

# IMD World Talent Ranking 2024

The socio-economic implications of AI  
in the workplace



September 2024

## IMD WORLD TALENT RANKING 2024

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# Preface

This year has seen AI trickle down into the workplace in a very real way. Behind the scenes, it capitalizes on the patterns it finds in large amounts of data to better the integration of human thought and innovation, with tangible results seen variously in employees' emails written by ChatGPT, AI bots tracking team meetings, productivity –or emotions– at their desk, and job ads peppered with AI-related skills requirements.

There's a lot of talk about using AI to unlock meaningful gains in labor productivity. Here's a dead cert: the labor we will employ will be lower paid on average (meaning we will need to rely less on it), and output will ultimately increase (as productivity increases). But these two effects will offset each other. How about, though, the far-reaching ripple effects of AI on the prosperity of economies, given just how much AI will color the waters of talent competitiveness?

This is the stuff of our Center, and in this year's IMD World Talent Ranking, now in its 11th edition, AI and its interplay with the socio-economic fabric of economies is where we have put our spotlight.

When it comes to talent competitiveness, how well companies can both fill new jobs and develop the skills of existing employees is a requirement that comes high up the list. Some economies have excellent education systems and yet fail to adequately prepare and/or attract people for the ever-evolving jobs market. AI is only accentuating this paradox.

Our 2024 report also finds interesting correlations between executives in high-versus low-income economies' attitudes towards AI adoption, as well as some gender-specific effects of AI on executives who perceive automation to be replacing their jobs. Our tailored Executive Opinion Survey is our starting point for such nuanced findings.

Fragmentations on a political and social level only make the AI debate more involved, as they take us further from any consensus on what policies should exist. Such divides are particularly pernicious when it comes to achieving education reform, which is part and parcel of AI's best use.

We already knew that such uncertainty made economies less attractive to talent but what we particularly take away from the 2024 report is that social exclusion is making matters worse. We see in the report that follows that the economies in which labor is substituted by AI the most have more individuals (workers) at risk of broader social exclusion. Such countries are less enticing for talent, hampering their innovation and overall competitive edge.

When artificial intelligence started to make headlines consistently, the most agile of governments quickly introduced initiatives to have it taught in schools. Others did nothing. Why? Like climate change, the task of perfectly taming AI would go well beyond national boundaries. But even at a national level, there is one very clear conflict of interest: companies want to increase value whereas governments want to increase job creation and prosperity.

I believe the adoption of AI in the workplace could help tackle long-term challenges facing the global economy. Our ranking is a hugely valuable reference point for those who are already knee-deep –or interested in– shaping the way.



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**Professor Arturo Bris**  
Director  
IMD World Competitiveness Center

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- **Competitiveness Special Reports**
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We would like to express our deep appreciation for the contribution of our Partner Institutes, enabling an extensive coverage of competitiveness in their home countries. The following Institutes and people supplied data from national sources and helped distribute the survey questionnaires:

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# Essay

The bottom of the page features a decorative graphic composed of several overlapping geometric shapes. On the left, there is a large blue triangle pointing upwards. To its right, a darker blue triangle also points upwards, partially overlapping the first one. On the far right, a bright green triangle points upwards, overlapping the darker blue one.

# The socio-economic implications of AI in the workplace

José Caballero

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The rapid adoption of artificial intelligence (AI) is transforming industries and reshaping the global economy in unprecedented ways, creating both opportunities and challenges for talent competitiveness. AI can augment human capabilities, such as creativity, problem-solving, and communication. At the same time, the integration of AI introduces complex implications for talent development, including shifts in conventional approaches to skills development and acquisition, the emergence of new educational paradigms, and potential disparities in access to AI-related opportunities.

Furthermore, as AI systems become more adept at handling tasks hitherto performed by humans, such as data analysis, customer service, and decision-making, economies will experience disruptions in job security. All in all, AI could drastically alter the workforce through its potential to replace it, a fact that raises important questions about the resulting social and economic effects and the repercussions on talent competitiveness.

While AI can bring unparalleled efficiency and productivity, it also threatens widespread job displacement, particularly in sectors that are dependent on routine tasks and automation. Additionally, incorporating AI into the workforce can introduce new forms of discrimination, such as biased algorithms, that may reinforce existing inequalities and have broader social impacts on marginalized communities. Moreover, as AI systems are increasingly used in hiring, promotions, and performance evaluations, concerns about fairness and accountability become crucial.

WCC data, in combination with external data sources, points to some clear challenges that the adoption of AI may present to the sustainability of talent competitiveness, in line with the wider impact of AI.

The general paradigm that current research identifies is one of increasing discrimination across high- to medium-income countries, which AI has the potential to intensify, at least in the short term.

## 1. AI is perceived to be reducing the workforce, but not everywhere: it is income-dependent and gender-specific

We asked the participants of our Executive Survey to reflect on the impact of the adoption of AI on the workforce, which provides rare insights into AI's relationship with various inequalities and biases, as set out in the previous section.

Our results (**Figure 1**) show that the majority (58%) of respondents feel that AI is primarily used to enhance tasks performed by the workforce. Close to a quarter of respondents (23%) feel that AI is not yet integrated into operational processes. A total of 12% reveal that AI is replacing existing tasks, leading to a reduction in the

workforce, while 7% think AI is leading to employees quietly quitting or opting for early retirement. In short, the data highlights both the integration and displacement effects of AI in the workplace.

Our Executive Survey<sup>1</sup> enabled us to identify an underlying trend of how companies in different economies are implementing AI. We then focused on the answer "AI is substituting existing tasks and reducing the workforce" as it allowed us to explore the notion of whether human labor might be excluded from work processes through increasing discrimination.

<sup>1</sup> The IMD Executive Opinion Survey was conducted between March and May 2024 among C-level and mid-level managers from the 67 economies included in the rankings. The total number of responses was 6,612.

The implications of AI for the labor force, as perceived by senior executives in the IMD Executive Opinion Survey

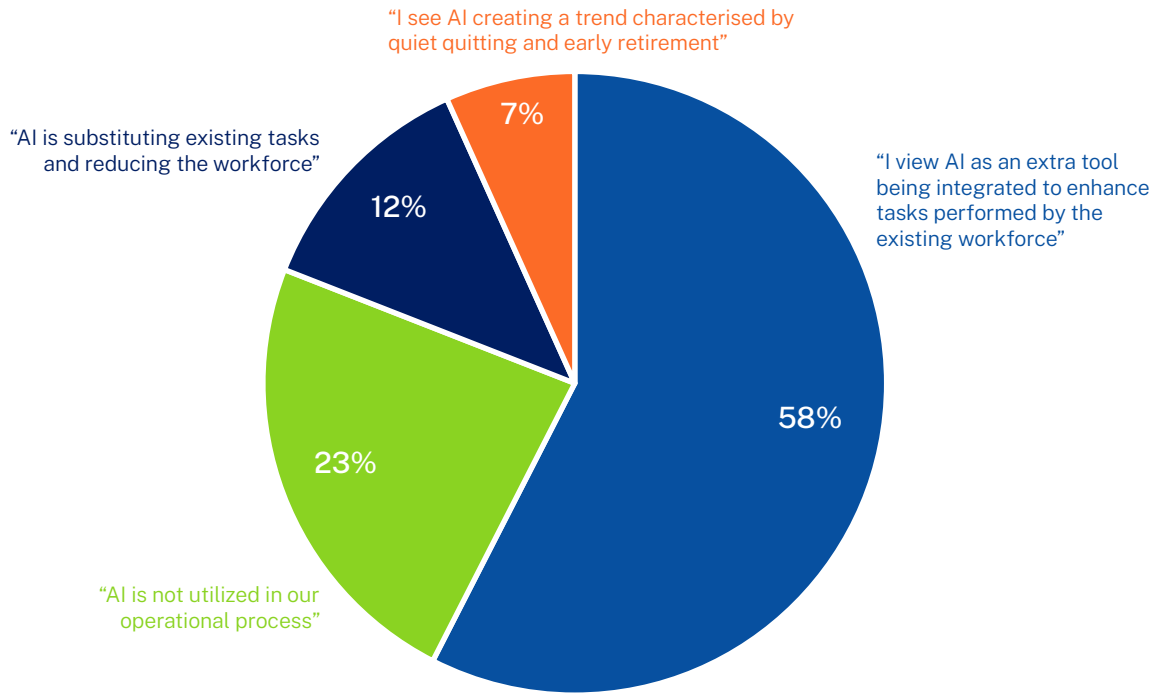


Figure 1  
Source: IMD World Competitiveness Center (2024)

Although the percentage of executives indicating that AI – and the resulting automation of tasks – is reducing the workforce is relatively low, through the integration of external research, we identified a relatively unexplored potential impact.<sup>2</sup> The ILO’s research shows that high-income economies are more likely to experience significant disruptions during the AI adoption phase than low-income economies, but they are also expected to obtain greater overall benefits.<sup>3</sup>

For instance, only 0.4% of jobs in low-income countries are at risk of AI-led automation, while this figure increases to 5.5% in high-income countries.

Secondly, the ILO finds that a gender-specific effect of automating jobs exists, with women’s employment more than twice as likely to be affected by automation in

high-income countries (7.9% compared to 2.9% of men) and upper-middle-income countries (2.7% compared to 1.3% of men). At the same time, it indicates that, in high-income economies, the likely benefits from AI are more balanced, with 6.5% of women-dominated employment expected to profit (compared to 6.7% of men).

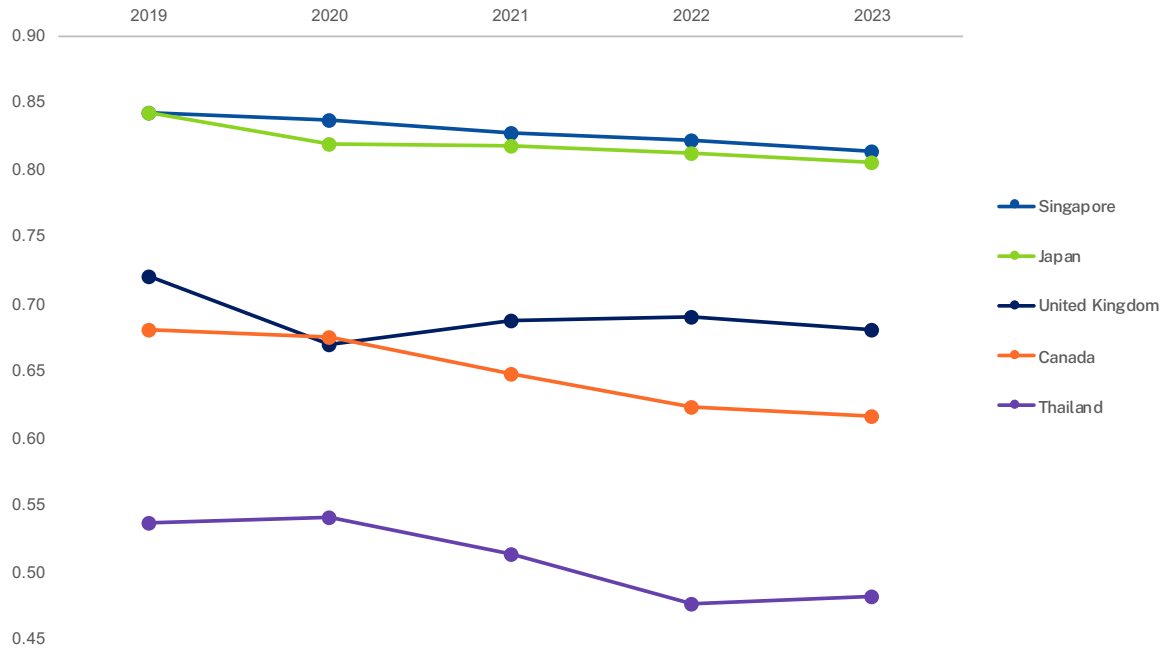
Importantly, AI-related job losses concentrated in female-dominated sectors could jeopardize the progress made in recent decades towards increasing women’s participation in the labor market.<sup>4</sup> Such an impact could thus lead to greater levels of exclusion. Moreover, in some economies already experiencing increasing trends toward exclusion, AI’s impact may exacerbate the situation.

<sup>2</sup> Pawel Gmyrek, Janine Berg, and David Bescond. “Generative AI and jobs: A global analysis of potential effects on job quantity and quality.” ILO Working Paper 96 (2023).

<sup>3</sup> Gmyrek, “Generative AI and jobs...”

<sup>4</sup> Gmyrek, “Generative AI and jobs...”

## Absence of Discrimination Index 2019-2023, selected economies



**Figure 2**  
Source: IMD World Competitiveness Center (2024) and World Justice Project (2023)

## 2. AI's effects on exclusion in the economy and, by extension, the workplace

The WCC dataset does not have an indicator for exclusion, therefore we used the “absence of discrimination” indicator from the World Justice Project as a proxy to capture the exact effects AI could have on exclusion. It assesses “...whether individuals are free from discrimination—based on socio-economic status, gender, ethnicity, religion, national origin, sexual orientation, or gender identity—with respect to public services, employment, court proceedings, and the justice system.”<sup>5</sup> Lower values in the index indicate greater discrimination, that is, greater levels of exclusion. Conversely, higher values mean lower levels of exclusion.

**Figure 2** shows that some of the economies in which our survey’s participants consider AI a replacement for the workforce have been experiencing declining levels in the absence of a discrimination index; in other words, discrimination has been increasing. Specifically, **Figure 2** shows the evolution (from 2019 to 2023) of the absence of discrimination in a sample of countries that

have relatively high percentages of executives saying that AI is predominantly a substitution for human labor. The sample includes Japan, where 24% of survey respondents perceive AI as a replacement, Thailand with 18%, Singapore with 20%, the United Kingdom with 22%, and Canada with 22%.

In 2019, Japan showed a value of 0.84 (out of a maximum of 1) in the absence of discrimination. Since then, it has undergone a gradual decline, dropping to 0.81 in 2023. Similarly, Canada and Singapore display a steady decrease. The United Kingdom shows some fluctuations but an overall decline. For instance, in 2020, its absence of discrimination index had a value of 0.67, increasing to 0.69 in 2022 but declining to 0.68 in 2023. Likewise, Thailand showed fluctuations throughout the years observed with an overall downward trend from 0.54 in 2019 to 0.48 in 2023.

5 World Justice Project, Rule of Law Index. 2023. Available from <https://worldjusticeproject.org/rule-of-law-index/>



### Correlation between economies' talent competitiveness and absence of discrimination

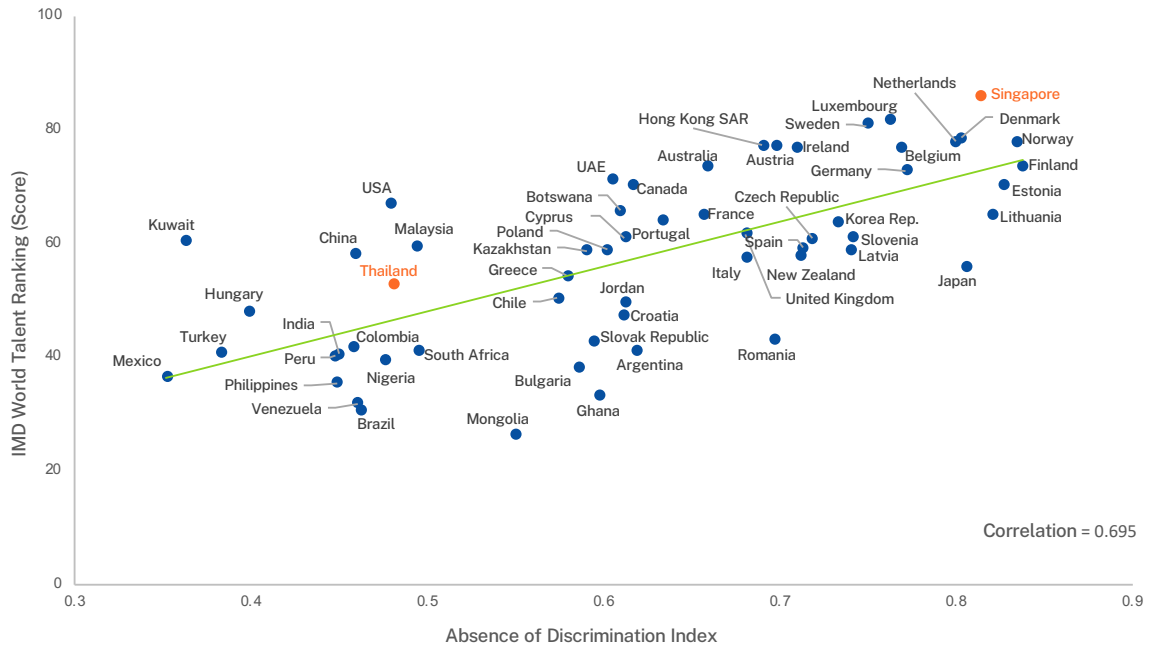


Figure 3  
Source: IMD World Competitiveness Center (2024) and World Justice Project (2023)

In short, the data shows a general trend of decreasing absence of discrimination (that is, greater exclusion) across all five selected countries over the five years. This is a situation that AI in the workforce has the potential to intensify.

The data thus suggests that the trend we uncovered through our survey is currently underway: the five economies where the answer to our Executive Survey “AI is mainly substituting tasks and reducing the workforce” is highest all experience a slight downward trend in the World Justice Project’s Absence of Discrimination Index. The data also seems to support the findings of the ILO’s research previously mentioned.

A decline in the absence of discrimination affects the capabilities of economies to be talent-competitive.

Figure 3 displays the relationship between talent competitiveness (that is, our 2024 IMD Talent Ranking) and the absence of discrimination. As is evident, there is a strong relationship between the two. In other words, as economies reduce their levels of exclusion, their

talent competitiveness increases. For instance, Singapore shows the highest absence of discrimination in Figure 2, and Thailand is the lowest among the sampled economies. Scores in overall talent competitiveness are similar with Singapore among the top performers with a score of about 86 (out of a maximum of 100) compared to Thailand’s 53 score.

Importantly, in the long-term, greater exclusion affects the appeal of an economy to highly skilled overseas staff, which hinders the talent competitiveness of an economy – both its talent attraction and retention. Furthermore, attracting and retaining highly skilled talent fosters innovation and maintains an economy’s competitive edge. However, discriminatory practices – whether based on race, gender, age, disability, or sexual orientation – pose significant challenges in recruiting and retaining such talent.

Research consistently finds that discrimination not only discourages highly qualified individuals from joining organizations but also leads to increased turnover, decreased job satisfaction, and reduced organizational

### Attracting and retaining talent and the absence of discrimination

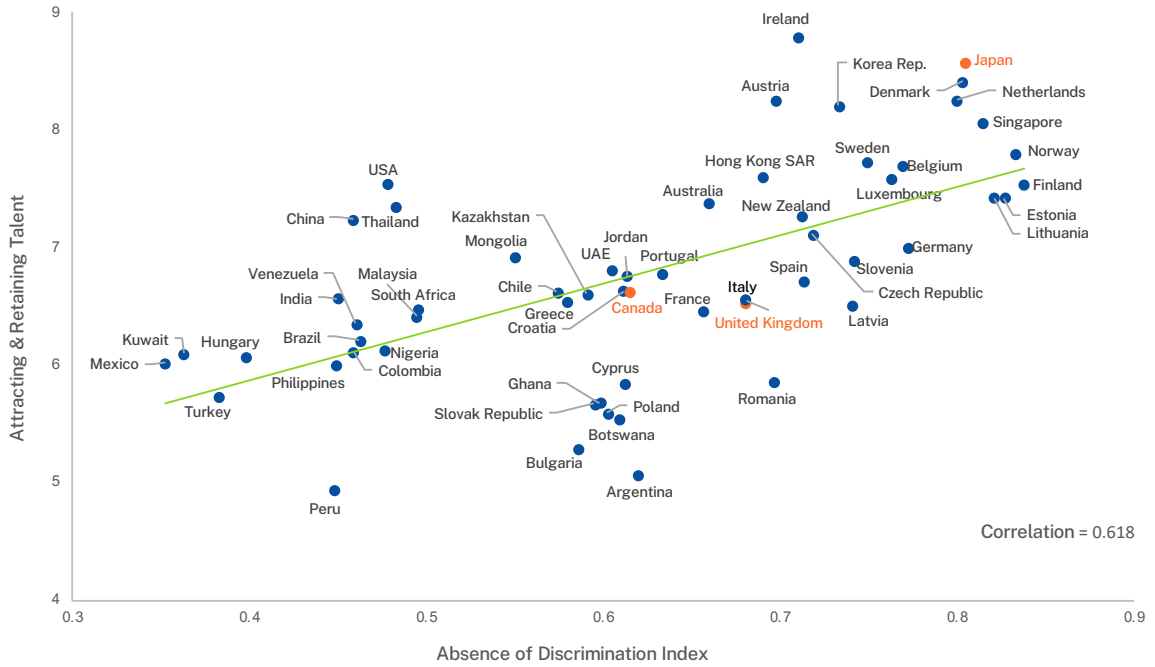


Figure 4  
Source: IMD World Competitiveness Center (2024) and World Justice Project (2023)

### Quality of life and the absence of discrimination

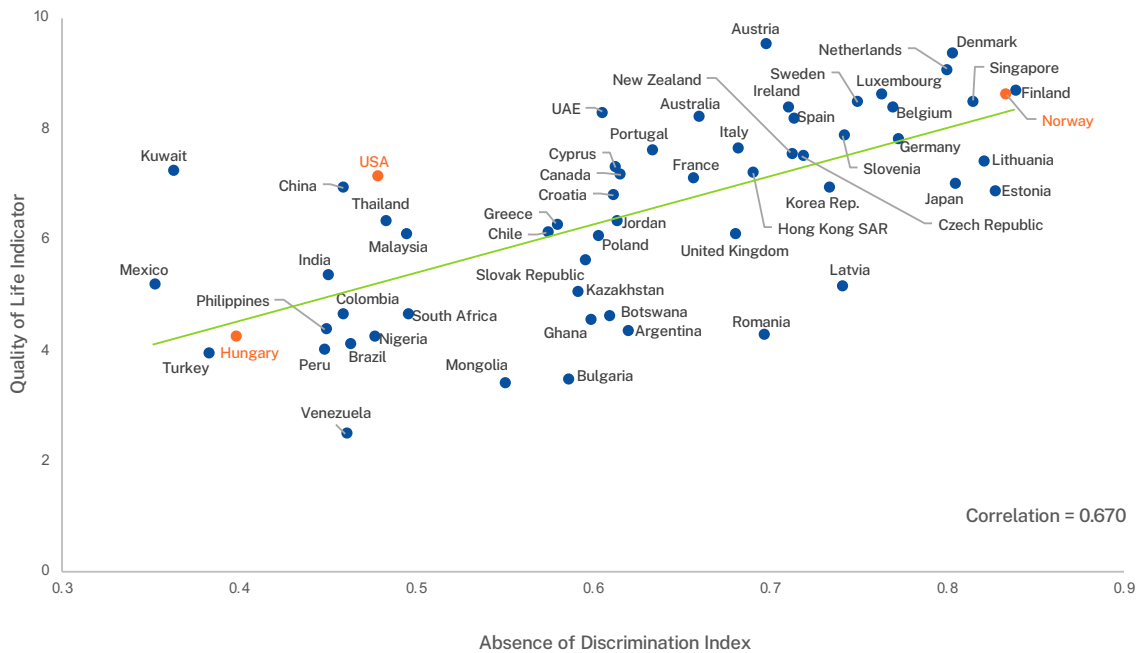


Figure 5  
Source: IMD World Competitiveness Center (2024) and World Justice Project (2023)

loyalty among existing employees.<sup>6</sup> Furthermore, discrimination can damage an economy's reputation, making it more difficult for enterprises operating in such countries to attract a diverse range of talent from the outset.

