Supplementary Table 1: Search strategy

<table>
<thead>
<tr>
<th>Concept</th>
<th>Variants used to query database</th>
</tr>
</thead>
</table>
| #3 (LMICs)       | Developing Countries/ OR ((developing or less* developed or under developed or underdeveloped or middle income or low* income) adj (economy or economies))[tiab] OR ((developing or less* developed or under developed or underdeveloped or middle income or low* income or underserved or under served or deprived or poor*) adj (country* or nation? or population? or world))[tiab] OR (low* adj (gdp or gnp or gross domestic or gross national))[tiab] OR (low adj3 middle adj3 country*))[tiab] OR (emic or imics or third world or lami country*))[tiab] OR transitional country*[tiab] OR global south*[tiab] OR Democratic People's Republic of Korea*/ OR (North Korea or (Democratic People* Republic adj2 Korea))[tiab] OR Cambodia/ OR Cambodia[tiab] OR Indonesia/ OR (Indonesia or Dutch East Indies)[tiab] OR (Kiribati or Gilbert Islands or Phoenix Islands or Line Islands)[tiab] OR Laos/ OR (Laos or (Lao adj1 Democratic Republic))[tiab] OR Micronesia/ OR Micronesia[tiab] OR Mongolia/ OR Mongolia[tiab] OR Myanmar/ OR (Myanmar or Burma)[tiab] OR Papua New Guinea/ OR (Papua New Guinea or German New Guinea or British New Guinea or Territory of Papua)[tiab] OR Philippines/ OR (Philippines or Philippine Islands)[tiab] OR Solomon Islands[tiab] OR Timor-Leste/ OR (Timor-Leste or East Timor or Portuguese Timor)[tiab] OR Vanuatu/ OR Vanuatu or New Hebrides[tiab] OR Vietnam/ OR (Viet Nam or Vietnam or French Indochina)[tiab] OR American Samoa/ OR American Samoa[tiab] OR exp China/ OR China[tiab] OR Fiji/ OR Fiji[tiab] OR Malaysia/ OR (Malaysia or Malayan Union or Malaya)[tiab] OR Marshall Islands[tiab] OR Nauru[tiab] OR (Independent State of Samoa)/ OR ((Samoa not American Samoa) or Western Samoa or Navigator Islands or Samoan Islands)[tiab] OR Thailand/ OR (Thailand or Siam)[tiab] OR Tonga/ OR Tonga[tiab] OR (Tovalu or Ellice Islands)[tiab] OR Melanesia/ OR Melanesia[tiab] OR Polynesia/ OR Polynesia[tiab] OR Kyrgyzstan/ OR Kyrgyzstan or Kyrgyz Republic or Kirghizia or Kirghiz[tiab] OR Moldova/ OR Moldova[tiab] OR Ukraine/ OR Ukraine[tiab] OR Uzbekistan/ OR Uzbekistan[tiab] OR Albania/ OR Albania[tiab] OR Armenia/ OR Armenia[tiab] OR Azerbaijan/ OR Azerbaijan[tiab] OR "Republic of Belarus"/ OR (Belarus or Byelarus or Byelorussia or Belorussia)[tiab] OR Bosnia-Herzegovina/ OR (Bosnia or Herzegovina)[tiab] OR Bulgaria/ OR Bulgaria[tiab] OR "Georgia (Republic)"/ OR Georgia[tiab] or not Georgia/ OR (Kazakhstan or Kazakh)[tiab] OR Kosovo/ OR Kosovo[tiab] OR Montenegro/ OR Montenegro[tiab] OR "Republic of North Macedonia"/ OR North Macedonia[tiab] OR Romania/ OR Romania[tiab] OR exp Russia/ OR "Russia (Pre-1917)"/ OR USSR/ OR (Russia or Russian Federation or USSR or Union of Soviet Socialist Republics or Soviet Union)[tiab] OR Serbia/ OR Serbia[tiab] OR Turkey/ OR (Turkey[tiab] not animal/) or (Anatolia or Asia Minor)[tiab] OR Turkmenistan/ OR Turkmenistan[tiab] OR Tajikistan/ OR Tajikistan[tiab] OR Asia, Central/ OR Asia, Northern/ OR Central Asia[tiab] OR Haiti/ OR (Haiti or Hayti)[tiab] OR Bolivia/ OR Bolivia[tiab] OR El
Limited to: English and French language.
## 2. Embase Classic + Embase (Ovid) <1947 to August 22, 2022>

