startups and small businesses. Implement policies that reduce barriers to entry and provide support for new ventures.
- **Create more employment prospects for graduates:** Develop programs that link graduates with job opportunities, internships, and apprenticeships.

3. Enhance Education Quality:

- **Align educational programs with market needs:** Update curricula to reflect current industry requirements and future job markets.
- **Improve overall educational standards:** Invest in teacher training, infrastructure, and resources to enhance the quality of education.

4. Ensure Safety and Security:

- **Implement effective law enforcement and community policing:** Increase police presence in high-crime areas and build trust between communities and law enforcement.
- **Enhance safety measures to create a secure environment:** Invest in technology and infrastructure to improve public safety.

5. Combat Corruption:

- **Implement strict anti-corruption measures:** Strengthen legal frameworks and increase transparency in government operations.
- **Increase transparency and accountability:** Encourage public participation in governance and decision-making processes.

6. Promote Good and Ethical Leadership:

- **Encourage ethical behavior and integrity in leadership roles:** Develop programs to promote ethics and integrity in both public and private sectors.
- **Foster transparency and accountability in governance:** Implement systems to monitor and evaluate the performance of leaders.

7. Provide Financial Support:

- **Offer scholarships, grants, and financial aid:** Reduce the financial burdens on students and support their academic and professional development.
- **Support low-income families:** Provide financial assistance to ensure access to education and basic needs.

8. Promote Economic Stability:

- **Establish stable economic policies to foster growth:** Create a conducive environment for investment and economic activities.
- **Attract foreign investment:** Highlight South Africa's strengths and opportunities to global investors.

9. Invest in Infrastructure:

- **Allocate funds for infrastructure development:** Prioritize projects that improve transportation, utilities, and digital infrastructure.
- **Ensure regular maintenance and timely upgrades:** Implement systems for the continuous maintenance and improvement of infrastructure.

10. Foster Innovation and Entrepreneurship:

- **Encourage innovation and entrepreneurship among graduates:** Provide resources, mentorship, and funding for innovative projects.
- **Create new job opportunities to retain talent:** Develop industries that leverage local talent and resources.

Blueprint For Action

Coming up Next: **"The Future of Skills,"** which will be held in November in South Africa, highlighting strategies to enhance skill development in order to create a thriving environment for all.

1. Digital and Technological Skills

"Investing in digital skills is essential for South Africa to compete globally and to prepare its workforce for future challenges." - [World Economic Forum](#)

2. Entrepreneurship and Innovation

"Entrepreneurship and innovation are crucial for creating new opportunities and addressing unemployment in South Africa." - [OECD](#)

3. Green Skills

"Green skills are vital for building a sustainable future and addressing environmental challenges." - [International Labor Organization](#)

4. Soft Skills

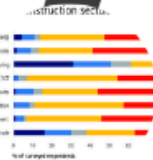
"Soft skills are crucial for personal and professional success in the modern workplace." - [Harvard Business Review](#)

5. Lifelong Learning and Continuous Education

"Lifelong learning is key to maintaining a competitive edge in the evolving job market." - [UNESCO](#)

6. Sector-Specific Skills

"Advanced manufacturing skills are essential for the future of South Africa's industrial sector." - [World Economic Forum](#)



The Future of Skills in South Africa



By bringing together industry leaders, policymakers, and experts, we aim to create actionable plans that address the current employment challenges and pave the way for a more prosperous and inclusive skilled South Africa.

Following *"The Future of Skills"* event in November, we will delve deeper into the crucial topic of job creation at our next event, **"The Future of Job Creation."** This event will provide an in-depth exploration of innovative strategies and solutions designed to foster employment opportunities across the nation.

The Future of Job Creation in South Africa



"*The Future of Job Creation*" in South Africa depends on embracing digital transformation, supporting entrepreneurship, investing in sustainable industries, developing relevant skills, strengthening healthcare, fostering public-private partnerships, and promoting tourism. These strategies can help create a resilient and inclusive job market, driving economic growth and reducing unemployment.

Inspiring the Way Forward

The findings and recommendations from the [2024 Future of Leadership Summit](#) and the [2024 Brain Gain Report](#) highlight South Africa's immense potential and the collective will of its leaders to address the country's challenges. By focusing on the strategic areas identified, the government can create a thriving environment that retains young talent and fosters sustainable growth.

This blueprint serves as a roadmap for building a brighter, more prosperous future for South Africa. Together, by transforming challenges into opportunities, we can pave the way for a nation that is not only one of the best to live in but also a beacon of progress in the global community.

Future of Leadership Summit 2024

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