**Figure 4** presents the relationship between attracting and retaining talent, and the absence of discrimination. It shows that economies with higher values of an absence of discrimination have higher values of talent attraction and retention. That is to say, for example, that attracting and retaining talent becomes more challenging for economies with lower levels of absence of discrimination. For instance, Japan reports a higher value (0.81 of 1) of absence of discrimination than Canada (0.62) and the United Kingdom (0.68). Their scores for attracting and retaining talent follow a similar pattern, with Japan scoring 8.56 (out of a maximum of 10), Canada 6.6, and the United Kingdom 6.54.

In addition, research shows that economies offering a high quality of life are more successful in attracting highly skilled individuals. Quality of life encompasses a broad range of factors, including but not limited to healthcare, education, work-life balance, cultural amenities, and environmental quality. These elements collectively influence not only where individuals choose to live and work but also how economies and organizations strategize to attract and retain top talent.

More specifically, quality of life is a fundamental driver of the mobility of C-level executives. One study concludes that quality of life is important when highly skilled individuals make relocation decisions, and ultimately more so than income-related factors.<sup>7</sup> Importantly, the absence of discrimination plays a significant role in sustaining quality of life.

**Figure 5** displays this positive relationship. It shows that countries with lower levels of discrimination have higher levels of quality of life. While Norway, for example, exhibits higher scores (0.83 out of 1) in the absence of discrimination, the USA presents a 0.48 score and Hungary 0.40. Likewise, Norway's score in quality of life is 8.61 (out of 10), the USA's is 7.13, and Hungary's is 4.23.

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6 Patrick F. McKay., Derek R. Avery, Scott Tonidandel, Mark A. Morris, Morela Hernandez, and Michelle R. Hebl. "Racial differences in employee retention: Are diversity climate perceptions the key?." *Personnel psychology* 60, no. 1 (2007): 35-62.

7 Arturo Bris, Shlomo Ben-Hur, José Caballero, and Marco Pistis. "The macro-contextual drivers of the international mobility of managers and executives", *Journal of Global Mobility* 11, no. 2 (2023): 252-273

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## 2024 IMD World Talent Ranking Results: An Analysis

### 2.1 Headline-grabbing performances

There are some major fluctuations at the top of the ranking, except for **Switzerland**, which remains in first position. For the first time since the inception of the ranking in 2014, **Singapore** joins the top three, in second position. While **Luxembourg** drops to third place, **Norway** and **Hong Kong SAR** return to the upper echelons of the ranking.

**Switzerland** is able to remain at the top by dominating the investment and development factor, as well as the appeal factor. **Singapore's** steady rise to the top is driven by its robust performance in the readiness

of its talent pool. Conversely, **Luxembourg** relies on a strong investment and development approach to talent competitiveness.

The 2024 edition of the ranking expands its coverage to feature 67 economies. So, for the first time, we welcome **Ghana, Nigeria, and Puerto Rico**.

### 2.2 The top 10: an overview

**Switzerland** remains at the top of the overall talent ranking. While **Singapore** rises to second place (from eighth), **Luxembourg** slightly drops to third (from second). **Sweden** returns to the top five reaching the fourth position (from 10th). Similarly, **Denmark** returns to the top five moving from seventh to fifth place. Iceland declines from third to sixth and **Norway** returns to the top 10 in the seventh position. **The Netherlands** drops to the eighth rank and **Hong Kong SAR** returns to the top 10 (for the first time since 2016) in the ninth position. **Austria's** performance continues in a downturn placing in 10th. **Figures 6 and 7** present the evolution of the overall talent ranking of this year's top 10 economies for the period between 2014 and 2024.

**Figure 6** reveals interesting trends in how well the top five economies this year have done, in terms of overall placings, for the last five years. **Switzerland** stands out with its consistent top position throughout the entire period covered, showcasing its robust and stable talent pool. **Singapore's** remarkable rise from 18th in 2014 to second place this year highlights its significant strides in talent competitiveness. Similarly, **Luxembourg** climbs from 14th in 2014 to a peak of second place in 2023, then drops to third in 2024. Nevertheless, it remains well-positioned.

On the one hand, **Sweden** and **Denmark** also perform well throughout the period. Sweden's performance has been consistently robust; it has remained in the top 10 since 2014. It reached its peak in 2021 and 2022, rising to second place, and dropped to 10th in 2023 before moving back up to fourth in 2024. Denmark maintained

a strong second place for seven years before dropping to fifth and then seventh place in 2023, recovering slightly to fifth in 2024. On the other hand, **Iceland** and **Norway** present notable fluctuations (see **Figure 7**). Iceland's ranking improved significantly from 18th in 2016 and 2017 to third place in 2022 and 2023, falling to sixth in 2024. Likewise, Norway advanced from 12th in 2014 to third in 2018, with some fluctuations during the intervening years, settling at seventh in 2024

**Figure 7** presents the other economies in the top 10 of the 2024 edition of the rankings, that is the Netherlands, Hong Kong, and Austria, which show a mix of highs and lows, indicating varying levels of talent competitiveness over the years. The Netherlands displays a steady improvement from 11th in 2014 to fifth in 2018 and 2023 but slides to eighth in 2024. Hong Kong has shown significant improvements from 19th in 2014 to ninth in 2016, with some fluctuations dropping to 18th in 2018, and returning to ninth place in 2024. Austria's ranking has fluctuated, with a peak at fourth place for three consecutive years (2017 to 2019) and a gradual decline to the 10th position in 2024 starting in 2020.

Overall, **Figures 6 and 7** illustrate the dynamic nature of the overall talent competitiveness rankings and underline the efforts of different economies to enhance and sustain their talent pools over the past decade.

### Evolution of the overall results of the IMD World Talent Ranking 2014-2024, top 10 economies in 2024 (1-5)

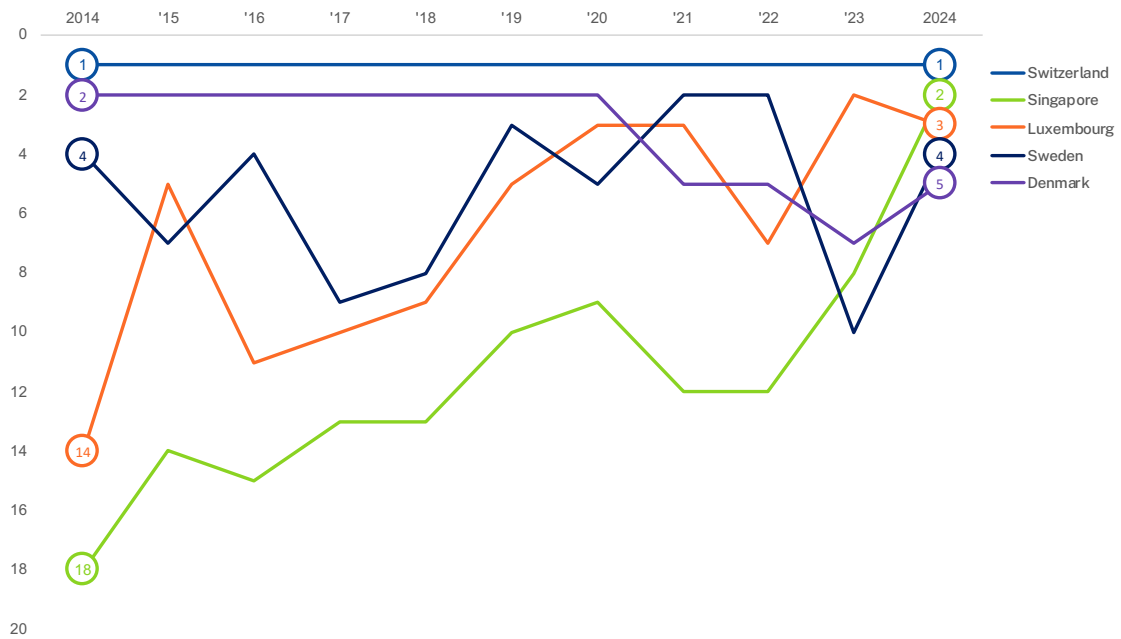


Figure 6  
Source: IMD World Competitiveness Center (2024)

### Evolution of the overall results of the IMD World Talent Ranking 2014-2024, top 10 economies in 2024 (6-10)

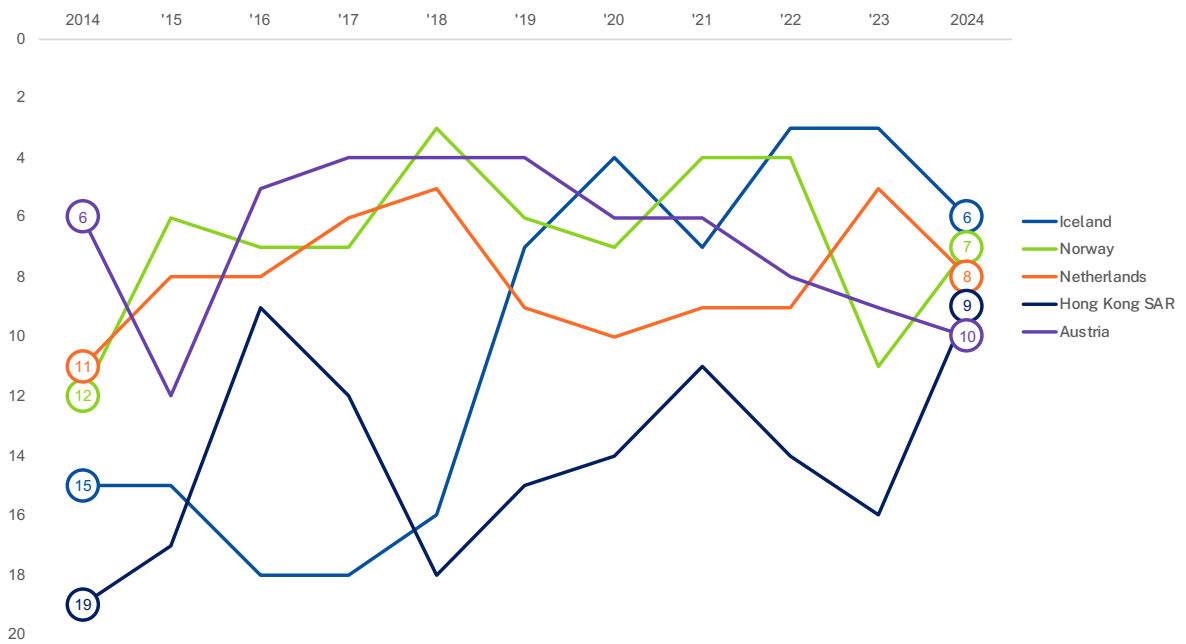


Figure 7  
Source: IMD World Competitiveness Center (2024)

## 2.3 The top 10: a deep dive

### 1. Switzerland

Switzerland remains at the top of talent competitiveness. Its robust performance at the factor level continues at the core of its competitiveness. It ranks first in investment and development, first in appeal, and third in readiness. The country also performs similarly at the indicator level, ranking at the top in several criteria including the quality of life that it offers (first), the existence of a statutory minimum wage (first), the effectiveness of its health infrastructure (first), the prioritization of employee training by the private sector (second), the level of worker motivation (second), and the impact of 'brain drain' on its competitiveness (first).

It also leads the ranking in the implementation of apprenticeship programs (first) and in its attractiveness for overseas highly skilled personnel (first). Such performance highlights Switzerland's robust healthcare system, high living standards, and strong ability to attract and retain skilled professionals. Notwithstanding, Switzerland stagnates in the prioritization of talent attraction and retention indicator (seventh place). In addition, the country's relative weaknesses include the female labor force (percentage of total labor force, 30th), and the quality of education (as measured by pupil-teacher ratio) in primary education (38th), and secondary education (31st). There are, also, some aspects that may hinder Switzerland's talent competitiveness in the future, such as the percentage of graduates in sciences (26th) and labor force growth (20th).

### 2. Singapore

Singapore continues to improve its performance, reaching second position in the overall talent ranking. This improvement is mainly driven by its performance in the readiness factor, where it remains first, and the appeal factor, where it ranks fifth (moving up from 14th). Its rise in the investment and development factor from 31st to 22nd also contribute to Singapore's overall performance.

Singapore's strengths at the indicator level include labor force growth (first), the availability of skilled labor (first), the availability of finance skills (first), and the availability of senior managers with significant international experience (second). Ranking positions in such strengths represent improvements in Singapore's performance underscoring its robust labor market and access to high skill levels.

Singapore's lowest-ranking indicator remains the cost-of-living index (63rd) and the total public expenditure on education (65th), both of which show a decline in performance (from 57th and 62nd, respectively). It ranks, in addition, relatively low in pupil-teacher ratio in secondary education (36th), pupil-teacher ratio in primary education (34th), the level of exposure to particle pollution (28th), and female labor force (20th).

### 3. Luxembourg

Luxembourg slightly drops in the overall ranking (from second to third). Its continuous robust performance is driven by the investment and development factor (second) and the appeal factor (fourth). Luxembourg, however, ranks relatively low in readiness (23rd), which represents a slight improvement (of one spot) in the factor. At the indicator level, Luxembourg's strengths include total public expenditure on education per student (first), the quality of education as measured by the pupil-teacher ratio in primary education (third), and the availability of language skills (fifth). Other strong performances include the effectiveness of its health infrastructure (11th) and exposure to particle pollution (13th).

Luxembourg's talent competitiveness faces challenges in female labor force participation (54th), availability of skilled labor (53rd), availability of competent senior managers (46th), and the level of worker motivation (34th). The country also ranks relatively low in the prioritization of employee training (30th), the effectiveness of university education (30th), the effectiveness of management education (28th), and labor force growth (27th). Although, Luxembourg improves in the implementation of apprenticeships (26th from 28th) and in the PISA educational assessment (31st from 34th), its performance in both indicators remains relatively weak.

### 4. Sweden

Sweden rises to fourth place (from 10th) as a result of improvements across all talent competitiveness factors. It ranks eighth in investment and development, sixth in appeal, and seventh in readiness. At the indicator level, Sweden ranks well in the levels of exposure to particle pollution (third), total public expenditure on education (fifth), the impact of brain drain (seventh), and the prioritization of employee training (fifth).

In addition, Sweden experiences improvements in several indicators including the availability of finance skills (third), the level of worker motivation (fourth), the availability of competent senior managers (fifth), the availability of skilled labor (eighth), the prioritization of talent attraction and retention (11th), and the implementation of apprenticeships schemes (15th). Such performances underscore Sweden's significant investment in education, highly motivated workforce, and strong presence of highly skilled talent. Among its relative weaknesses are the quality of education as captured by the pupil-teacher ratio (25th for primary schools and 37th for secondary schools, the latter representing one of its lowest-ranking positions), labor force growth (30th), and student mobility inbound (30th).

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## 5. Denmark

Denmark improves to the fifth spot. At the factor level, it remains in leading positions in the investment and development (sixth dropping from fourth) and readiness (remaining in fifth) factors. However, the country's performance in the appeal factor (38th) remains relatively deficient. At the indicator level, the country's strengths include the prioritization of employee training by the private sector, the level of worker motivation, and the fair implementation of justice, ranking first in all three criteria. Other strengths are the impact of brain drain (second), the prioritization of attracting and retaining talents (third), the availability of skilled labor (third), and the quality of life (fourth). Denmark ranks relatively low in the percentage of graduates in sciences (30th). Other relative weaknesses include quality of secondary education (29th in pupil-teacher ratio for secondary education) and labor force growth (33rd). Its lowest rankings are in the cost-of-living index (59th) and the collected personal income tax (64th).

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## 6. Iceland

Iceland's decline in the overall ranking to the sixth position (from third) is mainly the result of its performance in the readiness factor in which it drops to the 20th rank. Although it remains in top positions in the investment and development factor (fourth) and the appeal factor (seventh). Iceland performs robustly in statutory minimum wage (second), exposure to particle pollution (second), quality of life (third), and total public expenditure on education (fourth). The country also

displays strong performance in the impact of brain drain (sixth), worker motivation (eighth), and the prioritization of talent attraction and retention (eighth).

The country also experiences a negative turn in business confidence steeply dropping in several survey-based criteria such as in the effectiveness of its management education (16th), the effectiveness of its health infrastructure (28th), the prioritization of employee training (33rd), and its attractiveness for foreign highly skilled personnel (43rd). Iceland's performance is sluggish in the percentage of graduates in sciences (55th), the availability of senior managers with significant international experience (54th), and the implementation of apprenticeships (51st). Among other low-performance indicators are female labor force participation (38th), the PISA educational assessment (38th), and collected personal income tax (62nd, its lowest-ranking position).

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## 7. Norway

Norway returns to the top 10 after moving from 11th to seventh. The improvement originates in its performance in the investment and development factor (sixth to third), and the appeal factor (20th to 13th). The country remains in the 15th position in the readiness factor. Norway performs robustly in the availability of skilled labor (second), the quality of education in primary and secondary schools (pupil-teacher ratio, fourth and seventh, respectively), exposure to particle pollution (fourth), the level of worker motivation (fifth), the effective implementation of apprenticeship programs (sixth), the prioritization of employee training (seventh) and the availability of finance skills (seventh).

Other favorable performances are in the quality of life it offers (ninth), the prioritization of talent attraction and retention (10th), the effectiveness of its health infrastructure (12th), and the fair implementation of justice (13th). Among Norway's relatively low-ranking performances are female labor force participation (23rd), Graduates in Sciences (33rd), the PISA educational assessment (33rd), total public investment in education (35th), and labor force growth (37th). Norway also ranks low in student mobility inbound and cost of living (39th in both indicators).

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## 8. The Netherlands

The Netherlands declines to the eighth position (from fifth) largely due to its performance in the readiness factor in which it drops to the eighth rank (from second). It remains in third place in the appeal factor and 16th in the investment and development factor. Among the indicators, the country ranks robustly in the availability of language skills (third), in the effectiveness of its management education (fourth), the prioritization of talent attraction and retention (fourth), and the implementation of apprenticeship schemes (fifth). The Netherlands also ranks strongly in the effectiveness of health infrastructure (sixth), student mobility inbound (eighth), and attracting foreign highly skilled personnel (eighth). The country, however, ranks 44th in the quality of education in primary education (pupil-teacher ratio), 54th in secondary education (its lowest-ranking position), and 48th in the percentage of graduates in sciences. The Netherlands' relative weaknesses include total public investment in education (25th) and the availability of skilled labor (33rd). In addition, its ranking in the cost-of-living index (52nd) continues to drop as do the PISA educational assessment (25th from 34th) and the percentage of the female labor force (22nd from 27th).

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## 9. Hong Kong SAR

In the ninth position, Hong Kong SAR joins the top 10 for the first time since 2016. Its performance is driven by improvement across all talent competitiveness factors: fourth from sixth position in readiness, 13th from 15th in investment and development, and 28th from 32nd in the appeal factor. At the indicator level, Hong Kong's strengths include graduates in sciences (first), female labor force participation (second), availability of finance skills (fifth), and the effectiveness of management education (fifth). PISA educational assessment (sixth) is also a strength. Among its relative weaknesses are its attractiveness for foreign highly skilled talent (26th), the availability of skilled labor (26th), the quality of life it offers (29th), and the impact of brain drain on its competitiveness (33rd).