<table>
<thead>
<tr>
<th>Concept</th>
<th>Variants used to query database</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 (Health worker)</td>
<td>exp health care personnel/ OR clinician/ OR dental personnel/ OR health workforce/ OR hospital personnel/ OR medical personnel/ OR mental health care personnel/ OR &quot;health worker*&quot;.mp OR &quot;health personnel&quot;.mp OR &quot;healthcare worker*&quot;.mp OR &quot;health care worker*&quot;.mp OR &quot;health service provider*&quot;.mp OR &quot;medical worker*&quot;.mp OR &quot;healthcare professional*&quot;.mp OR &quot;health care professional*&quot;.mp OR &quot;healthcare provider*&quot;.mp OR &quot;health care provider*&quot;.mp OR doctor*.mp OR physician*.mp OR nurse*.mp OR &quot;nursing professional&quot;.mp OR pharmacist*.mp OR dentist*.mp OR &quot;dental surgeon*&quot;.mp OR midwife.mp OR midwives.mp OR &quot;health service providers&quot;.mp OR surgeon*.mp OR &quot;medical officer*&quot;.mp OR &quot;medical practitioner*&quot;.mp OR &quot;nursing practitioner*&quot;.mp OR &quot;dental officer*&quot;.mp OR &quot;oral healthcare professional*&quot;.mp OR &quot;oral healthcare provider*&quot;.mp</td>
</tr>
<tr>
<td>#2 (Migration)</td>
<td>exp migration/ OR forced migration/ OR migrat*.mp OR migrant*.mp OR emigrat*.mp OR emigrant*.mp OR &quot;brain drain&quot;.mp OR exodus.mp OR relocat*.mp</td>
</tr>
</tbody>
</table>
| #3 (LMICs) | Developing Countries/ OR (developing or less* developed or under developed or underdeveloped or middle income or low* income) adj (economy or economies)[tiab] OR (developing or less* developed or under developed or underdeveloped or middle income or low* income or underserved or under served or deprived or poor*) adj (country* or nation? or population? or world)[tiab] OR (low* adj (gdp or gnp or gross domestic or gross national))[tiab] OR (low adj3 middle adj3 country*)[tiab] OR (mic or mic's or third or world or lami country*)[tiab] OR (global south)[tiab] OR Democratic People's Republic of Korea"/ OR (North Korea or Democratic People* Republic adj2 Korea)[tiab] OR Cambodia/ OR Cambodia[tiab] OR Indonesia/ OR (Indonesia or Dutch East Indies)[tiab] OR (Kiribati or Gilbert Islands or Phoenix Islands or Line Islands)[tiab] OR Laos/ OR (Laos or Lao adj1 Democratic Republic)[tiab] OR Micronesia/ OR Micronesia[tiab] OR Mongolia/ OR Mongolia[tiab] OR Myanmar/ OR (Myanmar or Burma)[tiab] OR Papua New Guinea/ OR (Papua New Guinea or German New Guinea or British New Guinea or Territory of Papua)[tiab] OR Philippines/ OR (Philippines or Philippine Islands)[tiab] OR Solomon Islands[tiab] OR (Timor-Leste or East Timor or Portuguese Timor)[tiab] OR Vanuatu/ OR (Vanuatu or New Hebrides)[tiab] OR Vietnam/ OR (Viet Nam or Vietnam or French Indochina)[tiab] OR American Samoa/ OR American Samoa[tiab] OR China[tiab] OR China[tiab] OR Fiji[tiab] OR Fiji[tiab] OR Malaysia/ OR Malaysia or Malayian Union or Malay[tiab] OR Marshall Islands[tiab] OR Nauru[tiab] OR (Independent State of Samoa)/ OR (Samoa not American Samoa) or Western Samoa or Navigator Islands or Samoan Islands[tiab] OR Thailand/ OR (Thailand or Siam)[tiab] OR Tonga/ OR Tonga[tiab] OR Tuvalu or Ellice Islands[tiab] OR Melanesia/ OR Melanesia[tiab] OR Polynesia/ OR Polynesia[tiab] OR Kyrgyzstan/ OR Kyrgyz Republic or Kirghizia or Kirghiz[tiab] OR Moldova/ OR Moldova[tiab] OR Ukraine/ OR Ukraine[tiab] OR Uzbekistan/ OR Uzbekistan[tiab] OR Albania/ OR Albania[tiab] OR Armenia/ OR Armenia[tiab] OR Azerbaijan/ OR Azerbaijani[tiab] OR Azerbaijan[tiab] OR Republic of Belarus/ OR (Belarus or Byelorussia or Belorussia)[tiab] OR Bosnia-Herzegovina/ OR (Bosnia or Herzegovina)[tiab] OR Bulgaria/ OR Bulgaria[tiab] OR "Georgia (Republic)"/ OR Georgia[tiab] OR Georgia[tiab] not Georgia/ OR Kazakhstan/ OR (Kazakhstan or Kazakh)[tiab] OR Kosovo/ OR Kosovo[tiab] OR Montenegro/ OR Montenegro[tiab] OR Republic of North Macedonia[tiab] OR North Macedonia[tiab] OR Romania/ OR Romania[tiab] OR Russia/ OR "Russia (Pre-1917)"/ OR USSR/ OR "Soviet Union" or (Soviet Socialist Republics or Soviet Union)[tiab] OR Serbia/ OR Serbia[tiab] OR Turkey/ OR (Turkey[tiab] not animal*)/ OR (Anatolia or Asia Minor[tiab] OR Turkmenistan/ OR Turkmenistan[tiab] OR Tajikistan/ OR Tajikistan[tiab] OR Asia, Central/ OR Asia, Northern/ OR Central Asia[tiab] OR Haiti/ OR (Haiti or Hayti)[tiab] OR Bolivia/ OR Bolivia[tiab] OR El Salvador/ OR El Salvador[tiab] OR Honduras/ OR Honduras[tiab] OR Nicaragua/ OR Nicaragua[tiab] OR Argentina/ OR Argentina[tiab] OR Argentine Republic[tiab] OR Belize/ OR Belize or British Honduras[tiab] OR