Hong Kong reaches its lowest-ranking position in the cost-of-living index (64th), total investment in education (50th) followed by labor growth (46th), and exposure to particle pollution (44th). The quality of its primary and secondary education as measured by the pupil-teacher ratio also ranks relatively low (24th and 21st, respectively) as does the prioritization of employee training (23rd).

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## 10. Austria

Austria drops slightly to 10th position. At the factor level, while it drops to seventh (from fifth) in investment and development, Austria slightly improves to 11th (from 12th) in appeal and 17th (from 18th) in readiness. Among Austria's strengths are quality of life (second), implementation of apprenticeship programs (second), prioritization of employee training (third), talent attraction and retention (fifth), remuneration of management (sixth), student mobility inbound (sixth), and the percentage of graduates in sciences (seventh). It also performs strongly in the total public expenditure on education per student (eighth) and the effectiveness of its health infrastructure (ninth).

Austria's performance is weak in collected personal income tax (50th), in the availability of competent senior managers (52nd), the cost-of-living index (53rd), and the availability of skilled labor (61st). The latter is the country's lowest-ranking position. There are other areas of potential future concern which include labor force growth (43rd), total investment in education (33rd), the country's attractiveness for overseas highly skilled staff (33rd), and female labor participation (26th).



## 2.4 Evolution of 2024’s top performers across talent factors rankings

In this section, we introduce a sample of countries that over the last five years have performed robustly in each of the talent competitiveness factors. That is, the top performers in the investment and development, appeal, and readiness factors during the period between 2020 and 2024.

### 2.4.1 Investment and development factor ranking evolution, 2020-2024

Switzerland (not shown in the following figure – **Figure 8**) consistently ranks first in investment and development of talent throughout the period observed which underlines its commitment to the development of its workforce. **Figure 8** displays the evolution of some of the top performers in investment and development. Denmark experienced some fluctuations dropping from

second in 2020 to sixth in 2024. During the period, Iceland remains stable, maintaining fourth position, although it reached third in 2023. Similarly, Luxembourg remains largely in the second position except for 2020 and 2022 when it ranked third. Norway and Sweden show similar stable patterns between 2020 and 2022, declining in 2023 but increasing their ranking positions in 2024.

### 2.4.2 Appeal factor ranking evolution, 2020-2024

As in the case of appeal, Switzerland (not shown in the following figure – **Figure 9**) leads the factor rankings between 2020 and 2024, highlighting its attractiveness for talent. In **Figure 9**, the Netherlands also maintains a stable position, consistently ranking third from 2021 to 2024. Australia displays a steady improvement, moving from 16th in 2020 to ninth this year. On the one hand, Ireland experiences a significant upward trend,

improving from 12th in 2020 to second in 2024; and Singapore presents robust improvements, moving from 22nd to fifth during the same period. On the other hand, Germany displays a mixed trend, peaking at fifth in 2023 before dropping to 10th in 2024.

Evolution of the Investment and Development factor (IMD World Talent Ranking) 2020-2024, selected economies

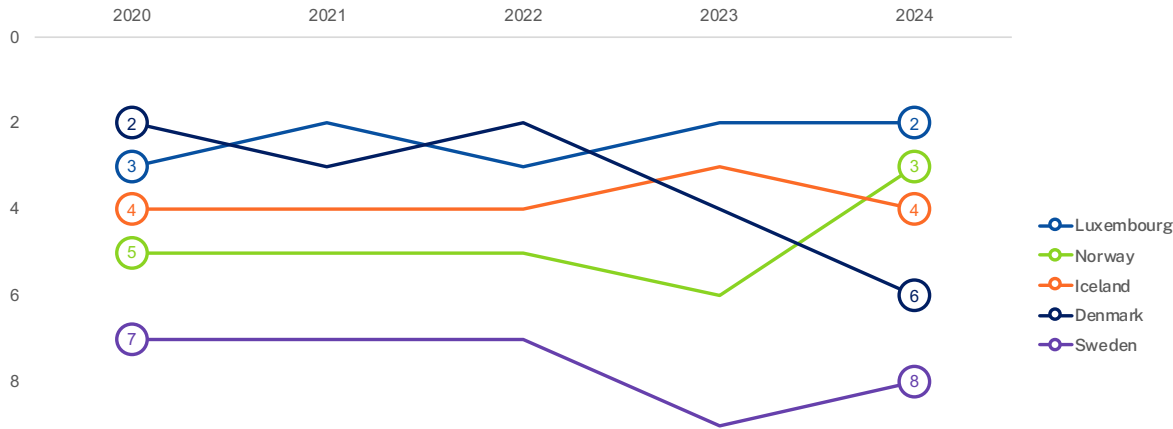


Figure 8  
Source: IMD World Competitiveness Center (2024)

### 2.4.3 Readiness factor ranking evolution, 2020-2024

In the readiness factor rankings, Singapore (not shown in the following figure – **Figure 10**) consistently ranks first throughout the period, indicating a strong and stable talent pool. **Figure 10** shows that Hong Kong maintains a strong position, regularly ranking within the top six, peaking in first place in 2021. In addition, the figure reveals that the Netherlands experiences some drastic fluctuations, reaching second in 2023 before dropping to eighth in 2024. Finland exhibits similar patterns, peaking at fourth in 2022 before dropping to ninth in 2024.

Conversely, the UAE shows significant improvements, moving from third in 2020 to second in 2024 after declining to the seventh position in 2022. Ireland's performance in this factor also displays a strong improvement from 11th place in 2021 to sixth in 2024.

Evolution of the Appeal (IMD World Talent Ranking) 2020-2024, selected economies

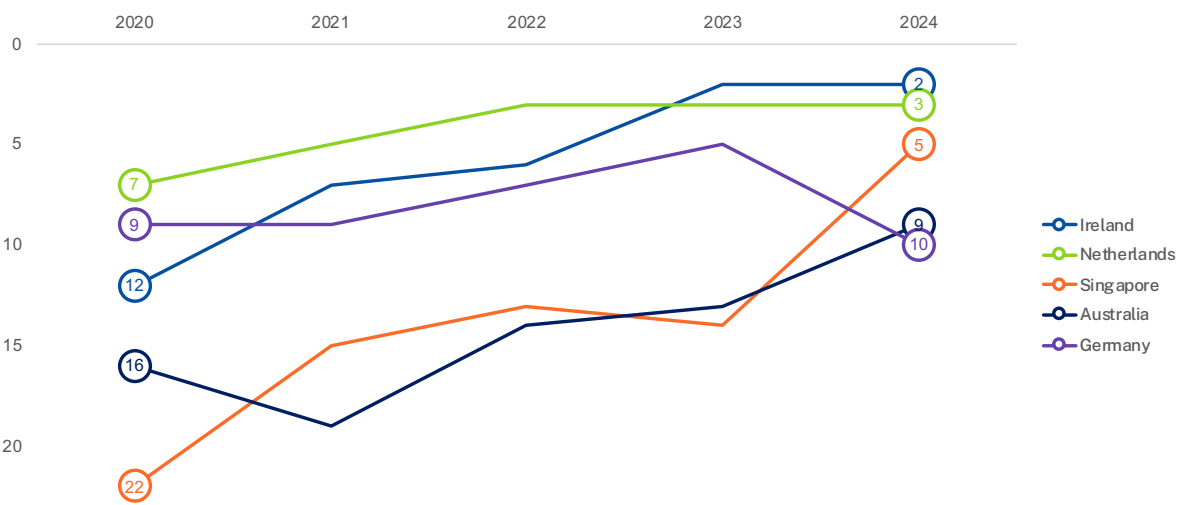


Figure 9  
Source: IMD World Competitiveness Center (2024)

Evolution of the Readiness factor (IMD World Talent Ranking) 2020-2024, selected economies

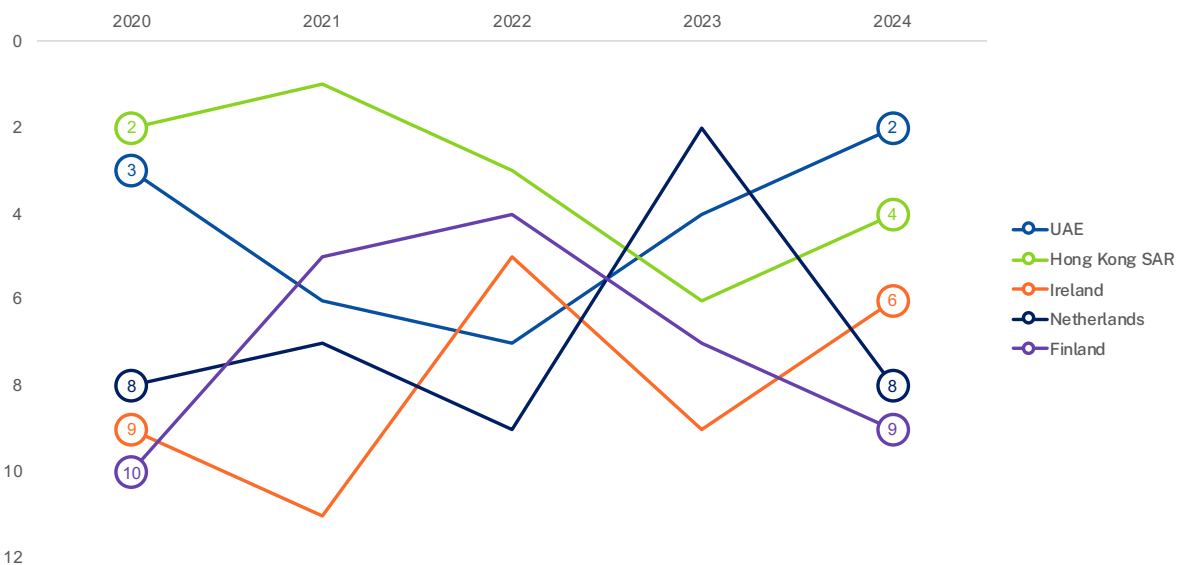


Figure 10  
Source: IMD World Competitiveness Center (2024)

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## Overall takeaways

The 2024 IMD World Talent Ranking results show that Switzerland remains at the forefront of talent competitiveness. That said, Singapore's rise from 18th position in 2014 to second place this year may pose a challenge to Swiss domination in the near future. Nordic countries –such as Denmark, Norway, and Sweden–bounced back from the declines they experienced in 2023, signaling the robustness of their talent pipeline in terms of absorbing disruptions.

Talent competitiveness in the AI era requires a reassessment of educational systems and corporate training programs to ensure workers possess the skills needed to succeed in an increasingly automated world.

The potential that the adoption of AI has to replace human labor could increase exclusion, which would likely significantly exacerbate already increasing levels of discrimination in some economies.

Furthermore, AI adoption could be detrimental to the attraction and retention of talent, and to quality-of-life levels in certain economies, which could ultimately hamper their long-term talent competitiveness.

AI's potential to replace human labor raises not only crucial questions about the future of work but also certain disparities. In other words, integrating AI into workforce processes is not merely a technological challenge but a socio-economic and political one, requiring careful consideration of how to balance technological advancement with the workforce's well-being.

As AI continues to advance, its dual role as a tool for enhancing human capabilities and replacing human labor will increasingly permeate discussions on talent competitiveness.

Ultimately, we argue that the countries where there is a higher likelihood of AI replacing human labor –as captured by our survey–are also countries where there has been an increase in discrimination during the last few years. While it is impossible to establish whether such exclusion trends are related to AI, we do know that AI has the potential to worsen conditions of discrimination because it can replace people who will then be forced out of the labor market. Some are likely to undergo retraining, but others, such as older workers, may not have that option. The question of how this will affect talent competitiveness will be crucial for managing the different stages of AI adoption in the workplace.

Discrimination from AI, or indeed discrimination in general, can reduce talent attraction and retention and reduce quality of life–both of which are important for the sustainability of talent competitiveness. Currently, the limited availability of relevant data makes it unfeasible to conduct in-depth studies about the consequences of AI replacing human labor. However, our research gives policymakers a heads-up that they should start streamlining relevant regulations–educational and labor market policies, for instance–to minimize the impact of the potential exclusion.



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# IMD World Talent Ranking 2024








































# The 2024 IMD World Talent Ranking

## 2024 COMPETITIVENESS RANKING












































			Score	
01	Switzerland		100.00	-
02	Singapore		85.65	↗ 6
03	Luxembourg		81.69	↙ 1
04	Sweden		81.02	↗ 6
05	Denmark		78.49	↗ 2
06	Iceland		77.94	↙ 3
07	Norway		77.92	↗ 4
08	Netherlands		77.88	↙ 3
09	Hong Kong SAR		77.22	↗ 7
10	Austria		77.17	↙ 1
11	Ireland		76.89	↗ 3
12	Belgium		76.67	↙ 8
13	Finland		73.38	↙ 7
14	Australia		73.36	↗ 4
15	Germany		72.79	↙ 3
16	Israel		72.12	↗ 3
17	UAE		71.06	↗ 5
18	Taiwan (Chinese Taipei)		70.36	↗ 2
19	Canada		70.24	↙ 6
20	Estonia		70.08	↙ 3
21	USA		66.84	↙ 6
22	Botswana		65.79	↗ 18
23	Lithuania		65.04	-
24	France		65.01	-
25	Portugal		64.02	-
26	Korea Rep.		63.57	↗ 8
27	United Kingdom		61.71	↗ 8
28	Slovenia		60.97	↙ 2
29	Cyprus		60.94	-
30	Czech Republic		60.80	↙ 9

The IMD World Talent Ranking 2024 shows the overall ranking for 67 economies. The economies are ranked from the most to the least competitive, and the change from the previous year's ranking are also shown. The scores are actually indices (0-100) generated for the unique purpose of constructing graphics.

			Score	
31	Kuwait		60.49	↙ 3
32	Saudi Arabia		60.16	↗ 4
33	Malaysia		59.44	-
34	Spain		59.22	↙ 2
35	Latvia		58.85	↗ 4
36	Poland		58.78	↗ 8
37	Kazakhstan		58.76	↗ 1
38	China		58.18	↗ 3
39	New Zealand		57.69	↙ 8
40	Bahrain		57.43	↙ 13
41	Italy		57.42	↗ 1
42	Qatar		57.01	↙ 12
43	Japan		55.89	-
44	Greece		54.33	↙ 7
45	Puerto Rico		53.69	-
46	Indonesia		53.40	↗ 1
47	Thailand		52.59	↙ 2
48	Chile		50.31	↗ 2
49	Jordan		49.46	↗ 3
50	Hungary		48.02	↙ 2
51	Croatia		47.29	↙ 5
52	Romania		43.13	↗ 1
53	Slovak Republic		42.77	↙ 2
54	Colombia		41.87	↗ 3
55	South Africa		41.21	↗ 6
56	Argentina		41.19	↙ 2
57	Türkiye		40.63	↙ 8
58	India		40.47	↙ 2
59	Peru		40.19	↙ 4
60	Nigeria		39.27	-
61	Bulgaria		38.18	↙ 3
62	Mexico		36.32	↙ 3
63	Philippines		35.44	↙ 3
64	Ghana		33.06	-
65	Venezuela		31.73	↙ 3
66	Brazil		30.45	↙ 3
67	Mongolia		26.47	↙ 3

# Selected Breakdowns

## Europe - Middle East - Africa

			Score
01	Switzerland		100.00
02	Luxembourg		81.69
03	Sweden		81.02
04	Denmark		78.49
05	Iceland		77.94
06	Norway		77.92
07	Netherlands		77.88
08	Austria		77.17
09	Ireland		76.89
10	Belgium		76.67
11	Finland		73.38
12	Germany		72.79
13	Israel		72.12
14	UAE		71.06
15	Estonia		70.08
16	Botswana		65.79
17	Lithuania		65.04
18	France		65.01
19	Portugal		64.02
20	United Kingdom		61.71
21	Slovenia		60.97
22	Cyprus		60.94
23	Czech Republic		60.80
24	Kuwait		60.49
25	Saudi Arabia		60.16
26	Spain		59.22
27	Latvia		58.85
28	Poland		58.78
29	Kazakhstan		58.76
30	Bahrain		57.43
31	Italy		57.42
32	Qatar		57.01
33	Greece		54.33
34	Jordan		49.46
35	Hungary		48.02
36	Croatia		47.29
37	Romania		43.13
38	Slovak Republic		42.77
39	South Africa		41.21
40	Türkiye		40.63
41	Nigeria		39.27
42	Bulgaria		38.18
43	Ghana		33.06



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## Asia - Pacific

		Score
01	Singapore	85.65
02	Hong Kong SAR	77.22
03	Australia	73.36
04	Taiwan (Chinese Taipei)	70.36
05	Korea Rep.	63.57
06	Malaysia	59.44
07	China	58.18
08	New Zealand	57.69
09	Japan	55.89
10	Indonesia	53.40
11	Thailand	52.59
12	India	40.47
13	Philippines	35.44
14	Mongolia	26.47

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## The Americas

		Score
01	Canada	70.24
02	USA	66.84
03	Puerto Rico	53.69
04	Chile	50.31
05	Colombia	41.87
06	Argentina	41.19
07	Peru	40.19
08	Mexico	36.32
09	Venezuela	31.73
10	Brazil	30.45

## GDP per capita greater than \$20,000

		Score
01	Switzerland	100.00
02	Singapore	85.65
03	Luxembourg	81.69
04	Sweden	81.02
05	Denmark	78.49
06	Iceland	77.94
07	Norway	77.92
08	Netherlands	77.88
09	Hong Kong SAR	77.22
10	Austria	77.17
11	Ireland	76.89
12	Belgium	76.67
13	Finland	73.38
14	Australia	73.36
15	Germany	72.79
16	Israel	72.12
17	UAE	71.06
18	Taiwan (Chinese Taipei)	70.36
19	Canada	70.24
20	Estonia	70.08
21	USA	66.84
22	Lithuania	65.04
23	France	65.01
24	Portugal	64.02
25	Korea Rep.	63.57
26	United Kingdom	61.71
27	Slovenia	60.97
28	Cyprus	60.94
29	Czech Republic	60.80
30	Kuwait	60.49
31	Saudi Arabia	60.16
32	Spain	59.22
33	Latvia	58.85
34	Poland	58.78
35	New Zealand	57.69
36	Bahrain	57.43
37	Italy	57.42
38	Qatar	57.01
39	Japan	55.89
40	Greece	54.33
41	Puerto Rico	53.69
42	Hungary	48.02
43	Croatia	47.29
44	Slovak Republic	42.77

## GDP per capita less than \$20,000

		Score
01	Botswana	65.79
02	Malaysia	59.44
03	Kazakhstan	58.76
04	China	58.18
05	Indonesia	53.40
06	Thailand	52.59
07	Chile	50.31
08	Jordan	49.46
09	Romania	43.13
10	Colombia	41.87
11	South Africa	41.21
12	Argentina	41.19
13	Türkiye	40.63
14	India	40.47
15	Peru	40.19
16	Nigeria	39.27
17	Bulgaria	38.18
18	Mexico	36.32
19	Philippines	35.44
20	Ghana	33.06
21	Venezuela	31.73
22	Brazil	30.45
23	Mongolia	26.47

## Population over 20 million

		Score
01	Australia	73.36
02	Germany	72.79
03	Taiwan (Chinese Taipei)	70.36
04	Canada	70.24
05	USA	66.84
06	France	65.01
07	Korea Rep.	63.57
08	United Kingdom	61.71
09	Saudi Arabia	60.16
10	Malaysia	59.44
11	Spain	59.22
12	Poland	58.78
13	Kazakhstan	58.76
14	China	58.18
15	Italy	57.42
16	Japan	55.89
17	Indonesia	53.40
18	Thailand	52.59
19	Colombia	41.87
20	South Africa	41.21
21	Argentina	41.19
22	Türkiye	40.63
23	India	40.47
24	Peru	40.19
25	Nigeria	39.27
26	Mexico	36.32
27	Philippines	35.44
28	Ghana	33.06
29	Venezuela	31.73
30	Brazil	30.45

## Population under 20 million

		Score
01	Switzerland	100.00
02	Singapore	85.65
03	Luxembourg	81.69
04	Sweden	81.02
05	Denmark	78.49
06	Iceland	77.94
07	Norway	77.92
08	Netherlands	77.88
09	Hong Kong SAR	77.22
10	Austria	77.17
11	Ireland	76.89
12	Belgium	76.67
13	Finland	73.38
14	Israel	72.12
15	UAE	71.06
16	Estonia	70.08
17	Botswana	65.79
18	Lithuania	65.04
19	Portugal	64.02
20	Slovenia	60.97
21	Cyprus	60.94
22	Czech Republic	60.80
23	Kuwait	60.49
24	Latvia	58.85
25	New Zealand	57.69
26	Bahrain	57.43
27	Qatar	57.01
28	Greece	54.33
29	Puerto Rico	53.69
30	Chile	50.31
31	Jordan	49.46
32	Hungary	48.02
33	Croatia	47.29
34	Romania	43.13
35	Slovak Republic	42.77
36	Bulgaria	38.18
37	Mongolia	26.47