Brazil/ OR Brazil[tiab] OR Colombia/ OR Colombia[tiab] OR Costa Rica/ OR Costa Rica[tiab] OR Cuba/ OR Cuba[tiab] OR Dominica/ OR Dominica[tiab] OR Dominican Republic/ OR Dominican Republic[tiab] OR Ecuador/ OR Ecuador[tiab] OR Grenada/ OR Grenada[tiab] OR Guatemala/ OR Guatemala[tiab] OR Guyana/ OR (Guyana or British Guiana)[tiab] OR Jamaica/ OR Jamaica[tiab] OR Mexico/ OR (Mexico or United Mexican States)[tiab] OR Paraguay/ OR Paraguay.mp OR Peru/ OR Peru[tiab] OR Saint Lucia/ OR (St Lucia or Saint Lucia or Iyonala or Hewanorra)[tiab] OR "Saint Vincent and the Grenadines"/ OR (Saint Vincent or St Vincent or Grenadines)[tiab] OR Suriname/ OR (Suriname or Dutch Guiana)[tiab] OR Venezuela/ OR Venezuela[tiab] OR Djibouti/ OR (Djibouti or French Somaliland)[tiab] OR Egypt/ OR Egypt[tiab] OR Morocco/ OR Morocco[tiab] OR Tunisia/ OR Tunisia.mp OR (Gaza or West Bank or Palestine)[tiab] OR Algeria/ OR Algeria[tiab] OR Iran/ OR (Iran or Persia)[tiab] OR Iraq/ OR (Iraq or Mesopotamia)[tiab] OR Jordan/ OR Jordan[tiab] OR Lebanon/ OR (Lebanon or Lebanese Republic)[tiab] OR Libya/ OR Libya[tiab] OR Syria/ OR (Syria or Syrian Arab Republic)[tiab] OR Yemen/ OR Yemen[tiab] OR Afghanistan/ OR Afghanistan[tiab] OR Nepal/ OR Nepal[tiab] OR Bangladesh/ OR Bangladesh[tiab] OR Bhutan/ OR Bhutan[tiab] OR exp India/ OR India[tiab] OR Pakistan/ OR Pakistan[tiab] OR Maldives[tiab] OR Sri Lanka/ OR (Sri Lanka or Ceylon)[tiab] OR Angola/ OR Angola[tiab] OR Cameroon/ OR (Cameroon or Kamerun or Cameroun)[tiab] OR Cape Verde/ OR (Cape Verde or Cabo Verde)[tiab] OR Comoros/ OR Comoros or Glioress[tiab] OR Mayotte)[tiab] OR Congo/ OR (Congo not ((Democratic Republic adj3 Congo) or congo red or crimean-congo))[tiab] OR Cote d'Ivoire/ OR Cote d'Ivoire or Cote d'ivoire or Ivory Coast)[tiab] OR Eswatini/ OR (Eswatini or Swaziland)[tiab] OR Ghana/ OR (Ghana or Gold Coast)[tiab] OR Kenya/ OR Kenya[tiab] OR Lesotho/ OR (Lesotho or Basutoland)[tiab] OR Mauritania/ OR Mauritania[tiab] OR Nigeria/ OR Nigeria[tiab] OR (Sao Tome abj2 Principe)[tiab] OR Senegal/ OR Senegal[tiab] OR Sudan/ OR (Sudan not South Sudan)[tiab] OR Zamb/ OR Zambia/ OR Zamb or Northern Rhodesia[tiab] OR Zimbabwe/ OR Zimbabwe[tiab] OR Botswana/ OR Botswana or Bechuanaland or Kalahari)[tiab] OR Equatorial Guinea/ OR Equatorial Guinea or Spanish Guinea[tiab] OR Gabon/ OR Gabon or Gabonese Republic[tiab] OR Mauritius/ OR Mauritius or Agalega Islands[tiab] OR Namibia/ OR Namibia or German South West Africa[tiab] OR South Africa/ OR (South Africa or Cape Colony or British Bechuanaland or Boer Republics or Zululand or Transvaal or Natalia Republic or Orange Free State)[tiab] OR Benin/ OR (Benin or Dahomey)[tiab] OR Burkina Faso/ OR (Burkina Faso or Burkina Faso or Upper Volta)[tiab] OR Burundi/ OR (Burundi or Ruanda-Urundi)[tiab] OR Central African Republic/ OR Central African Republic or Ubangi-Shari)[tiab] OR Chad/ OR Chad[tiab] OR "Democratic Republic of the Congo"/ OR (Democratic Republic or DR or mb2 Congo) OR Congo-Kinshasa or Belgian Congo or Zaire or Congo Free State)[tiab] OR Eritrea/ OR Eritrea[tiab] OR Ethiopia/ OR Ethiopia or Abyssinia)[tiab] OR Gambia/ OR Gambia[tiab] OR Guinea/ OR Guinea not (New Guinea or Guinea Pig* or Guinea Fowl or Guinea-Bissau or Portuguese Guinea or Equatorial Guinea)[tiab] OR Guinea-Bissau/ OR Guinea-Bissau or Portuguese Guinea[tiab] OR Liberia/ OR Liberia[tiab] OR Madagascar/ OR Madagascar or Malagasy Republic[tiab] OR Malawi/ OR Malawi or Nyasaland)[tiab] OR Mali/ OR Mali[tiab] OR Mozambique/ OR Mozambique or Mozambique or Portuguese East Africa[tiab] OR Niger/ OR Niger[tiab] OR (Niger not (Aspergillus or Septicoccus or Schizothorax or Cruciferae or Gobius or Lasius or Agelastes or Melanosuchus or radish or Parastromatoues or Orius or Aspergillus or Parastromatoues or Stomoxys))[tiab] OR Rwanda/ OR (Rwanda or Ruanda)[tiab] OR Sierra Leone/ OR (Sierra Leone or Salone)[tiab] OR Somalia/ OR Somalia or Somaliland)[tiab] OR South Sudan/ OR South Sudan[tiab] OR Tanzania/ OR Tanzania or Tanganyika or Zanzibar)[tiab] OR Togo/ OR Togo or Togolese Republic or Togoland)[tiab] OR Uganda/ OR Uganda[tiab] OR "Africa south of the Sahara"/ OR Africa, central/ OR Africa, eastern/ OR Africa, southern/ OR Africa, western/ OR ("Africa South of the Sahara" or sub-Saharan Africa or sub-Saharan Africa)[tiab] OR Central Africa[tiab] OR Eastern Africa[tiab] OR Southern Africa[tiab] OR Western Africa[tiab]