# Selected Breakdowns

## INVESTMENT & DEVELOPMENT

The investment in and development of home-grown talent

			Score	
01	Switzerland		93.43	-
02	Luxembourg		87.95	-
03	Norway		81.12	↗ 3
04	Iceland		79.83	✓ 1
05	Israel		79.62	↗ 2
06	Denmark		79.31	✓ 2
07	Austria		78.71	✓ 2
08	Sweden		75.72	↗ 1
09	Belgium		74.20	✓ 1
10	Estonia		68.27	↗ 3
11	Finland		67.68	-
12	Kuwait		65.93	✓ 2
13	Hong Kong SAR		65.32	↗ 2
14	Germany		64.92	✓ 2
15	Australia		62.15	↗ 3
16	Netherlands		62.14	-
17	Cyprus		60.73	↗ 7
18	Latvia		60.49	↗ 3
19	USA		60.30	✓ 5
20	Lithuania		59.87	✓ 3
21	Spain		58.31	↗ 4
22	Singapore		57.56	↗ 9
23	Canada		57.48	✓ 4
24	France		57.43	↗ 6
25	Kazakhstan		57.33	↗ 3
26	Korea Rep.		57.25	✓ 4
27	Taiwan (Chinese Taipei)		57.22	✓ 4
28	Botswana		56.36	↗ 5
29	Portugal		55.58	✓ 2
30	Croatia		54.04	✓ 1
31	Slovenia		53.17	✓ 11
32	Czech Republic		51.54	✓ 6
33	Italy		51.32	✓ 1
34	Poland		50.81	↗ 1
35	Ireland		50.16	↗ 4
36	Japan		48.85	-
37	Greece		48.41	✓ 3
38	Hungary		48.12	✓ 1
39	United Kingdom		47.54	↗ 4
40	New Zealand		44.38	✓ 2
41	China		43.54	↗ 4
42	Puerto Rico		43.35	-
43	Malaysia		42.74	✓ 3
44	Saudi Arabia		42.02	✓ 3
45	Argentina		40.57	↗ 1
46	Thailand		38.66	↗ 1
47	Bulgaria		37.54	✓ 5
48	Slovak Republic		36.33	✓ 4
49	UAE		35.62	✓ 1
50	Chile		30.68	↗ 4
51	Qatar		30.59	✓ 2
52	Indonesia		29.44	-
53	Peru		28.96	↗ 2
54	Bahrain		25.29	✓ 4
55	Türkiye		24.95	✓ 4
56	Romania		24.86	✓ 3
57	South Africa		21.77	↗ 2
58	Brazil		20.09	✓ 2
59	Colombia		19.75	✓ 2
60	Jordan		16.77	✓ 2
61	Mongolia		10.61	-
62	Venezuela		10.50	✓ 2
63	Ghana		8.49	-
64	Philippines		3.21	✓ 2
65	Nigeria		2.04	-
66	India		1.71	✓ 3
67	Mexico		0.00	✓ 3

## APPEAL

The extent to which a country taps into the overseas talent pool

			Score	
01	Switzerland		89.32	-
02	Ireland		73.19	-
03	Netherlands		69.92	-
04	Luxembourg		66.38	-
05	Singapore		64.42	↗ 9
06	Sweden		62.09	↗ 4
07	Iceland		60.81	↗ 1
08	Belgium		60.79	↘ 2
09	Australia		59.92	↗ 4
10	Germany		59.77	↘ 5
11	Austria		58.49	↗ 1
12	UAE		58.04	↗ 4
13	Norway		57.61	↗ 7
14	USA		55.93	↘ 5
15	Taiwan (Chinese Taipei)		55.72	↗ 6
16	Canada		54.85	↘ 9
17	Indonesia		54.19	↗ 14
18	Saudi Arabia		54.17	↗ 4
19	Japan		53.65	↗ 4
20	France		53.64	↘ 3
21	Estonia		51.06	↘ 2
22	Finland		50.90	↘ 11
23	Bahrain		50.37	↗ 1
24	Chile		50.25	↗ 11
25	United Kingdom		49.90	-
26	New Zealand		49.85	↘ 8
27	Thailand		49.66	↗ 2
28	Hong Kong SAR		49.30	↗ 4
29	Czech Republic		49.05	↘ 14
30	Puerto Rico		48.93	-
31	Lithuania		48.61	↘ 4
32	Malaysia		48.60	↘ 2
33	Spain		48.59	↘ 7
34	Cyprus		48.36	↗ 6
35	Korea Rep.		47.86	↗ 8
36	Botswana		47.46	-
37	Colombia		47.19	↗ 2
38	Denmark		47.16	↘ 4
39	Slovenia		47.02	↘ 1
40	Israel		46.46	↗ 1
41	Mexico		45.93	↘ 8
42	Jordan		45.34	↗ 8
43	Poland		45.20	↗ 4
44	Qatar		44.75	↘ 16
45	Portugal		44.38	↘ 8
46	Kazakhstan		44.19	↘ 4
47	Italy		42.04	↘ 2
48	China		41.90	↗ 4
49	Greece		41.62	↘ 3
50	Romania		39.05	↘ 2
51	Peru		38.60	-
52	Latvia		38.51	↗ 6
53	India		36.87	-
54	Philippines		36.73	↗ 1
55	Croatia		35.96	↗ 2
56	Türkiye		35.49	↘ 12
57	Hungary		35.11	↘ 1
58	Brazil		34.38	↘ 4
59	Slovak Republic		34.23	↘ 10
60	Nigeria		33.30	-
61	South Africa		32.98	-
62	Kuwait		30.74	↘ 3
63	Bulgaria		27.55	↘ 3
64	Ghana		27.41	-
65	Venezuela		24.99	↘ 2
66	Argentina		21.24	↘ 4
67	Mongolia		18.89	↘ 3

# Selected Breakdowns

## READINESS

The availability of skills and competencies in the talent pool

			Score		
01	Singapore		100.00	-	
02	UAE		84.56	↗	2
03	Switzerland		82.29	-	
04	Hong Kong SAR		82.09	↗	2
05	Denmark		74.04	-	
06	Ireland		72.37	↗	3
07	Sweden		70.28	↗	6
08	Netherlands		66.61	↙	6
09	Finland		66.60	↙	2
10	Canada		63.42	↗	1
11	Taiwan (Chinese Taipei)		63.19	↗	8
12	Australia		63.05	↗	5
13	Bahrain		61.68	↙	3
14	Qatar		60.73	↙	2
15	Norway		60.08	-	
16	Belgium		60.05	↙	8
17	Austria		59.35	↗	1
18	Germany		58.74	↙	2
19	Botswana		58.60	↗	31
20	Iceland		58.23	↙	6
21	Portugal		57.13	↗	6
22	Estonia		55.95	↙	2
23	Luxembourg		55.78	↗	1
24	Israel		55.32	↗	4
25	China		54.15	-	
26	United Kingdom		52.73	↗	4
27	Malaysia		52.00	↙	1
28	Lithuania		51.68	↗	3
29	Jordan		51.31	↙	6
30	Korea Rep.		50.64	↗	5
31	Kuwait		49.83	↗	7
32	USA		49.35	↙	10
33	Saudi Arabia		49.32	↗	4
34	France		48.99	↙	2
35	India		47.88	↙	6
36	Slovenia		47.76	↙	3
37	Nigeria		47.51	-	
38	Czech Republic		46.85	↙	17
39	Poland		45.38	↗	8
40	Italy		43.95	↗	5
41	New Zealand		43.87	↙	2
42	Latvia		42.59	↙	2
43	Indonesia		41.62	↗	3
44	Kazakhstan		39.80	-	
45	Cyprus		38.78	↙	11
46	Greece		38.01	↙	10
47	Spain		35.82	↙	5
48	Chile		35.05	↗	1
49	Thailand		34.49	↙	8
50	South Africa		33.92	↗	6
51	Puerto Rico		33.83	-	
52	Philippines		31.41	↙	1
53	Romania		30.52	-	
54	Japan		30.21	↗	4
55	Ghana		28.31	-	
56	Mexico		28.07	↙	4
57	Argentina		26.81	↙	9
58	Türkiye		26.50	↙	15
59	Hungary		25.86	↗	1
60	Venezuela		24.74	↗	1
61	Colombia		23.72	↙	2
62	Slovak Republic		22.77	↙	8
63	Peru		18.06	↙	6
64	Croatia		16.90	↙	9
65	Mongolia		14.96	↙	2
66	Bulgaria		14.50	↙	4
67	Brazil		1.91	↙	3



# Factor Rankings: five-year overview

	OVERALL					INVESTMENT & DEVELOPMENT				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Argentina	47	54	56	54	56	43	47	49	46	45
Australia	13	20	18	18	14	18	22	21	18	15
Austria	06	06	08	09	10	06	06	06	05	07
Bahrain	-	-	35	27	40	-	-	48	50	54
Belgium	16	13	13	04	12	08	08	09	08	09
Botswana	-	44	43	40	22	-	38	35	33	28
Brazil	59	60	57	63	66	56	54	55	56	58
Bulgaria	55	58	59	58	61	45	45	46	42	47
Canada	08	15	11	13	19	19	24	20	19	23
Chile	41	48	47	50	48	48	46	50	54	50
China	40	36	40	41	38	42	43	42	45	41
Colombia	58	55	61	57	54	58	58	58	57	59
Croatia	53	49	42	46	51	32	34	25	29	30
Cyprus	17	24	22	29	29	14	15	17	24	17
Czech Republic	39	37	29	21	30	40	41	34	26	32
Denmark	02	05	05	07	05	02	03	02	04	06
Estonia	19	19	17	17	20	10	12	10	13	10
Finland	12	08	06	06	13	12	10	11	11	11
France	28	25	23	24	24	27	21	24	30	24
Germany	11	10	10	12	15	11	11	12	12	14
Ghana	-	-	-	-	64	-	-	-	-	63
Greece	37	33	37	37	44	30	29	29	34	37
Hong Kong SAR	14	11	14	16	09	23	14	13	15	13
Hungary	50	42	44	48	50	35	32	36	37	38
Iceland	04	07	03	03	06	04	04	04	03	04
India	62	56	52	56	58	63	64	61	63	66
Indonesia	45	50	51	47	46	52	53	53	52	52
Ireland	18	17	15	14	11	39	39	38	39	35
Israel	22	22	20	19	16	09	09	08	07	05
Italy	36	35	36	42	41	33	31	28	32	33
Japan	38	39	41	43	43	36	36	37	36	36
Jordan	49	40	49	52	49	60	56	57	58	60
Kazakhstan	44	41	39	38	37	41	42	30	28	25
Korea Rep.	31	34	38	34	26	28	28	31	22	26
Kuwait	-	-	-	28	31	-	-	-	10	12
Latvia	33	30	27	39	35	15	16	14	21	18
Lithuania	27	29	26	23	23	13	18	18	17	20
Luxembourg	03	03	07	02	03	03	02	03	02	02
Malaysia	25	28	33	33	33	34	33	39	40	43
Mexico	56	59	58	59	62	62	63	63	64	67
Mongolia	63	61	62	64	67	59	59	60	61	61
Netherlands	10	09	09	05	08	16	17	16	16	16
New Zealand	21	18	31	31	39	29	27	33	38	40
Nigeria	-	-	-	-	60	-	-	-	-	65
Norway	07	04	04	11	07	05	05	05	06	03
Peru	51	62	46	55	59	54	61	52	55	53
Philippines	48	57	54	60	63	61	62	62	62	64
Poland	35	45	50	44	36	24	35	41	35	34
Portugal	26	26	24	25	25	22	25	22	27	29
Puerto Rico	-	-	-	-	45	-	-	-	-	42
Qatar	29	31	34	30	42	44	44	44	49	51
Romania	57	51	55	53	52	53	55	54	53	56
Saudi Arabia	34	38	30	36	32	37	37	32	41	44
Singapore	09	12	12	08	02	21	23	27	31	22
Slovak Republic	61	52	48	51	53	49	48	43	44	48
Slovenia	30	27	25	26	28	20	19	19	20	31
South Africa	52	63	60	61	55	57	60	56	59	57
Spain	32	32	32	32	34	31	30	26	25	21
Sweden	05	02	02	10	04	07	07	07	09	08
Switzerland	01	01	01	01	01	01	01	01	01	01
Taiwan (Chinese Taipei)	20	16	19	20	18	25	20	23	23	27
Thailand	43	43	45	45	47	51	51	47	47	46
Türkiye	46	53	53	49	57	46	52	51	51	55
UAE	24	23	21	22	17	55	50	45	48	49
United Kingdom	23	21	28	35	27	38	40	40	43	39
USA	15	14	16	15	21	17	13	15	14	19
Venezuela	60	64	63	62	65	50	57	59	60	62



## APPEAL

2020	2021	2022	2023	2024
52	59	60	62	66
16	19	14	13	09
11	08	10	12	11
-	-	16	24	23
17	17	18	06	08
-	48	36	36	36
45	46	44	54	58
57	61	61	60	63
03	13	12	07	16
30	23	28	35	24
56	51	52	52	48
37	42	47	39	37
61	58	54	57	55
24	28	29	40	34
48	45	30	15	29
08	18	17	34	38
19	20	19	19	21
15	11	11	11	22
25	21	21	17	20
09	09	07	05	10
-	-	-	-	64
50	33	42	46	49
18	26	32	32	28
58	53	53	56	57
06	10	08	08	07
55	57	56	53	53
32	37	37	31	17
12	07	06	02	02
34	40	33	41	40
42	38	38	45	47
27	27	27	23	19
43	34	48	50	42
47	39	41	42	46
36	41	49	43	35
-	-	-	59	62
51	49	46	58	52
35	32	31	27	31
05	02	05	04	04
29	29	35	30	32
38	44	45	33	41
63	55	62	64	67
07	05	03	03	03
13	14	23	18	26
-	-	-	-	60
10	04	09	20	13
44	50	51	51	51
31	43	43	55	54
49	54	55	47	43
33	30	40	37	45
-	-	-	-	30
21	25	22	28	44
53	47	58	48	50
39	35	20	22	18
22	15	13	14	05
54	52	50	49	59
41	36	39	38	39
40	62	59	61	61
23	24	26	26	33
04	03	02	10	06
01	01	01	01	01
26	22	25	21	15
28	31	34	29	27
46	56	57	44	56
14	12	15	16	12
20	16	24	25	25
02	06	04	09	14
59	64	63	63	65

## READINESS

2020	2021	2022	2023	2024	
51	56	59	48	57	Argentina
04	24	17	17	12	Australia
12	14	15	18	17	Austria
-	-	33	10	13	Bahrain
22	15	16	08	16	Belgium
-	51	56	50	19	Botswana
63	64	63	64	67	Brazil
57	62	61	62	66	Bulgaria
07	16	10	11	10	Canada
48	58	47	49	48	Chile
26	22	21	25	25	China
60	57	62	59	61	Colombia
62	54	46	55	64	Croatia
14	30	23	34	45	Cyprus
37	38	28	21	38	Czech Republic
06	08	08	05	05	Denmark
32	29	31	20	22	Estonia
10	05	04	07	09	Finland
35	31	32	32	34	France
13	10	12	16	18	Germany
-	-	-	-	55	Ghana
36	37	40	36	46	Greece
02	01	03	06	04	Hong Kong SAR
59	46	51	60	59	Hungary
16	17	13	14	20	Iceland
25	27	18	29	35	India
46	50	52	46	43	Indonesia
09	11	05	09	06	Ireland
28	34	27	28	24	Israel
39	39	43	45	40	Italy
54	48	54	58	54	Japan
42	18	22	23	29	Jordan
50	43	44	44	44	Kazakhstan
29	36	38	35	30	Korea Rep.
-	-	-	38	31	Kuwait
40	33	36	40	42	Latvia
34	32	37	31	28	Lithuania
19	23	25	24	23	Luxembourg
18	21	20	26	27	Malaysia
38	52	45	52	56	Mexico
56	60	60	63	65	Mongolia
08	07	09	02	08	Netherlands
23	20	39	39	41	New Zealand
-	-	-	-	37	Nigeria
20	12	14	15	15	Norway
53	61	34	57	63	Peru
33	47	35	51	52	Philippines
44	45	53	47	39	Poland
24	25	19	27	21	Portugal
-	-	-	-	51	Puerto Rico
21	19	30	12	14	Qatar
55	49	55	53	53	Romania
30	42	41	37	33	Saudi Arabia
01	02	01	01	01	Singapore
61	53	48	54	62	Slovak Republic
31	26	29	33	36	Slovenia
52	59	57	56	50	South Africa
43	41	42	42	47	Spain
11	04	06	13	07	Sweden
05	03	02	03	03	Switzerland
15	09	11	19	11	Taiwan (Chinese Taipei)
45	40	49	41	49	Thailand
41	55	50	43	58	Türkiye
03	06	07	04	02	UAE
17	13	24	30	26	United Kingdom
27	28	26	22	32	USA
58	63	58	61	60	Venezuela



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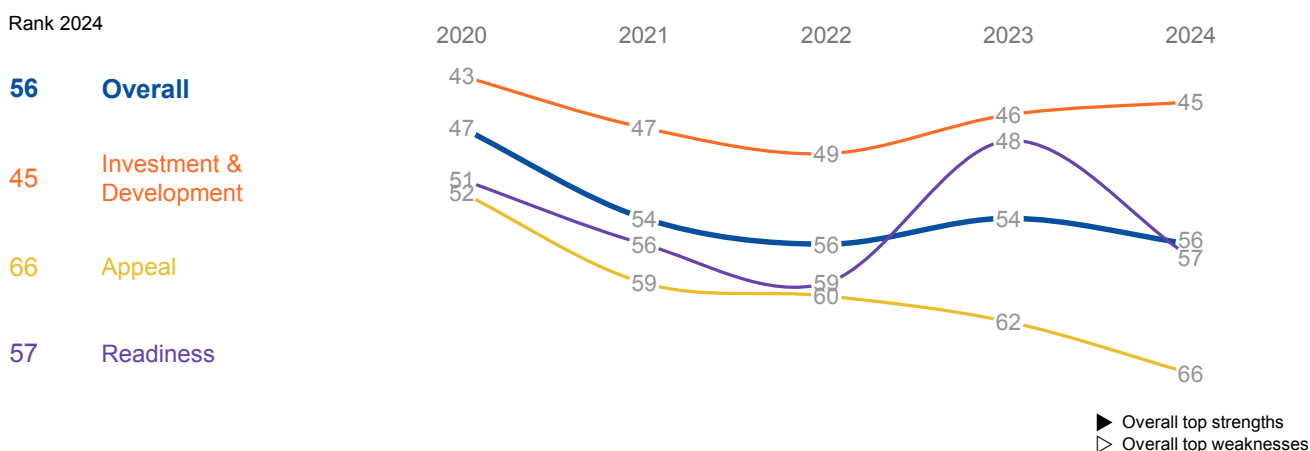
# Talent Country Profiles



# Argentina

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.0 %	26
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,330 US\$	56
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.93 ratio	29
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.50 ratio	25
Apprenticeships	are sufficiently implemented	5.06 survey [0-10]	39
▷ Employee training	is a high priority in companies	4.94 survey [0-10]	63
Female labor force	Percentage of total labor force	42.50 %	50
Health infrastructure	meets the needs of society	3.71 survey [0-10]	55

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	77.02 index	45
▷ Attracting and retaining talent	is a priority in companies	5.06 survey [0-10]	66
Worker motivation	in companies is high	4.68 survey [0-10]	58
Brain drain	does not hinder competitiveness in your economy	2.92 survey [0-10]	57
Quality of life	is high	4.36 survey [0-10]	58
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.08 survey [0-10]	63
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	37,849 US\$	58
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.71 %	35
▷ Justice	is fairly administered	2.89 survey [0-10]	61
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	15.23 micrograms	37
Statutory minimum wage	Statutory gross monthly minimum wage	443.28 US\$	31

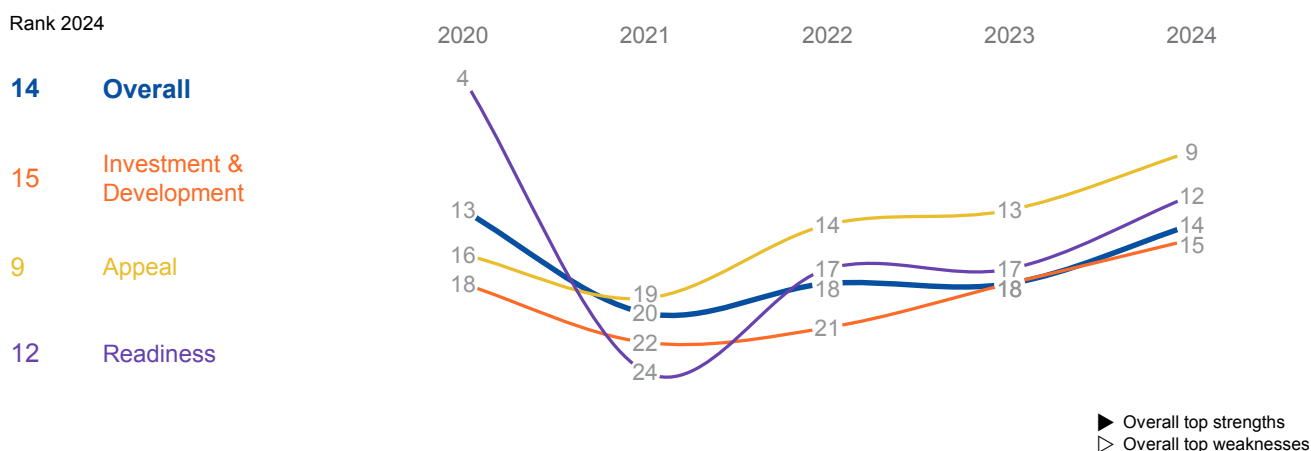
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	3.60 %	7
Skilled labor	is readily available	4.57 survey [0-10]	48
Finance skills	are readily available	5.04 survey [0-10]	60
International experience	of senior managers is generally significant	4.73 survey [0-10]	59
Competent senior managers	are readily available	4.12 survey [0-10]	58
▷ Primary and secondary education	meets the needs of a competitive economy	3.74 survey [0-10]	60
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.04 %	59
University education	meets the needs of a competitive economy	6.05 survey [0-10]	40
Management education	meets the needs of the business community	5.98 survey [0-10]	43
Language skills	are meeting the needs of enterprises	5.50 survey [0-10]	51
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.57 number	36
Educational assessment - PISA	PISA survey of 15-year olds	395 Average	53

# Australia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.1 %	21
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,938 US\$	14
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.53 ratio	35
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.89 ratio	32
Apprenticeships	are sufficiently implemented	5.30 survey [0-10]	32
▷ Employee training	is a high priority in companies	5.93 survey [0-10]	40
Female labor force	Percentage of total labor force	47.84 %	14
Health infrastructure	meets the needs of society	6.51 survey [0-10]	29

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	75.93 index	42
Attracting and retaining talent	is a priority in companies	7.37 survey [0-10]	20
Worker motivation	in companies is high	5.93 survey [0-10]	29
Brain drain	does not hinder competitiveness in your economy	6.02 survey [0-10]	18
Quality of life	is high	8.22 survey [0-10]	15
Foreign highly skilled personnel	are attracted to your country's business environment	7.24 survey [0-10]	12
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	156,674 US\$	34
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	10.70 %	55
▶ Justice	is fairly administered	7.85 survey [0-10]	11
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	8.25 micrograms	11
▶ Statutory minimum wage	Statutory gross monthly minimum wage	2,442.02 US\$	4

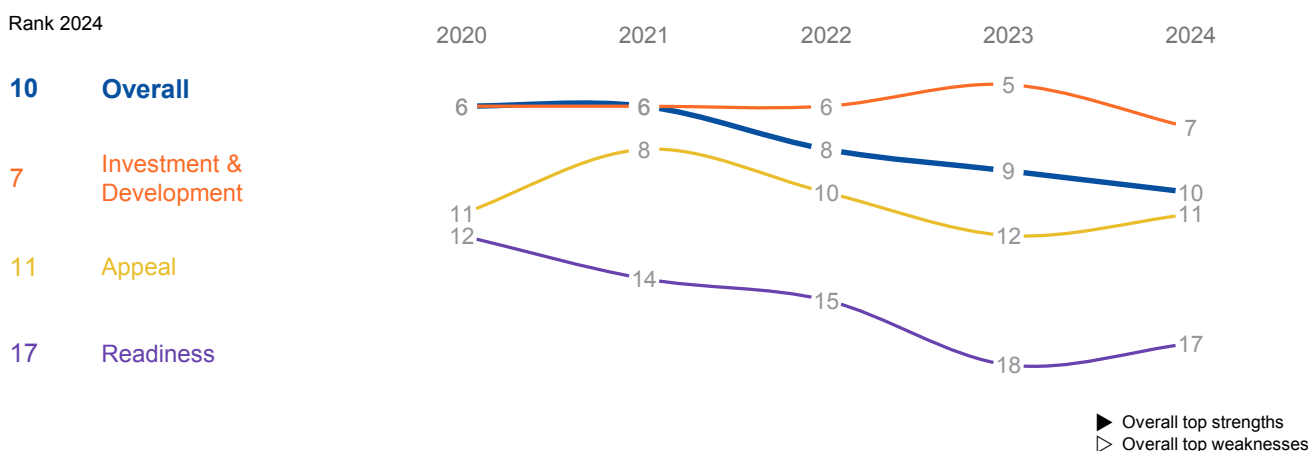
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	3.18 %	15
Skilled labor	is readily available	5.67 survey [0-10]	30
Finance skills	are readily available	7.13 survey [0-10]	12
▷ International experience	of senior managers is generally significant	5.35 survey [0-10]	44
Competent senior managers	are readily available	6.30 survey [0-10]	22
Primary and secondary education	meets the needs of a competitive economy	7.09 survey [0-10]	17
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.15 %	49
University education	meets the needs of a competitive economy	7.11 survey [0-10]	21
Management education	meets the needs of the business community	6.78 survey [0-10]	23
Language skills	are meeting the needs of enterprises	6.37 survey [0-10]	40
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	14.68 number	2
▶ Educational assessment - PISA	PISA survey of 15-year olds	497 Average	11

# Austria

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	33
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	13,458 US\$	8
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.02 ratio	16
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.26 ratio	8
▶ Apprenticeships	are sufficiently implemented	7.60 survey [0-10]	2
▶ Employee training	is a high priority in companies	7.61 survey [0-10]	3
Female labor force	Percentage of total labor force	47.03 %	26
Health infrastructure	meets the needs of society	7.67 survey [0-10]	9

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	82.04 index	53
▶ Attracting and retaining talent	is a priority in companies	8.25 survey [0-10]	5
Worker motivation	in companies is high	6.47 survey [0-10]	21
Brain drain	does not hinder competitiveness in your economy	5.64 survey [0-10]	21
▶ Quality of life	is high	9.53 survey [0-10]	2
Foreign highly skilled personnel	are attracted to your country's business environment	5.45 survey [0-10]	33
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	275,520 US\$	6
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.59 %	50
Justice	is fairly administered	7.19 survey [0-10]	20
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	11.03 micrograms	22
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	1.29 %	43
▷ Skilled labor	is readily available	3.70 survey [0-10]	61
Finance skills	are readily available	6.27 survey [0-10]	27
International experience	of senior managers is generally significant	5.90 survey [0-10]	25
▷ Competent senior managers	are readily available	4.56 survey [0-10]	52
Primary and secondary education	meets the needs of a competitive economy	6.97 survey [0-10]	20
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	30.60 %	7
University education	meets the needs of a competitive economy	7.55 survey [0-10]	13
Management education	meets the needs of the business community	7.31 survey [0-10]	14
Language skills	are meeting the needs of enterprises	7.07 survey [0-10]	25
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	9.17 number	6
Educational assessment - PISA	PISA survey of 15-year olds	486 Average	21

# Bahrain

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)

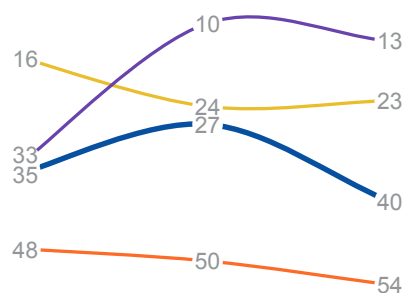
Rank 2024 2020 2021 2022 2023 2024

**40 Overall**

**54 Investment & Development**

**23 Appeal**

**13 Readiness**



► Overall top strengths  
▷ Overall top weaknesses

## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	2.0 %	63
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,998 US\$	46
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.62 ratio	28
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.56 ratio	27
Apprenticeships	are sufficiently implemented	5.94 survey [0-10]	17
Employee training	is a high priority in companies	6.69 survey [0-10]	18
▷ Female labor force	Percentage of total labor force	24.01 %	64
Health infrastructure	meets the needs of society	7.11 survey [0-10]	19

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	69.55 index	30
Attracting and retaining talent	is a priority in companies	7.19 survey [0-10]	26
Worker motivation	in companies is high	6.50 survey [0-10]	19
Brain drain	does not hinder competitiveness in your economy	6.06 survey [0-10]	17
Quality of life	is high	8.16 survey [0-10]	17
Foreign highly skilled personnel	are attracted to your country's business environment	7.47 survey [0-10]	10
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	- US\$	-
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	7.69 survey [0-10]	15
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	56.74 micrograms	65
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

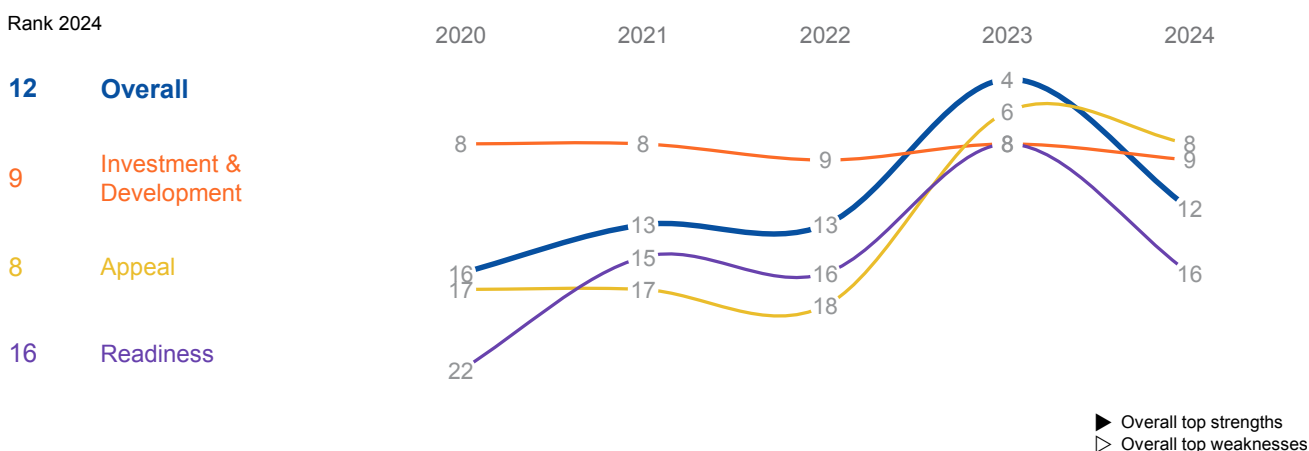
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	4.25 %	4
▶ Skilled labor	is readily available	6.94 survey [0-10]	4
▶ Finance skills	are readily available	7.47 survey [0-10]	6
International experience	of senior managers is generally significant	7.09 survey [0-10]	10
Competent senior managers	are readily available	7.06 survey [0-10]	6
Primary and secondary education	meets the needs of a competitive economy	7.62 survey [0-10]	10
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	16.36 %	56
University education	meets the needs of a competitive economy	7.40 survey [0-10]	16
Management education	meets the needs of the business community	7.59 survey [0-10]	10
▶ Language skills	are meeting the needs of enterprises	8.57 survey [0-10]	6
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.76 number	26
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# Belgium

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	6.3 %	6
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,504 US\$	11
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.14 ratio	18
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.77 ratio	6
Apprenticeships	are sufficiently implemented	5.42 survey [0-10]	28
▶ Employee training	is a high priority in companies	7.15 survey [0-10]	9
▷ Female labor force	Percentage of total labor force	41.11 %	53
▶ Health infrastructure	meets the needs of society	7.73 survey [0-10]	8

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	78.09 index	47
Attracting and retaining talent	is a priority in companies	7.69 survey [0-10]	13
Worker motivation	in companies is high	6.77 survey [0-10]	14
Brain drain	does not hinder competitiveness in your economy	6.27 survey [0-10]	16
Quality of life	is high	8.38 survey [0-10]	13
Foreign highly skilled personnel	are attracted to your country's business environment	6.04 survey [0-10]	23
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	254,449 US\$	11
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.77 %	58
Justice	is fairly administered	6.69 survey [0-10]	24
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	11.25 micrograms	23
▶ Statutory minimum wage	Statutory gross monthly minimum wage	2,113.92 US\$	8

## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	1.36 %	42
Skilled labor	is readily available	5.96 survey [0-10]	25
Finance skills	are readily available	6.98 survey [0-10]	15
International experience	of senior managers is generally significant	6.88 survey [0-10]	14
Competent senior managers	are readily available	6.58 survey [0-10]	14
Primary and secondary education	meets the needs of a competitive economy	7.35 survey [0-10]	13
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.60 %	52
University education	meets the needs of a competitive economy	7.76 survey [0-10]	11
Management education	meets the needs of the business community	7.54 survey [0-10]	13
Language skills	are meeting the needs of enterprises	8.08 survey [0-10]	13
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.59 number	19
Educational assessment - PISA	PISA survey of 15-year olds	486 Average	20



# Botswana

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)

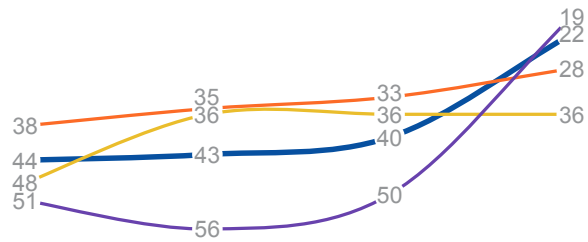
Rank 2024 2020 2021 2022 2023 2024

**22 Overall**

**28 Investment & Development**

**36 Appeal**

**19 Readiness**



► Overall top strengths  
▷ Overall top weaknesses

### INVESTMENT & DEVELOPMENT

		Value	2024 Rank
► Total public expenditure on education	Percentage of GDP	8.6 %	1
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,928 US\$	47
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	25.52 ratio	61
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.48 ratio	24
Apprenticeships	are sufficiently implemented	4.81 survey [0-10]	44
Employee training	is a high priority in companies	5.44 survey [0-10]	47
► Female labor force	Percentage of total labor force	49.96 %	4
Health infrastructure	meets the needs of society	5.59 survey [0-10]	37

### APPEAL

		Value	2024 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	44.18 index	1
▷ Attracting and retaining talent	is a priority in companies	5.53 survey [0-10]	64
▷ Worker motivation	in companies is high	4.31 survey [0-10]	64
► Brain drain	does not hinder competitiveness in your economy	6.53 survey [0-10]	13
▷ Quality of life	is high	4.61 survey [0-10]	55
Foreign highly skilled personnel	are attracted to your country's business environment	6.25 survey [0-10]	17
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	- US\$	-
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.89 %	36
Justice	is fairly administered	5.29 survey [0-10]	40
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	19.36 micrograms	48
Statutory minimum wage	Statutory gross monthly minimum wage	123.43 US\$	47

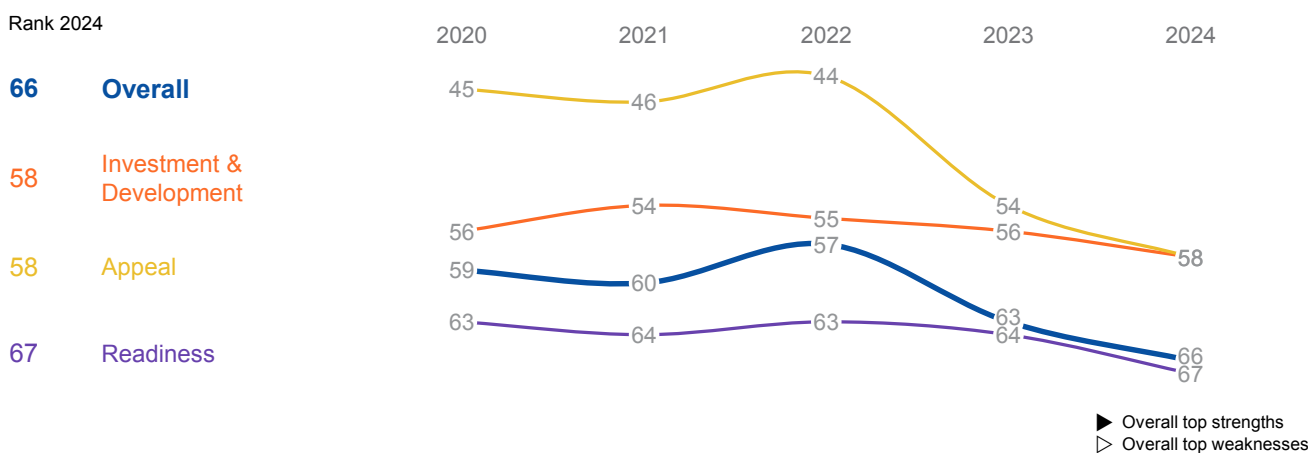
### READINESS

		Value	2024 Rank
► Labor force growth	Percentage change	10.54 %	1
Skilled labor	is readily available	6.25 survey [0-10]	18
Finance skills	are readily available	6.00 survey [0-10]	35
International experience	of senior managers is generally significant	5.69 survey [0-10]	31
Competent senior managers	are readily available	6.13 survey [0-10]	25
Primary and secondary education	meets the needs of a competitive economy	5.90 survey [0-10]	36
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.74 %	44
University education	meets the needs of a competitive economy	6.95 survey [0-10]	24
Management education	meets the needs of the business community	6.35 survey [0-10]	36
Language skills	are meeting the needs of enterprises	6.60 survey [0-10]	33
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.50 number	52
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# Brazil

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	6.0 %	7
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,837 US\$	52
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	23.39 ratio	57
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	24.10 ratio	62
Apprenticeships	are sufficiently implemented	4.70 survey [0-10]	48
Employee training	is a high priority in companies	5.23 survey [0-10]	53
▶ Female labor force	Percentage of total labor force	43.63 %	47
Health infrastructure	meets the needs of society	3.73 survey [0-10]	54

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	61.65 index	13
Attracting and retaining talent	is a priority in companies	6.21 survey [0-10]	51
Worker motivation	in companies is high	4.89 survey [0-10]	53
Brain drain	does not hinder competitiveness in your economy	3.57 survey [0-10]	50
Quality of life	is high	4.10 survey [0-10]	62
Foreign highly skilled personnel	are attracted to your country's business environment	2.93 survey [0-10]	65
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	93,850 US\$	49
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.07 %	22
Justice	is fairly administered	2.45 survey [0-10]	64
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	12.14 micrograms	24
Statutory minimum wage	Statutory gross monthly minimum wage	234.70 US\$	42

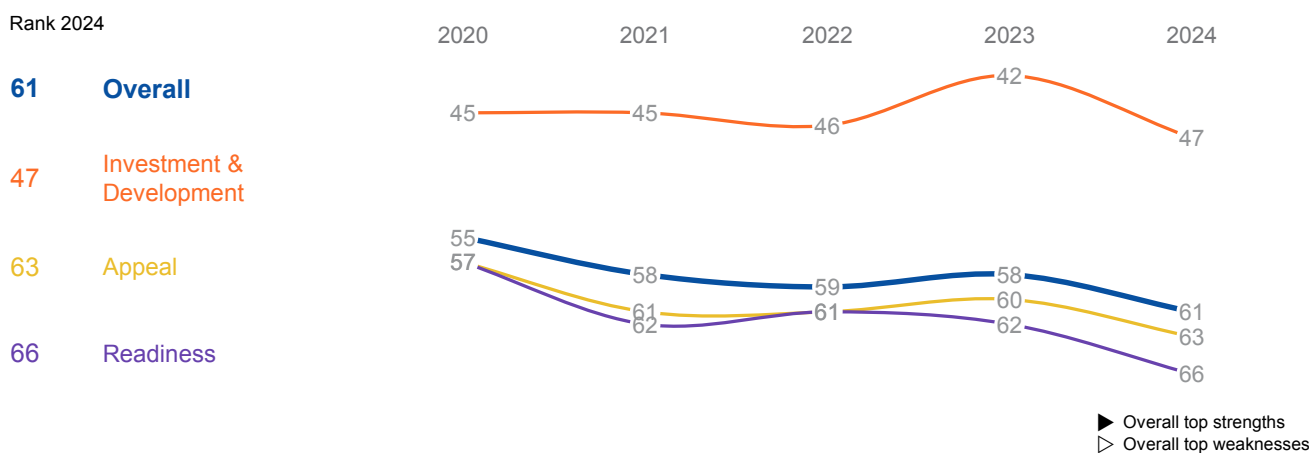
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	0.97 %	50
Skilled labor	is readily available	3.37 survey [0-10]	65
▷ Finance skills	are readily available	4.02 survey [0-10]	66
International experience	of senior managers is generally significant	4.45 survey [0-10]	62
Competent senior managers	are readily available	3.90 survey [0-10]	61
▷ Primary and secondary education	meets the needs of a competitive economy	2.49 survey [0-10]	66
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.50 %	54
▷ University education	meets the needs of a competitive economy	3.59 survey [0-10]	66
▷ Management education	meets the needs of the business community	3.92 survey [0-10]	67
▷ Language skills	are meeting the needs of enterprises	3.15 survey [0-10]	67
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.12 number	59
Educational assessment - PISA	PISA survey of 15-year olds	397 Average	52

# Bulgaria

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.9 %	44
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,136 US\$	45
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.43 ratio	9
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.40 ratio	23
▷ Apprenticeships	are sufficiently implemented	3.14 survey [0-10]	66
▷ Employee training	is a high priority in companies	4.06 survey [0-10]	67
▶ Female labor force	Percentage of total labor force	46.97 %	27
Health infrastructure	meets the needs of society	3.59 survey [0-10]	58

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	58.15 index	9
Attracting and retaining talent	is a priority in companies	5.29 survey [0-10]	65
▷ Worker motivation	in companies is high	3.85 survey [0-10]	67
Brain drain	does not hinder competitiveness in your economy	2.71 survey [0-10]	61
Quality of life	is high	3.47 survey [0-10]	65
Foreign highly skilled personnel	are attracted to your country's business environment	3.23 survey [0-10]	60
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	48,022 US\$	56
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.16 %	25
Justice	is fairly administered	2.92 survey [0-10]	60
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	17.49 micrograms	43
Statutory minimum wage	Statutory gross monthly minimum wage	431.19 US\$	32