 Limit to: English and French language.

### Supplemental material

BMJ Publishing Group Limited (BMJ) disclaims all liability and responsibility arising from any reliance placed on this supplemental material which has been supplied by the author(s)

---

#### 3. Global Health (Ovid) <1910 to August 23, 2022>

<table>
<thead>
<tr>
<th>Concept</th>
<th>Variants used to query database</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 (Health worker)</td>
<td>exp health care workers/ or dentists/ or home health aides/ or midwives/ or nurses/ or physicians/ OR &quot;health worker&quot;<em>.mp OR &quot;health personnel&quot;.mp OR &quot;healthcare worker&quot;</em>.mp OR &quot;health care worker&quot;<em>.mp OR &quot;health service provider&quot;</em>.mp OR &quot;medical worker&quot;<em>.mp OR &quot;health care professional&quot;</em>.mp OR &quot;healthcare provider&quot;<em>.mp OR &quot;health care provider&quot;</em>.mp OR doctor*.mp OR physician*.mp OR nurses.mp OR &quot;nursing professional&quot;.mp OR pharmacist*.mp OR dentist*.mp OR &quot;dental surgeon&quot;<em>.mp OR midwife.mp OR &quot;health service providers&quot;.mp OR surgeon</em>.mp OR &quot;medical officer&quot;<em>.mp OR &quot;medical practitioner&quot;</em>.mp OR &quot;nursing practitioner&quot;<em>.mp OR &quot;dental officer&quot;</em>.mp OR &quot;oral healthcare professional&quot;<em>.mp OR &quot;oral healthcare provider&quot;</em>.mp</td>
</tr>
<tr>
<td>#2 (Migration)</td>
<td>migration/ OR exp behaviour/ OR migrants/ OR movement/ OR settlement/ OR migrat*.mp OR migrant*.mp OR emigrat*.mp OR emigrant*.mp OR &quot;brain drain&quot;.mp OR exodus.mp OR relocat*.mp</td>
</tr>
</tbody>
</table>
| #3 (LMICs) | Developing Countries/ OR ((developing or less* developed or under developed or underdeveloped or middle income or low* income) adj (economy or economies))[tiab] OR ((developing or less* developed or under developed or underdeveloped or middle income or low* income or underserved or under served or deprived or poor*) adj (country or nation? or population? or world))[tiab] OR (low* adj (gdp or gnp or gross domestic or gross national))[tiab] OR (low adj3 middle adj3 country*)[tiab] OR (imic or imics or third world or lami country*)[tiab] OR transitional country*[tiab] OR global south*[tiab] OR Democratic People's Republic of Korea*/ OR (North Korea or Democratic People's Republic adj2 Korea)[tiab] OR Cambodia/ OR Cambodia[tiab] OR Indonesia/ OR (Indonesia or Dutch East Indies)[tiab] OR (Kiribati or Gilbert Islands or Phoenix Islands or Line Islands)[tiab] OR Laos/ OR Laos or (Laos or (Laos1 Democratic Republic))[tiab] OR Micronesia/ OR Micronesia[tiab] OR Mongolia/ OR Mongolia[tiab] OR Myanmar/ OR Myanmar or Burma)[tiab] OR Papua New Guinea/ OR (Papua New Guinea or German New Guinea or British New Guinea or Territory of Papua)[tiab] OR Philippines/ OR (Philippines or Philippine Islands)[tiab] OR Solomon Islands[tiab] OR (Timor-Leste/ OR (Timor-Leste or East Timor or Portuguese Timor))[tiab] OR Vanuatu/ OR (Vanuatu or New Hebrides)[tiab] OR Vietnam/ OR Vietnam or Viet Nam or Vietnam or French Indochina)[tiab] OR American Samoa/ OR American Samoa[tiab] OR exp China/ OR China[tiab] OR Fiji/ OR Fiji[tiab] OR Malaysia/ OR (Malaysia or Malayan Union or Malaya)[tiab] OR Marshall Islands[tiab] OR Nauru[tiab] OR "Independent State of Samoa"/ OR ((Samoa not American Samoa) or Western Samoa or Navigator Islands or Samoan Islands)[tiab] OR Thailand/ OR (Thailand or Siam)[tiab] OR Tonga/ OR Tonga[tiab] OR (Tuvalu or Eilice Islands)[tiab] OR Melanesia/ OR Melanesia[tiab] OR Polynesia/ OR Polynesia[tiab] OR Kyrgyzstan/ OR Kyrgyzstani or Kyrgyz or Kirghizia or Kirghiz[tiab] OR Moldova/ OR Moldova[tiab] OR Ukraine/ OR Ukraine[tiab] OR Uzbekistan/ OR Uzbekistan[tiab] OR Albania/ OR Albania[tiab] OR Armenia/ OR Armenia[tiab] OR Azerbaijan/ OR Azerbaijan[tiab] OR "Republic of Belarus"/ OR (Belarus or Byelarus or Byelorussia or Belorussia)[tiab] OR Bosnia-Herzegovina/ OR (Bosnia or Herzegovina)[tiab] OR Bulgaria/ OR Bulgaria[tiab] OR "Georgia (Republic)="/ OR Georgia[tiab] not Georgia/ OR Kazakhstan/ OR (Kazakhstan or Kazakh)[tiab] OR Kosovo/ OR Kosovo[tiab] OR Montenegro/ OR Montenegro[tiab] OR "Republic of North Macedonia="/ OR North Macedonia[tiab] OR Romania/ OR Romania[tiab] OR exp Russia/ OR "Russia (Pre-1917)="/ OR USSR/ OR (Russia or Russian Federation or USSR or Union of Soviet Socialist Republics or Soviet Union)[tiab] OR Serbia/ OR Serbia[tiab] OR Turkey/ OR (Turkey[tiab] not animal/) or (Anatolia or Asia Minor)[tiab] OR Turkmenistan/ OR Turkmenistan[tiab] OR Tajikistan/ OR Tajikistan[tiab] OR Asia, Central/ OR Asia, Northern/ OR Central Asia[tiab] OR Haiti/ OR Haiti or Hayti)[tiab] OR Bolivia/ OR Bolivia[tiab] OR El Salvador/ OR El Salvador[tiab] OR Honduras/ OR Honduras[tiab] OR Nicaragua/ OR Nicaragua[tiab] OR Argentina/ OR (Argentina or Argentine Republic)[tiab] OR Belize/ OR Belize or British Honduras)[tiab] OR Brazil/ OR Brazil[tiab] OR Colombia/ OR Colombia[tiab] OR Costa Rica/ OR Costa Rica[tiab] OR Cuba/ OR Cuba[tiab] OR Dominica/ OR Dominica[tiab] OR Dominica[tiab] OR Dominican Republic/ OR Dominican Republic/ OR Dominican