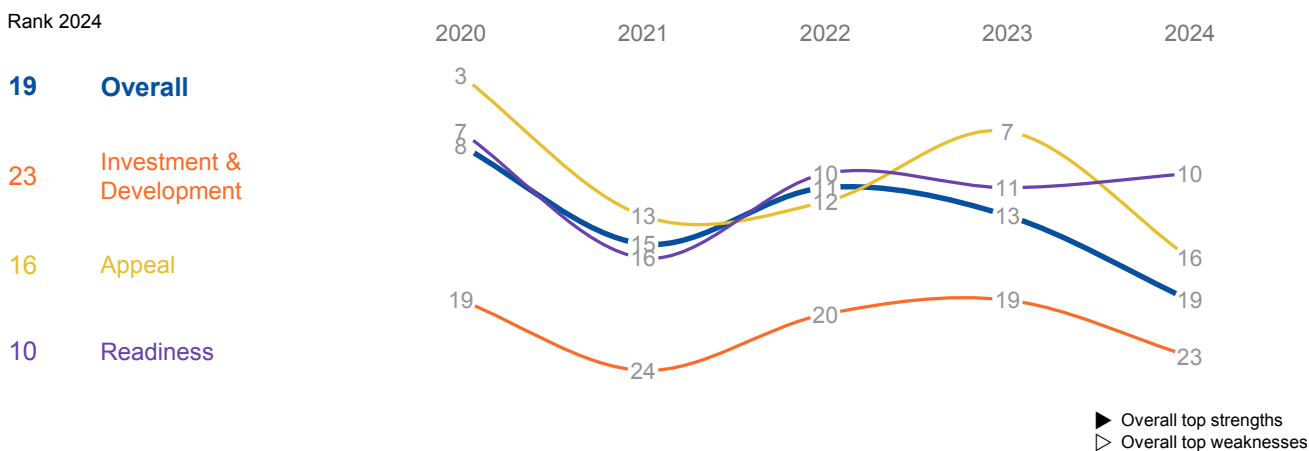
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	-0.13 %	58
Skilled labor	is readily available	3.20 survey [0-10]	66
▷ Finance skills	are readily available	3.97 survey [0-10]	67
International experience	of senior managers is generally significant	4.92 survey [0-10]	55
Competent senior managers	are readily available	3.88 survey [0-10]	62
Primary and secondary education	meets the needs of a competitive economy	3.72 survey [0-10]	61
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.51 %	46
University education	meets the needs of a competitive economy	3.75 survey [0-10]	64
▷ Management education	meets the needs of the business community	4.13 survey [0-10]	66
Language skills	are meeting the needs of enterprises	5.69 survey [0-10]	48
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.62 number	35
Educational assessment - PISA	PISA survey of 15-year olds	414 Average	44

# Canada

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	37
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,420 US\$	12
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.95 ratio	41
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.25 ratio	46
Apprenticeships	are sufficiently implemented	5.66 survey [0-10]	23
Employee training	is a high priority in companies	6.25 survey [0-10]	29
Female labor force	Percentage of total labor force	47.47 %	17
Health infrastructure	meets the needs of society	5.80 survey [0-10]	36

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	70.45 index	33
▷ Attracting and retaining talent	is a priority in companies	6.60 survey [0-10]	41
▷ Worker motivation	in companies is high	5.80 survey [0-10]	32
Brain drain	does not hinder competitiveness in your economy	5.69 survey [0-10]	20
Quality of life	is high	7.15 survey [0-10]	31
Foreign highly skilled personnel	are attracted to your country's business environment	6.53 survey [0-10]	16
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	201,383 US\$	20
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.14 %	59
Justice	is fairly administered	6.71 survey [0-10]	23
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	6.56 micrograms	7
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,897.73 US\$	11

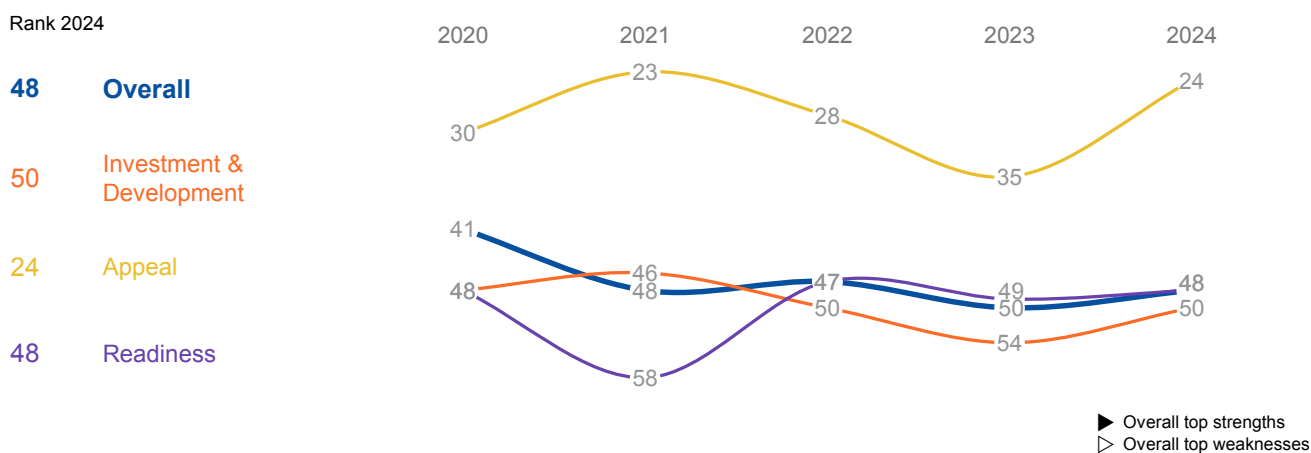
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.57 %	19
Skilled labor	is readily available	6.33 survey [0-10]	17
Finance skills	are readily available	6.31 survey [0-10]	25
▷ International experience	of senior managers is generally significant	5.51 survey [0-10]	38
Competent senior managers	are readily available	6.07 survey [0-10]	26
Primary and secondary education	meets the needs of a competitive economy	6.86 survey [0-10]	22
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	26.19 %	22
University education	meets the needs of a competitive economy	6.73 survey [0-10]	26
Management education	meets the needs of the business community	6.67 survey [0-10]	25
Language skills	are meeting the needs of enterprises	6.88 survey [0-10]	28
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	8.18 number	7
▶ Educational assessment - PISA	PISA survey of 15-year olds	506 Average	8

# Chile

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.5 %	12
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,138 US\$	44
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.36 ratio	54
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	19.85 ratio	57
Apprenticeships	are sufficiently implemented	4.78 survey [0-10]	45
▷ Employee training	is a high priority in companies	5.11 survey [0-10]	56
Female labor force	Percentage of total labor force	43.15 %	48
Health infrastructure	meets the needs of society	4.25 survey [0-10]	51

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	70.81 index	34
Attracting and retaining talent	is a priority in companies	6.62 survey [0-10]	39
Worker motivation	in companies is high	5.31 survey [0-10]	44
Brain drain	does not hinder competitiveness in your economy	5.51 survey [0-10]	24
Quality of life	is high	6.13 survey [0-10]	43
▶ Foreign highly skilled personnel	are attracted to your country's business environment	6.98 survey [0-10]	14
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	180,102 US\$	25
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.52 %	17
Justice	is fairly administered	4.78 survey [0-10]	47
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	24.19 micrograms	53
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

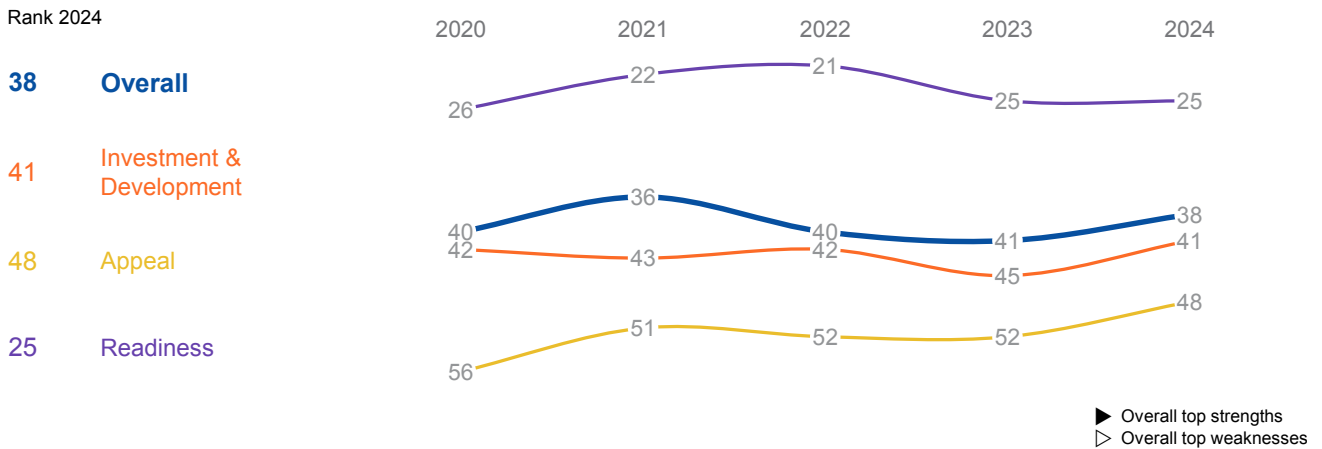
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	3.27 %	13
Skilled labor	is readily available	4.43 survey [0-10]	51
Finance skills	are readily available	5.59 survey [0-10]	44
International experience	of senior managers is generally significant	5.52 survey [0-10]	37
Competent senior managers	are readily available	5.60 survey [0-10]	36
▷ Primary and secondary education	meets the needs of a competitive economy	3.43 survey [0-10]	64
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.38 %	41
University education	meets the needs of a competitive economy	6.22 survey [0-10]	35
▶ Management education	meets the needs of the business community	7.24 survey [0-10]	16
▷ Language skills	are meeting the needs of enterprises	3.81 survey [0-10]	61
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.89 number	50
Educational assessment - PISA	PISA survey of 15-year olds	435 Average	40

# China

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	3.3 %	54
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,908 US\$	50
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.12 ratio	43
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.29 ratio	47
Apprenticeships	are sufficiently implemented	5.71 survey [0-10]	22
Employee training	is a high priority in companies	7.02 survey [0-10]	12
Female labor force	Percentage of total labor force	46.06 %	34
Health infrastructure	meets the needs of society	6.58 survey [0-10]	25

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	88.73 index	58
▷ Attracting and retaining talent	is a priority in companies	7.24 survey [0-10]	24
▶ Worker motivation	in companies is high	7.11 survey [0-10]	9
Brain drain	does not hinder competitiveness in your economy	5.00 survey [0-10]	32
Quality of life	is high	6.94 survey [0-10]	37
Foreign highly skilled personnel	are attracted to your country's business environment	5.42 survey [0-10]	34
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	152,385 US\$	35
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.24 %	7
Justice	is fairly administered	6.58 survey [0-10]	26
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	34.84 micrograms	59
Statutory minimum wage	Statutory gross monthly minimum wage	286.47 US\$	35

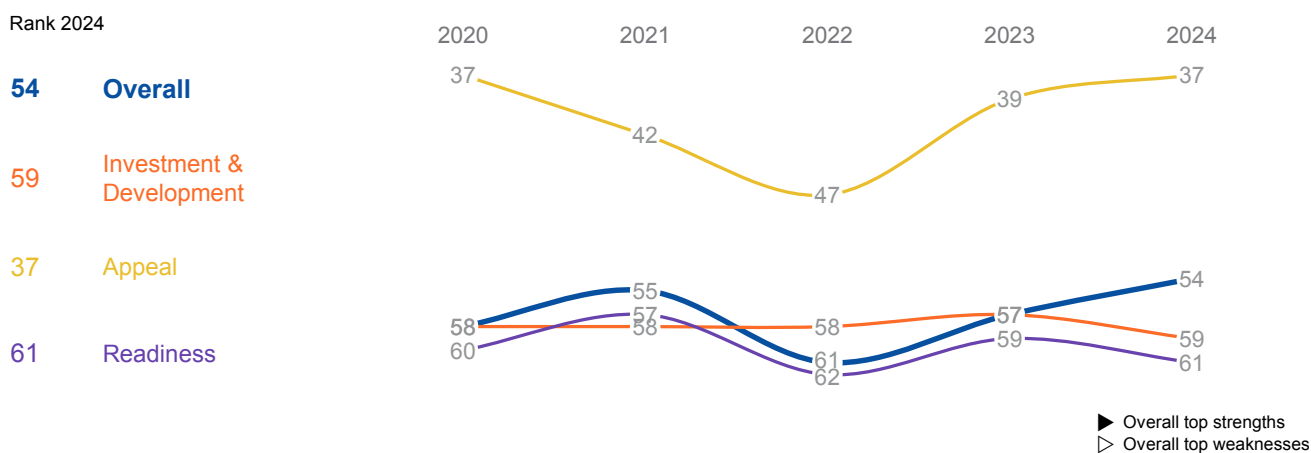
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	-1.72 %	63
▶ Skilled labor	is readily available	6.80 survey [0-10]	5
Finance skills	are readily available	7.21 survey [0-10]	10
International experience	of senior managers is generally significant	5.94 survey [0-10]	23
Competent senior managers	are readily available	6.42 survey [0-10]	19
▶ Primary and secondary education	meets the needs of a competitive economy	7.96 survey [0-10]	7
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	7.51 survey [0-10]	14
Management education	meets the needs of the business community	7.10 survey [0-10]	18
Language skills	are meeting the needs of enterprises	6.56 survey [0-10]	34
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.15 number	58
▶ Educational assessment - PISA	PISA survey of 15-year olds	579 Average	1

# Colombia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.2 %	18
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,064 US\$	59
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	24.19 ratio	59
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	26.51 ratio	65
▶ Apprenticeships	are sufficiently implemented	6.18 survey [0-10]	12
▶ Employee training	is a high priority in companies	6.40 survey [0-10]	25
Female labor force	Percentage of total labor force	42.35 %	51
Health infrastructure	meets the needs of society	4.83 survey [0-10]	43

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	44.87 index	2
Attracting and retaining talent	is a priority in companies	6.11 survey [0-10]	53
Worker motivation	in companies is high	5.31 survey [0-10]	45
Brain drain	does not hinder competitiveness in your economy	3.84 survey [0-10]	45
Quality of life	is high	4.66 survey [0-10]	53
Foreign highly skilled personnel	are attracted to your country's business environment	4.93 survey [0-10]	45
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	128,823 US\$	39
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.29 %	8
Justice	is fairly administered	3.04 survey [0-10]	58
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.23 micrograms	31
Statutory minimum wage	Statutory gross monthly minimum wage	234.95 US\$	41

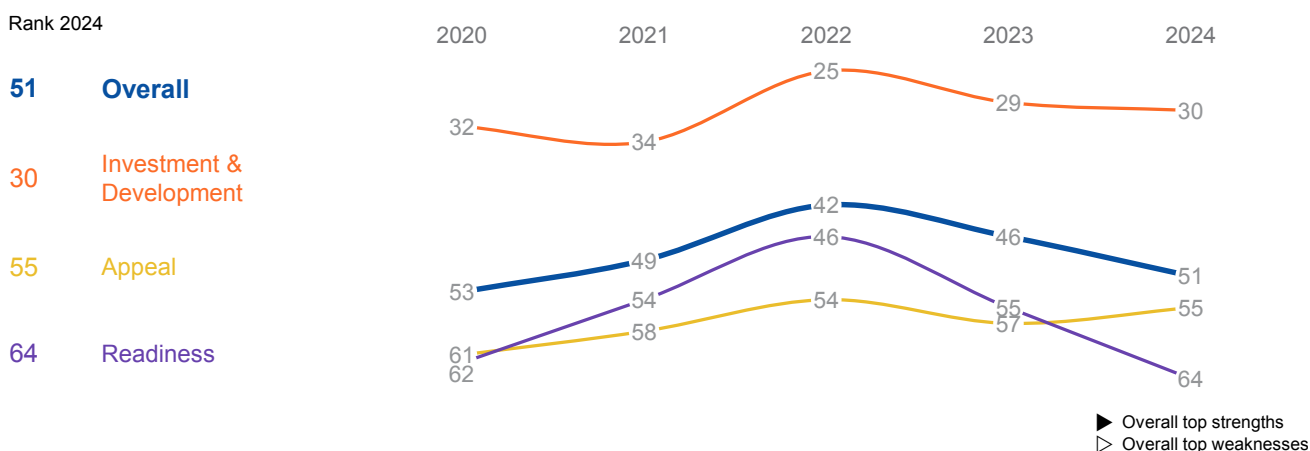
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.47 %	38
Skilled labor	is readily available	5.34 survey [0-10]	39
Finance skills	are readily available	5.52 survey [0-10]	49
International experience	of senior managers is generally significant	5.24 survey [0-10]	47
Competent senior managers	are readily available	4.27 survey [0-10]	56
Primary and secondary education	meets the needs of a competitive economy	4.73 survey [0-10]	53
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.91 %	31
University education	meets the needs of a competitive economy	5.50 survey [0-10]	53
Management education	meets the needs of the business community	5.71 survey [0-10]	49
▷ Language skills	are meeting the needs of enterprises	3.78 survey [0-10]	62
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.11 number	60
Educational assessment - PISA	PISA survey of 15-year olds	401 Average	51

# Croatia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	31
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,762 US\$	41
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.15 ratio	5
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.16 ratio	2
Apprenticeships	are sufficiently implemented	4.00 survey [0-10]	59
Employee training	is a high priority in companies	5.01 survey [0-10]	59
▶ Female labor force	Percentage of total labor force	47.17 %	21
Health infrastructure	meets the needs of society	4.70 survey [0-10]	46

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	63.14 index	16
Attracting and retaining talent	is a priority in companies	6.63 survey [0-10]	38
Worker motivation	in companies is high	5.04 survey [0-10]	50
Brain drain	does not hinder competitiveness in your economy	2.54 survey [0-10]	62
Quality of life	is high	6.82 survey [0-10]	39
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.04 survey [0-10]	64
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	98,263 US\$	47
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.22 %	26
Justice	is fairly administered	3.25 survey [0-10]	56
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	16.04 micrograms	40
Statutory minimum wage	Statutory gross monthly minimum wage	100.46 US\$	48

## READINESS

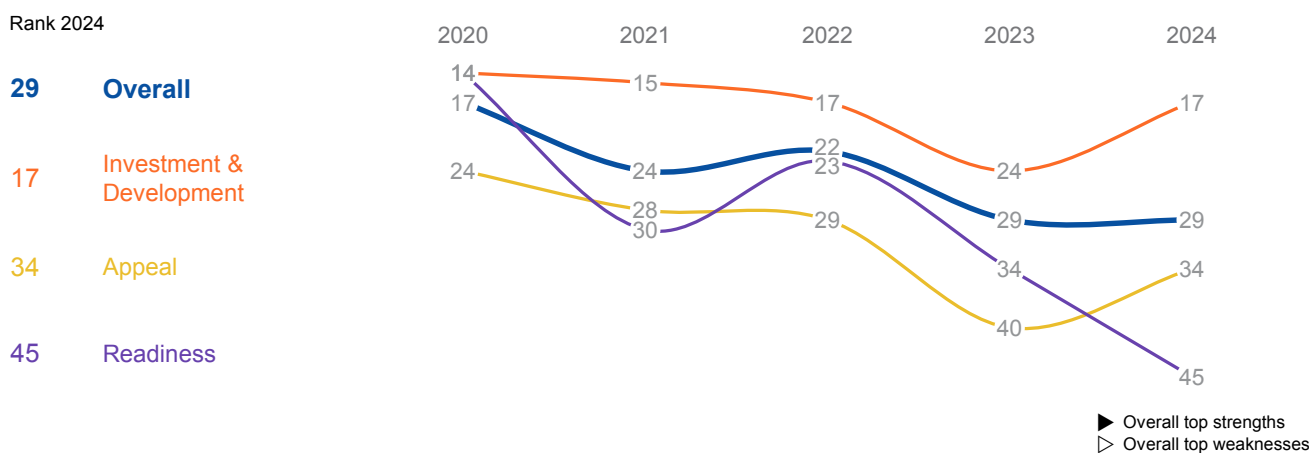
		Value	2024 Rank
▷ Labor force growth	Percentage change	-6.98 %	66
Skilled labor	is readily available	3.61 survey [0-10]	62
▷ Finance skills	are readily available	4.39 survey [0-10]	65
▷ International experience	of senior managers is generally significant	4.06 survey [0-10]	63
▷ Competent senior managers	are readily available	3.79 survey [0-10]	64
Primary and secondary education	meets the needs of a competitive economy	5.45 survey [0-10]	45
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.49 %	14
University education	meets the needs of a competitive economy	5.39 survey [0-10]	55
Management education	meets the needs of the business community	5.12 survey [0-10]	57
Language skills	are meeting the needs of enterprises	7.24 survey [0-10]	22
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.11 number	49
Educational assessment - PISA	PISA survey of 15-year olds	474 Average	34



# Cyprus

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.1 %	22
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,104 US\$	29
► Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	11.90 ratio	13
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.75 ratio	5
▷ Apprenticeships	are sufficiently implemented	4.36 survey [0-10]	55
Employee training	is a high priority in companies	5.31 survey [0-10]	51
► Female labor force	Percentage of total labor force	48.53 %	11
Health infrastructure	meets the needs of society	5.93 survey [0-10]	33