Republic[tiab] OR Ecuador/ OR Ecuador[tiab] OR Grenada/ OR Grenada[tiab] OR Guatemala/ OR Guatemala[tiab] OR Guyana/ OR (Guyana or British Guiana)[tiab] OR Jamaica/ OR Jamaica[tiab] OR Mexico/ OR (Mexico or United Mexican States)[tiab] OR Paraguay/ OR Paraguay.mp OR Peru/ OR Peru[tiab] OR Saint Lucia/ OR (St Lucia or Saint Lucia or Ilyonala or Hewanorra)[tiab] OR "Saint Vincent and the Grenadines"/ OR (Saint Vincent or St Vincent or Grenadines)[tiab] OR Suriname/ OR (Suriname or Dutch Guiana)[tiab] OR Venezuela/ OR Venezuela[tiab] OR Djibouti/ OR (Djibouti or French Somailand)[tiab] OR Egypt/ OR Egypt[tiab] OR Morocco/ OR Morocco[tiab] OR Tunisia/ OR Tunisia.mp OR (Gaza or West Bank or Palestine)[tiab] OR Algeria/ OR Algeria[tiab] OR Iran/ OR (Iran or Persia)[tiab] OR Iraq/ OR (Iraq or Mesopotamia)[tiab] OR Jordan/ OR Jordan[tiab] OR Lebanon/ OR (Lebanon or Lebanese Republic)[tiab] OR Libya/ OR Libya[tiab] OR Syria/ OR (Syria or Syrian Arab Republic)[tiab] OR Yemen/ OR Yemen[tiab] OR Afghanistan/ OR Afghanistan[tiab] OR Nepal/ OR Nepal[tiab] OR Bangladesh/ OR Bangladesh[tiab] OR Bhutan/ OR Bhutan[tiab] OR India/ OR India[tiab] OR Pakistan/ OR Pakistan[tiab] OR Maldives[tiab] OR Sri Lanka/ OR (Sri Lanka or Ceylon)[tiab] OR Angola/ OR Angola[tiab] OR Cameroon/ OR (Cameroon or Kamerun or Cameroon)[tiab] OR Cape Verde/ OR (Cape Verde or Cabo Verde)[tiab] OR Comoros/ OR (Comoros or Glorioso Islands or Mayotte)[tiab] OR Congo/ OR Congo not ((Democratic Republic adj3 Congo) or congo red or crimean-congo))[tiab] OR Cote d'Ivoire/ OR Cote d'Ivoire or Cote divoire or Ivory Coast)[tiab] OR Eswatini/ OR (eSwatini or Swaziland)[tiab] OR Ghana/ OR Ghana or Gold Coast)[tiab] OR Kenya/ OR (Kenya or East Africa Protectorate)[tiab] OR Lesotho/ OR (Lesotho or Basutoland)[tiab] OR Mauritania/ OR Mauritania[tiab] OR Nigeria/ OR Nigeria[tiab] OR Sao Tome abj2 Principe)[tiab] OR Senegal/ OR Senegal[tiab] OR Sudan/ OR Sudan not South Sudan)[tiab] OR Zambia/ OR Zambia or Northern Rhodesia)[ti,ab] OR Zimbabwe/ OR (Zimbabwe or Southern Rhodesia)[tiab] OR Botswana/ OR (Botswana or Bechuanaland or Kalahari)[tiab] OR Equatorial Guinea/ OR Equatorial Guinea or Spanish Guinea)[tiab] OR Gabon/ OR Gabon or Gabonese Republic[tiab] OR Mauritius/ OR (Mauritius or Agalega Islands)[tiab] OR Namibia/ OR Namibia or German South West Africa)[tiab] OR South Africa/ OR (South Africa or Cape Colony or British Bechuanaland or Boer Republics or Zululand or Transvaal or Natal Republic or Orange Free State)[tiab] OR Benin/ OR Benin or Dahomey)[tiab] OR Burkina Faso/ OR Burkina Faso or Burkina Fasso or Upper Volta)[tiab] OR Burundi/ OR Burundi or Ruanda-Urundi)[tiab] OR Central African Republic/ OR (Central African Republic or Ubangi-Shari)[tiab] OR Chad/ OR Chad[tiab] OR "Democratic Republic of the Congo"/ OR (((Democratic Republic or DR) adj2 Congo) or Congo-Kinshasa or Belgian Congo or Zaïre or Congo Free State)[tiab] OR Eritrea/ OR Eritrea[tiab] OR Ethiopia/ OR Ethiopia or Abyssinia)[tiab] OR Gambia/ OR Gambia[tiab] OR Guinea/ OR Guinea not (New Guinea or Guinea Pig* or Guinea Fowl or Guinea-Bissau or Portuguese Guinea or Equatorial Guinea)[tiab] OR Guinea-Bissau/ OR Guinea-Bissau or Portuguese Guinea)[tiab] OR Liberia/ OR Liberia[tiab] OR Madagascar/ OR (Madagascar or Malagasy Republic)[tiab] OR Malawi/ OR Malawi or Nyasaland)[tiab] OR Mali/ OR Mali[tiab] OR Mozambique/ OR Mozambique or Mocambique or Portuguese East Africa)[tiab] OR Niger/ OR (Niger not (Aspergillus or Peptococcus or Schizothorax or Cruciferae or Gobius or Lasius or Agelastes or Melanosuchus or radish or Parastromateus or Orius or Aspergillus or Parastromateus or Stomoxys)[tiab] OR Rwanda/ OR Rwanda or Ruanda)[tiab] OR Sierra Leone/ OR (Sierra Leone or Salone)[tiab] OR Somalia/ OR Somalia or Somailand)[tiab] OR South Sudan/ OR South Sudan[tiab] OR Tanzania/ OR Tanzania or Tanganyika or Zanzibar)[tiab] OR Togo/ OR Togo or Togolese Republic or Togoland)[tiab] OR Uganda/ OR Uganda[tiab] OR "Africa south of the Sahara"/ OR Africa, central/ OR Africa, eastern/ OR Africa, southern/ OR Africa, western/ OR ("Africa South of the Sahara" or sub-Saharan Africa or sub-Saharan Africa)[tiab] OR Central Africa[tiab] OR Eastern Africa[tiab] OR Southern Africa[tiab] OR Western Africa[tiab]