## APPEAL

		Value	2024 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	58.47 index	11
▷ Attracting and retaining talent	is a priority in companies	5.84 survey [0-10]	59
▷ Worker motivation	in companies is high	4.82 survey [0-10]	56
Brain drain	does not hinder competitiveness in your economy	4.80 survey [0-10]	34
Quality of life	is high	7.31 survey [0-10]	27
Foreign highly skilled personnel	are attracted to your country's business environment	6.00 survey [0-10]	24
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	85,236 US\$	52
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.50 %	27
Justice	is fairly administered	5.18 survey [0-10]	43
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	13.69 micrograms	27
Statutory minimum wage	Statutory gross monthly minimum wage	1,016.39 US\$	19

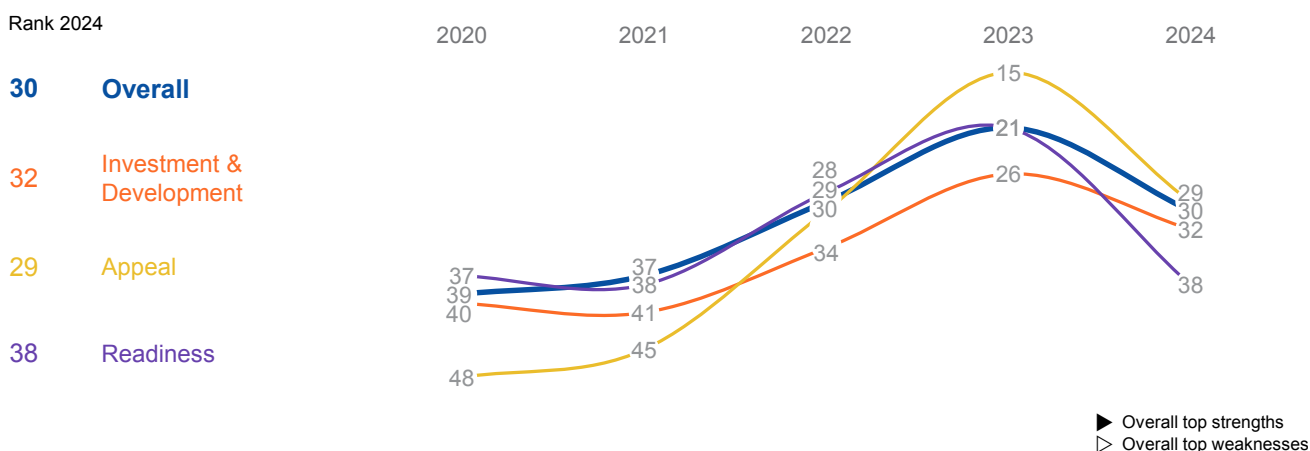
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.06 %	25
▷ Skilled labor	is readily available	4.33 survey [0-10]	55
Finance skills	are readily available	5.83 survey [0-10]	38
International experience	of senior managers is generally significant	5.67 survey [0-10]	33
Competent senior managers	are readily available	5.08 survey [0-10]	44
Primary and secondary education	meets the needs of a competitive economy	5.44 survey [0-10]	46
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	11.17 %	61
University education	meets the needs of a competitive economy	6.56 survey [0-10]	29
Management education	meets the needs of the business community	5.87 survey [0-10]	45
Language skills	are meeting the needs of enterprises	7.67 survey [0-10]	17
► Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	12.97 number	3
Educational assessment - PISA	PISA survey of 15-year olds	403 Average	49

# Czech Republic

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.9 %	27
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,644 US\$	31
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	17.46 ratio	49
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.39 ratio	22
▷ Apprenticeships	are sufficiently implemented	4.66 survey [0-10]	49
Employee training	is a high priority in companies	6.30 survey [0-10]	26
Female labor force	Percentage of total labor force	44.17 %	44
▶ Health infrastructure	meets the needs of society	7.25 survey [0-10]	16

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	78.99 index	51
Attracting and retaining talent	is a priority in companies	7.11 survey [0-10]	27
Worker motivation	in companies is high	6.15 survey [0-10]	25
Brain drain	does not hinder competitiveness in your economy	5.64 survey [0-10]	21
Quality of life	is high	7.50 survey [0-10]	25
Foreign highly skilled personnel	are attracted to your country's business environment	5.16 survey [0-10]	40
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	106,454 US\$	44
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.12 %	24
Justice	is fairly administered	6.85 survey [0-10]	22
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.29 micrograms	32
Statutory minimum wage	Statutory gross monthly minimum wage	779.35 US\$	25

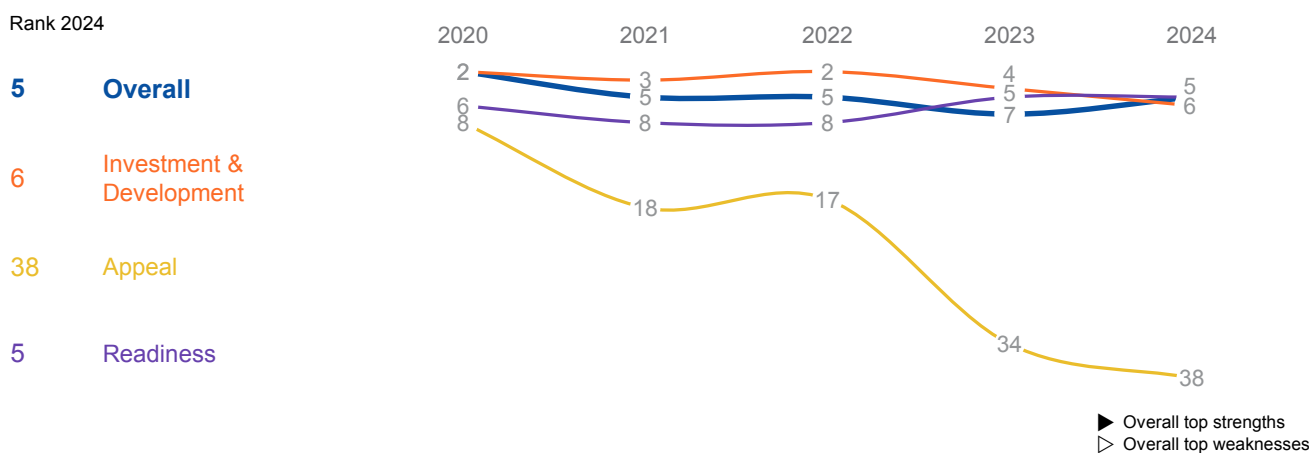
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	-1.74 %	64
Skilled labor	is readily available	5.16 survey [0-10]	43
Finance skills	are readily available	5.64 survey [0-10]	43
▶ International experience	of senior managers is generally significant	6.17 survey [0-10]	17
Competent senior managers	are readily available	5.75 survey [0-10]	31
Primary and secondary education	meets the needs of a competitive economy	5.98 survey [0-10]	34
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.47 %	25
University education	meets the needs of a competitive economy	6.19 survey [0-10]	36
▶ Management education	meets the needs of the business community	6.91 survey [0-10]	20
Language skills	are meeting the needs of enterprises	6.44 survey [0-10]	38
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.87 number	16
▶ Educational assessment - PISA	PISA survey of 15-year olds	491 Average	16

# Denmark

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.3 %	17
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	14,505 US\$	7
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	11.86 ratio	12
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.82 ratio	29
Apprenticeships	are sufficiently implemented	6.93 survey [0-10]	4
▶ Employee training	is a high priority in companies	7.93 survey [0-10]	1
Female labor force	Percentage of total labor force	47.50 %	15
Health infrastructure	meets the needs of society	8.26 survey [0-10]	4

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	91.17 index	59
Attracting and retaining talent	is a priority in companies	8.41 survey [0-10]	3
▶ Worker motivation	in companies is high	7.85 survey [0-10]	1
Brain drain	does not hinder competitiveness in your economy	7.93 survey [0-10]	2
Quality of life	is high	9.36 survey [0-10]	4
Foreign highly skilled personnel	are attracted to your country's business environment	7.30 survey [0-10]	11
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	217,395 US\$	16
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	23.49 %	64
▶ Justice	is fairly administered	9.19 survey [0-10]	1
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.05 micrograms	14
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

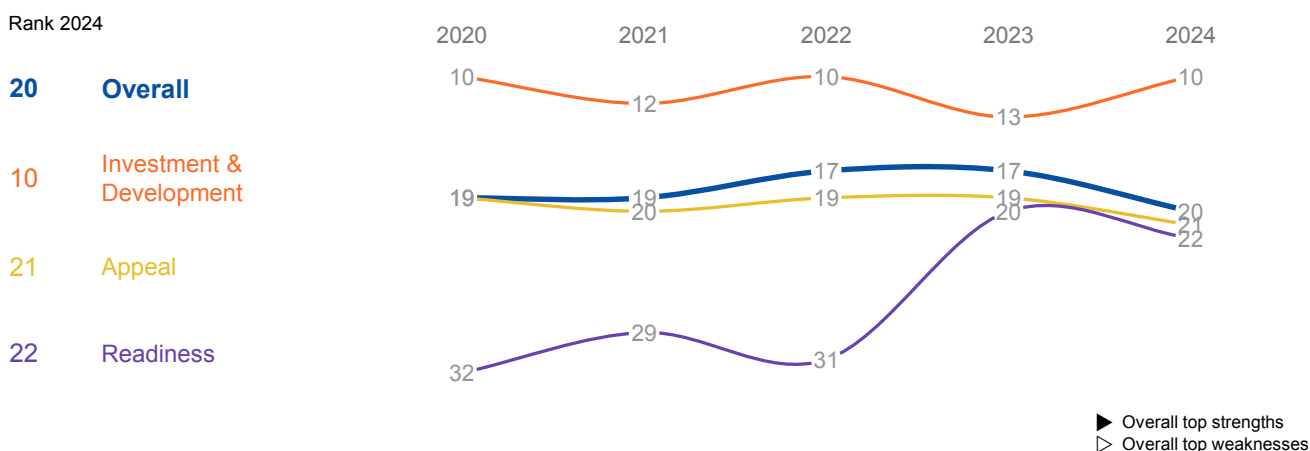
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	1.64 %	33
Skilled labor	is readily available	7.04 survey [0-10]	3
Finance skills	are readily available	7.85 survey [0-10]	4
International experience	of senior managers is generally significant	6.96 survey [0-10]	12
Competent senior managers	are readily available	7.37 survey [0-10]	2
Primary and secondary education	meets the needs of a competitive economy	8.68 survey [0-10]	3
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.99 %	30
University education	meets the needs of a competitive economy	8.74 survey [0-10]	3
▶ Management education	meets the needs of the business community	8.85 survey [0-10]	1
▶ Language skills	are meeting the needs of enterprises	8.98 survey [0-10]	1
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.32 number	14
Educational assessment - PISA	PISA survey of 15-year olds	491 Average	17

# Estonia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.8 %	9
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,502 US\$	23
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.25 ratio	20
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.69 ratio	42
Apprenticeships	are sufficiently implemented	5.39 survey [0-10]	29
Employee training	is a high priority in companies	6.87 survey [0-10]	15
▶ Female labor force	Percentage of total labor force	50.05 %	3
Health infrastructure	meets the needs of society	6.17 survey [0-10]	31

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	69.39 index	29
Attracting and retaining talent	is a priority in companies	7.42 survey [0-10]	19
Worker motivation	in companies is high	6.35 survey [0-10]	23
Brain drain	does not hinder competitiveness in your economy	4.43 survey [0-10]	37
Quality of life	is high	6.87 survey [0-10]	38
Foreign highly skilled personnel	are attracted to your country's business environment	5.65 survey [0-10]	29
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	98,070 US\$	48
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.33 %	38
Justice	is fairly administered	7.56 survey [0-10]	16
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	6.30 micrograms	5
Statutory minimum wage	Statutory gross monthly minimum wage	783.92 US\$	24

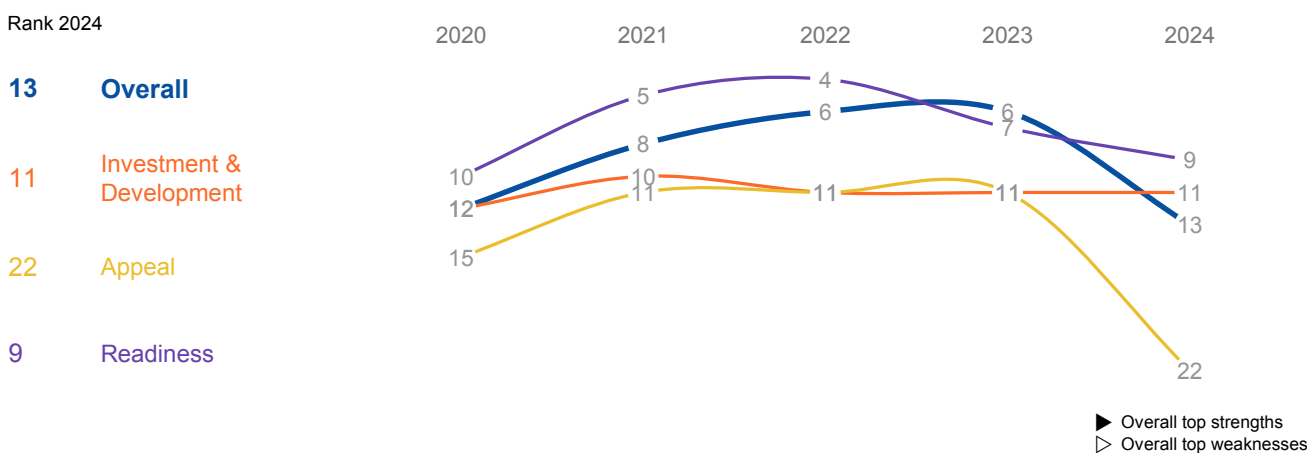
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	3.46 %	11
▷ Skilled labor	is readily available	3.74 survey [0-10]	59
▷ Finance skills	are readily available	5.26 survey [0-10]	57
▷ International experience	of senior managers is generally significant	5.04 survey [0-10]	52
▷ Competent senior managers	are readily available	4.38 survey [0-10]	54
Primary and secondary education	meets the needs of a competitive economy	7.50 survey [0-10]	12
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.12 %	15
University education	meets the needs of a competitive economy	7.01 survey [0-10]	23
Management education	meets the needs of the business community	6.68 survey [0-10]	24
Language skills	are meeting the needs of enterprises	7.54 survey [0-10]	20
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.75 number	27
▶ Educational assessment - PISA	PISA survey of 15-year olds	516 Average	7

# Finland

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.6 %	11
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,940 US\$	19
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.36 ratio	26
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.39 ratio	38
▷ Apprenticeships	are sufficiently implemented	5.15 survey [0-10]	38
Employee training	is a high priority in companies	7.04 survey [0-10]	11
Female labor force	Percentage of total labor force	48.59 %	10
Health infrastructure	meets the needs of society	7.16 survey [0-10]	18

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	78.95 index	50
Attracting and retaining talent	is a priority in companies	7.54 survey [0-10]	16
Worker motivation	in companies is high	7.03 survey [0-10]	12
Brain drain	does not hinder competitiveness in your economy	5.41 survey [0-10]	27
▶ Quality of life	is high	8.69 survey [0-10]	6
▷ Foreign highly skilled personnel	are attracted to your country's business environment	4.38 survey [0-10]	52
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	177,937 US\$	27
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.93 %	61
▶ Justice	is fairly administered	8.76 survey [0-10]	3
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	4.96 micrograms	1
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

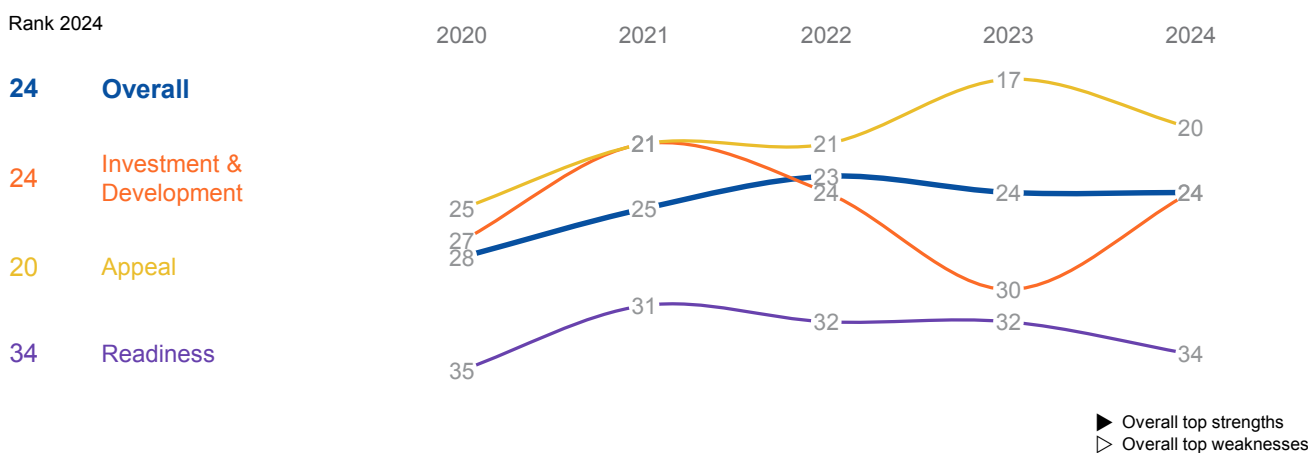
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	0.78 %	52
Skilled labor	is readily available	6.62 survey [0-10]	9
Finance skills	are readily available	7.19 survey [0-10]	11
International experience	of senior managers is generally significant	5.92 survey [0-10]	24
Competent senior managers	are readily available	6.20 survey [0-10]	23
▶ Primary and secondary education	meets the needs of a competitive economy	8.20 survey [0-10]	4
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	29.40 %	10
▶ University education	meets the needs of a competitive economy	8.00 survey [0-10]	8
Management education	meets the needs of the business community	7.70 survey [0-10]	8
Language skills	are meeting the needs of enterprises	7.85 survey [0-10]	15
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.83 number	18
Educational assessment - PISA	PISA survey of 15-year olds	495 Average	12

# France

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.2 %	19
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,221 US\$	24
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.26 ratio	53
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.06 ratio	45
▶ Apprenticeships	are sufficiently implemented	5.96 survey [0-10]	16
Employee training	is a high priority in companies	6.25 survey [0-10]	27
▶ Female labor force	Percentage of total labor force	48.95 %	9
Health infrastructure	meets the needs of society	6.04 survey [0-10]	32

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	78.88 index	49
Attracting and retaining talent	is a priority in companies	6.46 survey [0-10]	48
Worker motivation	in companies is high	5.52 survey [0-10]	39
Brain drain	does not hinder competitiveness in your economy	5.42 survey [0-10]	26
Quality of life	is high	7.10 survey [0-10]	33
Foreign highly skilled personnel	are attracted to your country's business environment	6.13 survey [0-10]	20
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	257,540 US\$	9
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.97 %	51
Justice	is fairly administered	5.77 survey [0-10]	35
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.61 micrograms	17
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,889.19 US\$	12

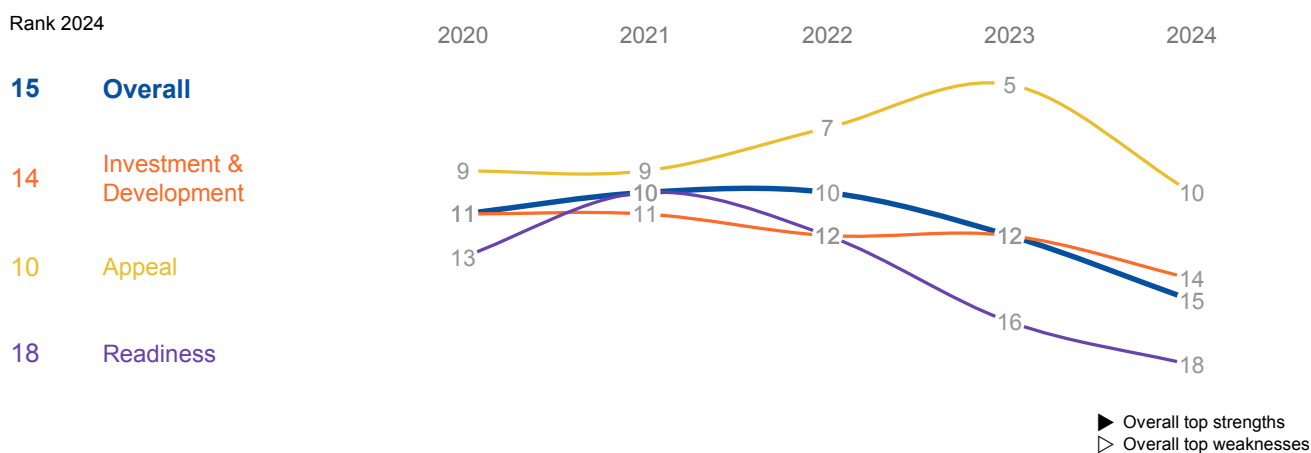
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	0.90 %	51
Skilled labor	is readily available	5.65 survey [0-10]	31
Finance skills	are readily available	5.83 survey [0-10]	39
International experience	of senior managers is generally significant	5.96 survey [0-10]	22
Competent senior managers	are readily available	5.87 survey [0-10]	29
Primary and secondary education	meets the needs of a competitive economy	6.06 survey [0-10]	30
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.55 %	24
University education	meets the needs of a competitive economy	6.35 survey [0-10]	33
Management education	meets the needs of the business community	6.50 survey [0-10]	30
▷ Language skills	are meeting the needs of enterprises	5.17 survey [0-10]	56
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.01 number	24
Educational assessment - PISA	PISA survey of 15-year olds	478 Average	26