**Limited to:** English and French language.

---

## 4. CINAHL Complete (EBSCOhost Research Databases) <inception to August 25, 2022>

<table>
<thead>
<tr>
<th>Concept</th>
<th>Variants used to query database (Exclude MEDLINE records/Apply equivalent subjects)</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 (Health worker)</td>
<td>healthcare workers OR healthcare professionals OR healthcare personnel or healthcare worker OR health personnel OR &quot;health service provider&quot; OR &quot;medical workers&quot; OR &quot;medical personel&quot; OR medical personnel OR healthcare providers OR doctors OR physicians OR &quot;medical officer&quot; OR medical practitioners OR medical practitioners OR surgeon* OR nurses OR &quot;nursing professional&quot; OR pharmacist* OR dentist* OR &quot;dental surgeon***&quot; OR midwife OR midwives OR &quot;health service providers&quot; OR &quot;nursing practitioner***&quot; OR &quot;dental officer***&quot; OR &quot;oral healthcare professional***&quot; OR &quot;oral healthcare provider***&quot;</td>
</tr>
<tr>
<td>#2 (Migration)</td>
<td>migration OR migrant* OR migrant* OR emigrant* OR emigrant* OR &quot;brain drain&quot; OR exodus OR relocat* OR migration or immigration or emigration or refugee</td>
</tr>
<tr>
<td>#3 (LMICs)</td>
<td>low and middle income countries OR developing countries OR low and middle income countries or developing countries (Geographic Subset: Africa, Asia, Mexico &amp; Central/South America, Middle East)</td>
</tr>
</tbody>
</table>

**Limited to:** English and French language.
5. Web of Science (in Web of Science Core Collection) <1969 to August 29, 2022>

<table>
<thead>
<tr>
<th>Concept</th>
<th>Variants used to query database</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 (Health worker)</td>
<td>&quot;health care workers&quot; (All Fields) or &quot;health worker&quot; (All Fields) or &quot;health personnel&quot; (All Fields) or &quot;healthcare worker&quot; (All Fields) or &quot;health care worker&quot; (All Fields) or &quot;health service provider&quot; (All Fields) or &quot;medical worker&quot; (All Fields) or &quot;healthcare professional&quot; (All Fields) or &quot;health care professional&quot; (All Fields) or &quot;healthcare provider&quot; (All Fields) or &quot;health care provider&quot; (All Fields) or doctor* (All Fields) or physician* (All Fields) or nurses (All Fields) or &quot;nursing professional&quot; (All Fields) or pharmacist* (All Fields) or dentist* (All Fields) or &quot;dental surgeon&quot; (All Fields) or midwife (All Fields) or &quot;health service providers&quot; (All Fields) or surgeon* (All Fields) or &quot;medical officer&quot; (All Fields) or &quot;medical practitioner&quot; (All Fields) or &quot;nursing practitioner&quot; (All Fields) or &quot;dental officer&quot; (All Fields) or &quot;oral healthcare professional&quot; (All Fields) or &quot;oral healthcare provider&quot; (All Fields)</td>
</tr>
<tr>
<td>#2 (Migration)</td>
<td>migration (All Fields) or migrants (Author) or relocat* (All Fields) or exodus (All Fields) or &quot;brain drain&quot; (All Fields) or emigrant* (All Fields) or emigrant* (All Fields) or migrant* (All Fields)</td>
</tr>
<tr>
<td>#3 (LMICs)</td>
<td>ALL=&quot;(low-and middle-income countries&quot;) OR ALL=&quot;(Albania) OR ALL=&quot;(Afghanistan) OR ALL=&quot;(Algeria) OR ALL=&quot;(Angola) OR ALL=&quot;(Antigua and Barbuda) OR ALL=&quot;(Argentina) OR ALL=&quot;(Armenia) OR ALL=&quot;(Azerbaijan) OR ALL=&quot;(Bangladesh) OR ALL=&quot;(Belarus) OR ALL=&quot;(Belize) OR ALL=&quot;(Benin) OR ALL=&quot;(Bhutan) OR ALL=&quot;(Bolivia) OR ALL=&quot;(Bosnia and Herzegovina)&quot; OR ALL=&quot;(Botswana) OR ALL=&quot;(Brazil) OR ALL=&quot;(Burkina Faso)&quot; OR ALL=&quot;(Burundi) OR ALL=&quot;(&quot;Cabo Verde&quot;) OR ALL=&quot;(Cambodia) OR ALL=&quot;(Cameroon) OR ALL=&quot;(&quot;Central African Republic&quot;) OR ALL=&quot;(Chad) OR ALL=&quot;(China) OR ALL=&quot;(Colombia) OR ALL=&quot;(Comoros) OR ALL=&quot;(&quot;Democratic Republic of Congo&quot;) OR ALL=&quot;(Congo) OR ALL=&quot;(&quot;Costa Rica&quot;) OR ALL=&quot;(&quot;Côte d'Ivoire&quot;) OR ALL=&quot;(Cuba) OR ALL=&quot;(Djibouti) OR ALL=&quot;(Dominica) OR ALL=&quot;(&quot;Dominican Republic&quot;) OR ALL=&quot;(Ecuador) OR ALL=&quot;(Egypt) OR ALL=&quot;(&quot;El Salvador&quot;) OR ALL=&quot;(Eswatini) OR ALL=&quot;(&quot;Equatorial Guinea&quot;) OR ALL=&quot;(Eritrea) OR ALL=&quot;(Swaziland) OR ALL=&quot;(Ethiopia) OR ALL=&quot;(&quot;Fiji&quot;) OR ALL=&quot;(Gabon) OR ALL=&quot;(Gambia) OR ALL=&quot;(Georgia) OR ALL=&quot;(Ghana) OR ALL=&quot;(Grenada) OR ALL=&quot;(Guatemala) OR ALL=&quot;(Guinea) OR ALL=&quot;(&quot;Guinea-Bissau&quot;) OR ALL=&quot;(Guyana) OR ALL=&quot;(Haiti) OR ALL=&quot;(Honduras) OR ALL=&quot;(India) OR ALL=&quot;(Indonesia) OR ALL=&quot;(Iran) OR ALL=&quot;(Iraq) OR ALL=&quot;(Jamaica) OR ALL=&quot;(Jordan) OR ALL=&quot;(Kazakhstan) OR ALL=&quot;(Kenya) OR ALL=&quot;(Kiribati) OR ALL=&quot;(&quot;Democratic People's Republic of Korea&quot;) OR ALL=&quot;(Kosovo) OR ALL=&quot;(Kyrgyzstan) OR ALL=&quot;(&quot;Lao People's Democratic Republic&quot;) OR ALL=&quot;(Lebanon) OR ALL=&quot;(Lesotho) OR ALL=&quot;(Liberia) OR ALL=&quot;(Libya) OR ALL=&quot;(&quot;North Macedonia&quot;) OR ALL=&quot;(Madagascar) OR ALL=&quot;(Malawi) OR ALL=&quot;(Malaysia) OR ALL=&quot;(Maldives) OR ALL=&quot;(Mali) OR ALL=&quot;(&quot;Marshall Islands&quot;) OR ALL=&quot;(Mauritania) OR ALL=&quot;(Mauritius) OR ALL=&quot;(Mexico) OR ALL=&quot;(Micronesia) OR ALL=&quot;(Moldova) OR ALL=&quot;(Mongolia) OR ALL=&quot;(Montenegro) OR ALL=&quot;(&quot;Montserrat&quot;) OR ALL=&quot;(Morocco) OR ALL=&quot;(Mozambique) OR ALL=&quot;(&quot;Myanmar) OR ALL=&quot;(Namibia) OR ALL=&quot;(Nauru) OR ALL=&quot;(Nepal) OR ALL=&quot;(Nauru) OR ALL=&quot;(Nicaragua) OR ALL=&quot;(Niger) OR ALL=&quot;(Nigeria) OR ALL=&quot;(&quot;Niue&quot;) OR ALL=&quot;(Pakistan (All Fields) or Palau (Author) or Panama (All Fields) or &quot;Papua New Guinea (All Fields) or Paraguay (All Fields) or Peru (All Fields) or Rwanda (All Fields) or Filipines (All Fields) or &quot;Saint Helena&quot; (All Fields) or Samoa (All Fields) or &quot;São Tomé and Príncipe&quot; (All Fields) or Senegal (All Fields) or Serbia (All Fields) or &quot;Sierra Leone&quot; (All Fields) or &quot;Solomon Islands&quot; (All Fields) or Somalia (All Fields) or &quot;South Africa&quot; (All Fields) or &quot;South Sudan&quot; (All Fields) or &quot;Sri Lanka&quot; (All Fields) or &quot;Saint Lucia&quot; (All Fields) or &quot;Saint Vincent and the Grenadines&quot; (All Fields) or Sudan (All Fields) or Suriname (All Fields) or &quot;Syrian Arab Republic&quot; (All Fields) or Tajikistan (All Fields) or Tanzania (All Fields) or Thailand (All Fields) or Timor-Leste (All Fields) or Togo (All Fields) or Tokelau (All Fields) or Tonga (All Fields) or Tunisia (All Fields) or Turkey (All Fields) or Turkmenistan (All Fields) or Tuvalu (All Fields) or Uganda (All Fields) or Ukraine (All Fields) or Vanuatu (All Fields) or Uzbekistan (All Fields) or Venezuela (All Fields) or Vietnam (All Fields) or &quot;Wallis and Futuna&quot; (All Fields) or &quot;West Bank and Gaza Strip&quot; (All Fields) or Yemen (All Fields) or Zambia (All Fields) or Zimbabwe (All Fields) or &quot;developing countr*&quot; (All Fields) or &quot;low income countr*&quot; (All Fields) or &quot;middle income countr*&quot; (All Fields)</td>
</tr>
</tbody>
</table>

#1 AND #2 AND #3

Limited to: English and French language.
Supplementary Figure 1a: Methodological quality of the included primary studies based on the five core criteria for each study design using the Mixed Methods Appraisal Tool (MMAT)

Note: Percentages represent the proportion of studies within each study type that were scored “yes”, “no” or “can’t tell”. There were 52 quantitative studies, 31 qualitative studies, and 24 mixed methods studies.

Supplementary figure 1b: The overall quality of the included studies

Note: A study was classified as “high quality” if it met all the five core criteria, rated as “yes.” Studies that met three to four criteria were considered “medium quality,” while those that met one or two criteria were deemed “low quality.”
### Supplementary Table 2: Merging decision of drivers of migration

<table>
<thead>
<tr>
<th>Local Push Factors</th>
<th>New variable</th>
<th>Original variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Gender</td>
<td>Gender</td>
</tr>
<tr>
<td>Unemployment/underemployment</td>
<td>Unemployment/underemployment</td>
<td>Unemployment/underemployment</td>
</tr>
<tr>
<td>Insecurity</td>
<td>Insecurity</td>
<td>Insecurity</td>
</tr>
<tr>
<td>Sociopolitical situations in their home countries</td>
<td>Social injustice</td>
<td>Racism</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Implementation of the affirmative action policy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Religion</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Linguistic group (language)</td>
</tr>
<tr>
<td>Lack of job satisfaction</td>
<td>Disillusioned with the healthcare system</td>
<td>Dissatisfaction with level of autonomy and responsibility</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Not Being valued as professionals/ No appreciation by society</td>
</tr>
<tr>
<td>Poor career development opportunities</td>
<td>Poor career prospects</td>
<td>Poor career prospects</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Poor training/ commitment to excellence in training</td>
</tr>
<tr>
<td>Peer pressure</td>
<td>Peer pressure</td>
<td>Peer pressure</td>
</tr>
<tr>
<td>Corruption</td>
<td>Corruption</td>
<td>Corruption</td>
</tr>
<tr>
<td>Poor pay</td>
<td>Poor pay</td>
<td>Poor pay</td>
</tr>
<tr>
<td>Poor work conditions</td>
<td>Hostile working environment</td>
<td>Excessive workload</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lack of professional support from supervisor/colleagues</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mandatory rural posting</td>
</tr>
<tr>
<td>Poor resource availability</td>
<td>Poor facilities</td>
<td>Poor facilities</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lack of optimal technology</td>
</tr>
<tr>
<td>Migratory culture</td>
<td>Migratory culture</td>
<td>Migratory culture</td>
</tr>
<tr>
<td>Low cadre</td>
<td>Low cadre</td>
<td>Low cadre</td>
</tr>
<tr>
<td>High cadre</td>
<td>High cadre</td>
<td>High cadre</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Having a university degree</td>
</tr>
<tr>
<td>Improved financial situation</td>
<td>Improved finances</td>
<td>Improved finances</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Scholarships</td>
</tr>
<tr>
<td>Risk of contracting HIV</td>
<td>Risk of contracting HIV</td>
<td>Risk of contracting HIV</td>
</tr>
<tr>
<td>Family pressure</td>
<td>Family pressure</td>
<td>Family pressure</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Difficult family situation</td>
</tr>
<tr>
<td>Personal ambition/desire to settle abroad</td>
<td>Personal ambition/desire to settle abroad</td>
<td>Personal ambition/desire to settle abroad</td>
</tr>
<tr>
<td>Younger age</td>
<td>Younger age</td>
<td>Younger age</td>
</tr>
<tr>
<td>Poor economic conditions in home countries</td>
<td>Poor living conditions</td>
<td>Poor living conditions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>High cost of living</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Decline in GDP</td>
</tr>
<tr>
<td>Providing financial assistance to family living in source country</td>
<td>providing financial assistance to family living in source country</td>
<td>providing financial assistance to family living in source country</td>
</tr>
<tr>
<td>Concerns for children's future</td>
<td>Poor educational facility for children</td>
<td>Poor educational facility for children</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Poor future/uncertain future for children</td>
</tr>
<tr>
<td>Local Pull Factors</td>
<td>Local Pull Factors</td>
<td></td>
</tr>
<tr>
<td>-------------------</td>
<td>-------------------</td>
<td></td>
</tr>
<tr>
<td>Medical school characteristics in source country</td>
<td>Higher ranked medical colleges</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Medical colleges with larger post-graduate programs</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Higher medical schools per million population</td>
<td></td>
</tr>
<tr>
<td>Source country health characteristics</td>
<td>Higher physician, nurse and public health workforce densities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Higher total health spending</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Higher population health status</td>
<td></td>
</tr>
<tr>
<td>Improved economic and social development in source country</td>
<td>Improved economic and social development in source country</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Higher per capita GDP/ middle income countries</td>
<td></td>
</tr>
<tr>
<td>Countries without medical schools</td>
<td>Countries without medical schools</td>
<td></td>
</tr>
<tr>
<td>Private health sector</td>
<td>Private health sector</td>
<td></td>
</tr>
<tr>
<td>Residents in urban areas</td>
<td>Residents in urban areas</td>
<td></td>
</tr>
<tr>
<td>Family ties</td>
<td>Family ties</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Familial desire to return</td>
<td></td>
</tr>
<tr>
<td>Advancing age</td>
<td>Advancing age</td>
<td></td>
</tr>
<tr>
<td>Increased years lived outside of source country</td>
<td>Increased years lived outside of source country</td>
<td></td>
</tr>
<tr>
<td>Professional satisfaction</td>
<td>Professional satisfaction</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Professional accomplishment</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Improved training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Opportunity for career advancement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job security</td>
<td></td>
</tr>
<tr>
<td>Patriotism</td>
<td>Patriotism</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Desire to settle in source country</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Optimism about the future</td>
<td></td>
</tr>
<tr>
<td>Bonds</td>
<td>Bonds</td>
<td></td>
</tr>
<tr>
<td>Low cadre</td>
<td>Low cadre</td>
<td></td>
</tr>
<tr>
<td>High Cadre</td>
<td>High Cadre</td>
<td></td>
</tr>
<tr>
<td>Public health sector</td>
<td>Public health sector</td>
<td></td>
</tr>
<tr>
<td>Having financial security</td>
<td>Ownership of business or property</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Higher pay</td>
<td></td>
</tr>
<tr>
<td>Good working conditions</td>
<td>Improved working conditions</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Improvement in health infrastructures through foreign aid</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Management support</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Attention to employee suggestions</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Flexibility in working hours</td>
<td></td>
</tr>
<tr>
<td>Improved security</td>
<td>Improved security</td>
<td></td>
</tr>
<tr>
<td>Improved economic conditions in source country</td>
<td>Improved standard of living</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Improving per capita income/economic growth</td>
<td></td>
</tr>
<tr>
<td>Social and cultural factors including</td>
<td>Culturally appropriate for raising children</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Culture and social life</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Religion</td>
<td></td>
</tr>
<tr>
<td>Foreign Push Factors</td>
<td>Foreign Pull Factors</td>
<td></td>
</tr>
<tr>
<td>---------------------</td>
<td>---------------------</td>
<td></td>
</tr>
<tr>
<td>Higher income inequality</td>
<td>Higher income inequality</td>
<td></td>
</tr>
<tr>
<td>Political stability</td>
<td>Political stability</td>
<td></td>
</tr>
<tr>
<td>Lack of necessary resources</td>
<td>Lack of necessary resources</td>
<td></td>
</tr>
<tr>
<td>Social and cultural factors</td>
<td>Religion and culture</td>
<td></td>
</tr>
<tr>
<td>Cost of migration</td>
<td>Cost of migration</td>
<td></td>
</tr>
<tr>
<td>Qualifying examinations</td>
<td>Qualifying examinations</td>
<td></td>
</tr>
<tr>
<td>Weather conditions</td>
<td>Weather conditions</td>
<td></td>
</tr>
<tr>
<td>Poor career prospects</td>
<td>Poor career prospects</td>
<td></td>
</tr>
<tr>
<td>Poor working conditions</td>
<td>Inadequate incentives</td>
<td></td>
</tr>
<tr>
<td>Poor quality of life</td>
<td>Poor quality of life</td>
<td></td>
</tr>
<tr>
<td>Lack of opportunities for family members</td>
<td>Lack of job opportunity for spouse</td>
<td></td>
</tr>
<tr>
<td>Financial incentives</td>
<td>Higher income</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>Scholarships</td>
<td></td>
</tr>
<tr>
<td>Good working environment</td>
<td>Better working environment</td>
<td></td>
</tr>
<tr>
<td>Better quality of life</td>
<td>Better quality of life</td>
<td></td>
</tr>
<tr>
<td>Security/Stability</td>
<td>Security/Stability</td>
<td></td>
</tr>
<tr>
<td>Good career opportunities</td>
<td>Professional advancement opportunities</td>
<td></td>
</tr>
<tr>
<td>Job satisfaction</td>
<td>Professional status/prestige</td>
<td></td>
</tr>
<tr>
<td>Peer Influence</td>
<td>Peer Influence</td>
<td></td>
</tr>
<tr>
<td>Adventure/ Taste of something new</td>
<td>Adventure/ Taste of something new</td>
<td></td>
</tr>
<tr>
<td>Conducive immigration and settlement policies in host country</td>
<td>Offer of permanent residency</td>
<td></td>
</tr>
<tr>
<td>Family members abroad</td>
<td>Family members abroad</td>
<td></td>
</tr>
<tr>
<td>Weather</td>
<td>Weather</td>
<td></td>
</tr>
<tr>
<td>Active recruitment of health workers</td>
<td>Active recruitment of health workers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Relocation assistance</td>
<td></td>
</tr>
<tr>
<td>--------------------------------</td>
<td>-----------------------</td>
<td></td>
</tr>
<tr>
<td>Previous travel abroad for professional reasons</td>
<td>Previous travel abroad for professional reasons</td>
<td></td>
</tr>
<tr>
<td>No exams to write</td>
<td>No exams to write</td>
<td></td>
</tr>
<tr>
<td>Proximity to source country</td>
<td>Proximity to source country</td>
<td></td>
</tr>
<tr>
<td>Social and cultural factors</td>
<td>Language</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cultural similarities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Personal freedom</td>
<td></td>
</tr>
</tbody>
</table>