# Germany

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.5 %	39
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,779 US\$	15
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.80 ratio	37
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.57 ratio	41
▶ Apprenticeships	are sufficiently implemented	7.14 survey [0-10]	3
▶ Employee training	is a high priority in companies	6.99 survey [0-10]	14
Female labor force	Percentage of total labor force	46.78 %	31
Health infrastructure	meets the needs of society	6.60 survey [0-10]	24

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	78.80 index	48
Attracting and retaining talent	is a priority in companies	7.00 survey [0-10]	29
Worker motivation	in companies is high	5.96 survey [0-10]	28
Brain drain	does not hinder competitiveness in your economy	5.50 survey [0-10]	25
Quality of life	is high	7.82 survey [0-10]	21
Foreign highly skilled personnel	are attracted to your country's business environment	5.33 survey [0-10]	35
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	303,570 US\$	3
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	10.65 %	54
Justice	is fairly administered	7.20 survey [0-10]	19
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	10.40 micrograms	20
▶ Statutory minimum wage	Statutory gross monthly minimum wage	2,159.29 US\$	6

## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	1.28 %	44
▷ Skilled labor	is readily available	4.42 survey [0-10]	52
Finance skills	are readily available	6.05 survey [0-10]	33
International experience	of senior managers is generally significant	6.05 survey [0-10]	20
▷ Competent senior managers	are readily available	5.27 survey [0-10]	40
Primary and secondary education	meets the needs of a competitive economy	6.86 survey [0-10]	23
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	35.14 %	5
University education	meets the needs of a competitive economy	7.45 survey [0-10]	15
Management education	meets the needs of the business community	6.38 survey [0-10]	35
Language skills	are meeting the needs of enterprises	6.81 survey [0-10]	29
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.52 number	23
Educational assessment - PISA	PISA survey of 15-year olds	482 Average	24

# Ghana

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)

Rank 2024                                      2020                                      2021                                      2022                                      2023                                      2024

**64    Overall**

**63    Investment & Development**

**64    Appeal**

**55    Readiness**

● 55

● 63

● 64

▶ Overall top strengths

▷ Overall top weaknesses

### INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.9 %	47
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	281 US\$	65
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	41.77 ratio	66
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	20.66 ratio	59
Apprenticeships	are sufficiently implemented	5.05 survey [0-10]	40
Employee training	is a high priority in companies	5.30 survey [0-10]	52
▶ Female labor force	Percentage of total labor force	54.37 %	1
Health infrastructure	meets the needs of society	4.42 survey [0-10]	49

### APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	55.45 index	7
▷ Attracting and retaining talent	is a priority in companies	5.68 survey [0-10]	61
▷ Worker motivation	in companies is high	4.37 survey [0-10]	63
Brain drain	does not hinder competitiveness in your economy	3.59 survey [0-10]	49
Quality of life	is high	4.56 survey [0-10]	56
Foreign highly skilled personnel	are attracted to your country's business environment	5.20 survey [0-10]	37
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	- US\$	-
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	- %	-
Justice	is fairly administered	5.27 survey [0-10]	41
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	54.66 micrograms	62
Statutory minimum wage	Statutory gross monthly minimum wage	49.91 US\$	50

### READINESS

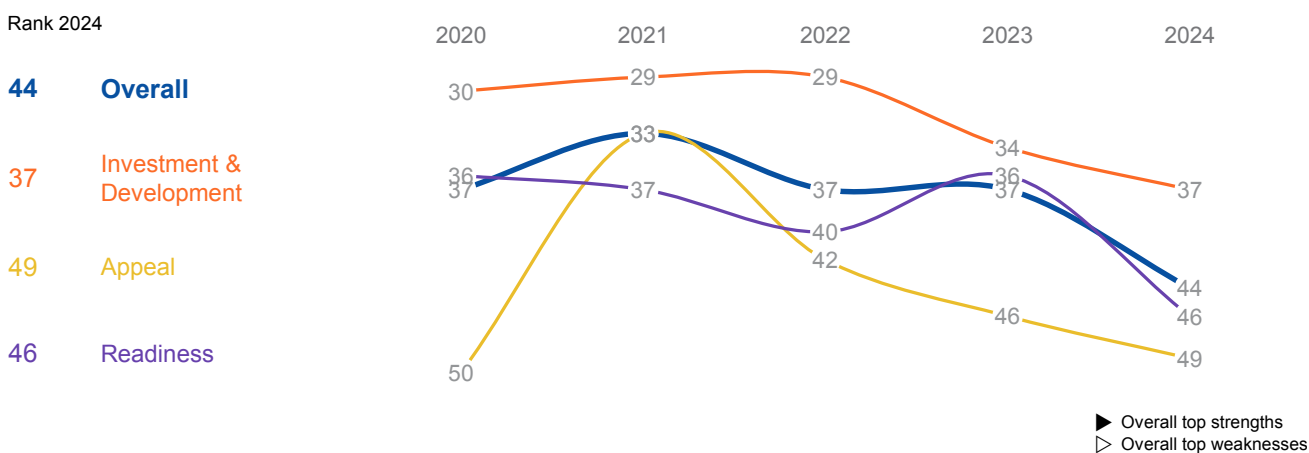
		Value	2024 Rank
Labor force growth	Percentage change	- %	-
▶ Skilled labor	is readily available	6.02 survey [0-10]	24
Finance skills	are readily available	5.98 survey [0-10]	36
International experience	of senior managers is generally significant	5.16 survey [0-10]	49
▶ Competent senior managers	are readily available	5.86 survey [0-10]	30
Primary and secondary education	meets the needs of a competitive economy	5.05 survey [0-10]	50
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	14.28 %	60
University education	meets the needs of a competitive economy	5.33 survey [0-10]	56
Management education	meets the needs of the business community	5.53 survey [0-10]	53
Language skills	are meeting the needs of enterprises	6.28 survey [0-10]	44
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.17 number	57
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-



# Greece

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.8 %	49
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,706 US\$	43
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	8.03 ratio	1
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.42 ratio	4
▷ Apprenticeships	are sufficiently implemented	4.27 survey [0-10]	58
▷ Employee training	is a high priority in companies	4.94 survey [0-10]	64
Female labor force	Percentage of total labor force	44.45 %	43
Health infrastructure	meets the needs of society	4.51 survey [0-10]	48

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	69.61 index	31
Attracting and retaining talent	is a priority in companies	6.54 survey [0-10]	43
Worker motivation	in companies is high	4.96 survey [0-10]	52
▷ Brain drain	does not hinder competitiveness in your economy	3.09 survey [0-10]	56
Quality of life	is high	6.28 survey [0-10]	42
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.48 survey [0-10]	57
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	178,793 US\$	26
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.59 %	34
Justice	is fairly administered	4.15 survey [0-10]	54
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.52 micrograms	35
▶ Statutory minimum wage	Statutory gross monthly minimum wage	983.95 US\$	20

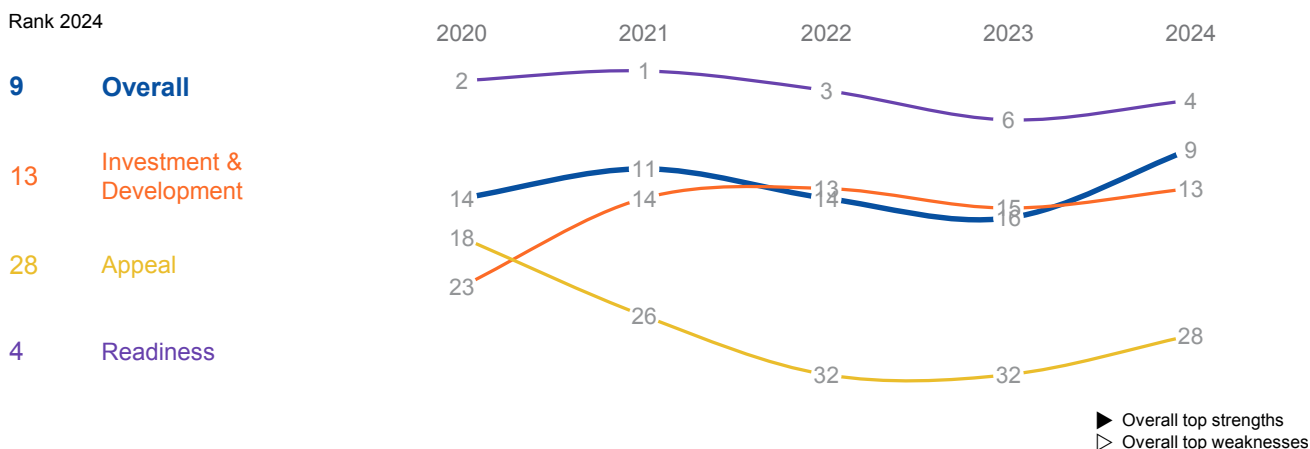
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	-0.28 %	60
Skilled labor	is readily available	4.35 survey [0-10]	54
Finance skills	are readily available	5.65 survey [0-10]	42
International experience	of senior managers is generally significant	5.45 survey [0-10]	39
Competent senior managers	are readily available	5.00 survey [0-10]	45
Primary and secondary education	meets the needs of a competitive economy	5.58 survey [0-10]	44
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.50 %	18
University education	meets the needs of a competitive economy	5.92 survey [0-10]	43
Management education	meets the needs of the business community	5.60 survey [0-10]	51
▶ Language skills	are meeting the needs of enterprises	7.85 survey [0-10]	15
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.22 number	41
Educational assessment - PISA	PISA survey of 15-year olds	436 Average	39

# Hong Kong SAR

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	3.7 %	50
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,652 US\$	16
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.50 ratio	24
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.81 ratio	21
Apprenticeships	are sufficiently implemented	5.91 survey [0-10]	19
Employee training	is a high priority in companies	6.46 survey [0-10]	23
▶ Female labor force	Percentage of total labor force	50.27 %	2
Health infrastructure	meets the needs of society	7.38 survey [0-10]	13

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	114.20 index	64
Attracting and retaining talent	is a priority in companies	7.60 survey [0-10]	14
Worker motivation	in companies is high	6.70 survey [0-10]	16
Brain drain	does not hinder competitiveness in your economy	4.80 survey [0-10]	33
Quality of life	is high	7.20 survey [0-10]	29
Foreign highly skilled personnel	are attracted to your country's business environment	5.89 survey [0-10]	26
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	285,857 US\$	5
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.07 %	23
Justice	is fairly administered	7.77 survey [0-10]	12
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	17.77 micrograms	44
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

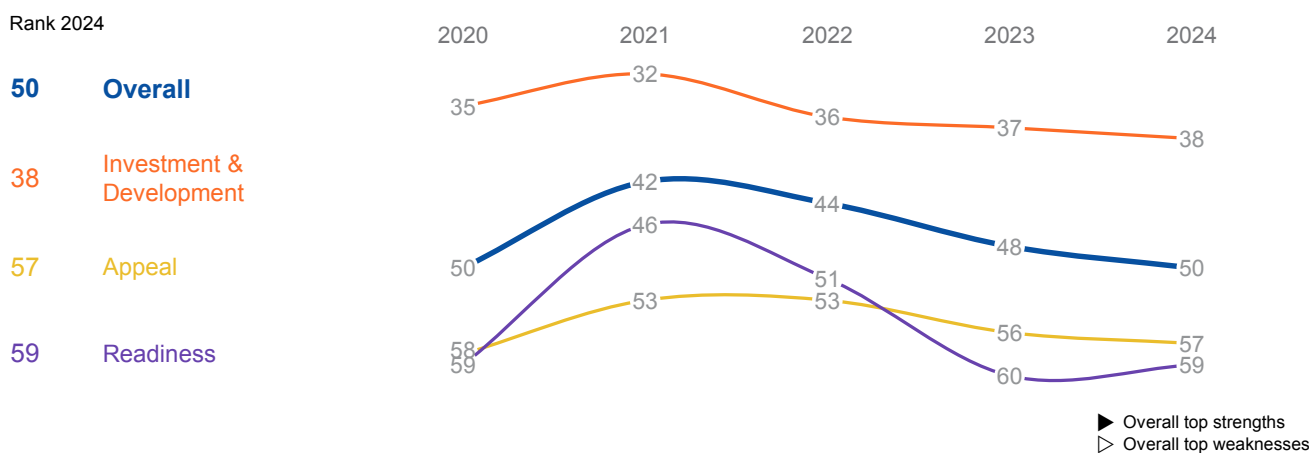
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	1.22 %	46
Skilled labor	is readily available	5.89 survey [0-10]	26
▶ Finance skills	are readily available	7.59 survey [0-10]	5
International experience	of senior managers is generally significant	6.95 survey [0-10]	13
Competent senior managers	are readily available	6.63 survey [0-10]	13
Primary and secondary education	meets the needs of a competitive economy	7.85 survey [0-10]	8
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	42.87 %	1
University education	meets the needs of a competitive economy	8.02 survey [0-10]	7
▶ Management education	meets the needs of the business community	7.96 survey [0-10]	5
Language skills	are meeting the needs of enterprises	7.56 survey [0-10]	19
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	7.34 number	10
Educational assessment - PISA	PISA survey of 15-year olds	520 Average	6

# Hungary

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.1 %	24
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,018 US\$	40
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.26 ratio	7
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.75 ratio	20
Apprenticeships	are sufficiently implemented	3.73 survey [0-10]	63
Employee training	is a high priority in companies	5.13 survey [0-10]	54
Female labor force	Percentage of total labor force	46.96 %	28
▷ Health infrastructure	meets the needs of society	2.42 survey [0-10]	64

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	59.78 index	12
Attracting and retaining talent	is a priority in companies	6.05 survey [0-10]	55
Worker motivation	in companies is high	4.60 survey [0-10]	60
▷ Brain drain	does not hinder competitiveness in your economy	2.22 survey [0-10]	65
Quality of life	is high	4.23 survey [0-10]	61
Foreign highly skilled personnel	are attracted to your country's business environment	3.47 survey [0-10]	58
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	81,100 US\$	54
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	4.22 %	31
Justice	is fairly administered	4.70 survey [0-10]	50
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.22 micrograms	30
Statutory minimum wage	Statutory gross monthly minimum wage	657.06 US\$	28

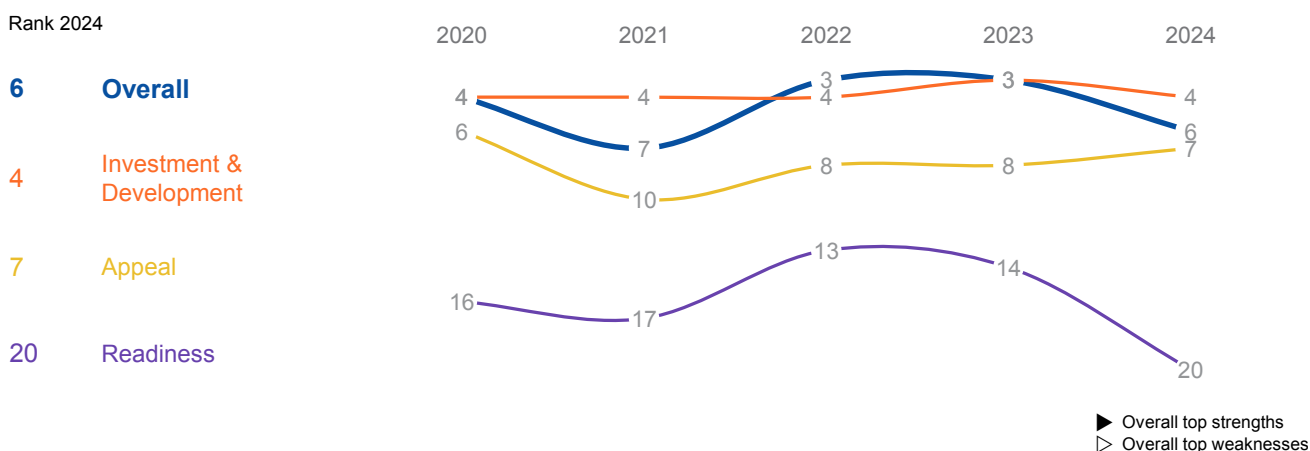
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.13 %	47
▷ Skilled labor	is readily available	3.12 survey [0-10]	67
Finance skills	are readily available	5.03 survey [0-10]	61
International experience	of senior managers is generally significant	4.83 survey [0-10]	58
▷ Competent senior managers	are readily available	2.89 survey [0-10]	67
Primary and secondary education	meets the needs of a competitive economy	3.74 survey [0-10]	59
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.57 %	38
University education	meets the needs of a competitive economy	5.13 survey [0-10]	60
Management education	meets the needs of the business community	4.70 survey [0-10]	61
▷ Language skills	are meeting the needs of enterprises	3.63 survey [0-10]	63
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.91 number	25
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	28

# Iceland

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank	
▶ Total public expenditure on education	Percentage of GDP	6.9 %	4	
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	18,689 US\$	4	
	Pupil-teacher ratio (primary education)	10.20 ratio	6	
	Pupil-teacher ratio (secondary education)	10.00 ratio	14	
▷ Apprenticeships	are sufficiently implemented	4.52 survey [0-10]	51	
	Employee training	is a high priority in companies	6.15 survey [0-10]	33
	Female labor force	Percentage of total labor force	45.37 %	38
	Health infrastructure	meets the needs of society	6.51 survey [0-10]	28

## APPEAL

		Value	2024 Rank	
	Cost-of-living index	Index of a basket of goods & services in the main city	- index -	
	Attracting and retaining talent	is a priority in companies	8.06 survey [0-10]	8
	Worker motivation	in companies is high	7.14 survey [0-10]	8
	Brain drain	does not hinder competitiveness in your economy	6.89 survey [0-10]	6
▶	Quality of life	is high	9.46 survey [0-10]	3
	Foreign highly skilled personnel	are attracted to your country's business environment	5.05 survey [0-10]	43
▷	Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	87,701 US\$	51
▷	Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	13.47 %	62
	Justice	is fairly administered	7.75 survey [0-10]	14
▶	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	5.64 micrograms	2
▶	Statutory minimum wage	Statutory gross monthly minimum wage	2,720.29 US\$	2

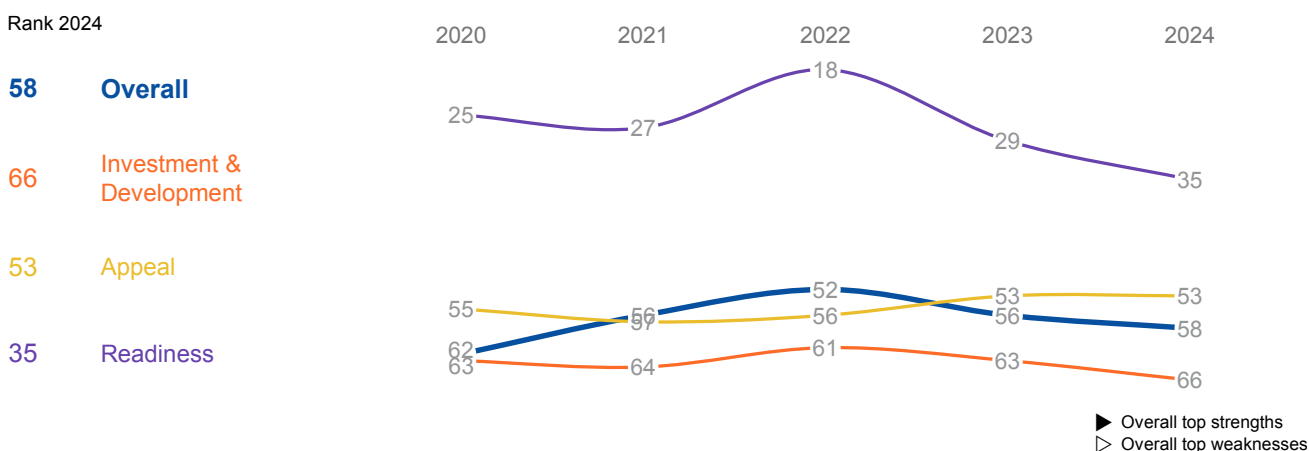
## READINESS

		Value	2024 Rank	
	Labor force growth	Percentage change	4.13 %	5
	Skilled labor	is readily available	6.65 survey [0-10]	7
	Finance skills	are readily available	7.29 survey [0-10]	8
▷	International experience	of senior managers is generally significant	4.95 survey [0-10]	54
	Competent senior managers	are readily available	6.49 survey [0-10]	17
	Primary and secondary education	meets the needs of a competitive economy	7.02 survey [0-10]	18
▷	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.04 %	55
	University education	meets the needs of a competitive economy	7.71 survey [0-10]	12
	Management education	meets the needs of the business community	7.24 survey [0-10]	16
	Language skills	are meeting the needs of enterprises	8.51 survey [0-10]	7
	Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.86 number	17
	Educational assessment - PISA	PISA survey of 15-year olds	447 Average	38

# India

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	2.9 %	60
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	293 US\$	64
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	26.25 ratio	62
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	20.86 ratio	60
Apprenticeships	are sufficiently implemented	5.39 survey [0-10]	29
Employee training	is a high priority in companies	5.88 survey [0-10]	42
▷ Female labor force	Percentage of total labor force	30.00 %	61
Health infrastructure	meets the needs of society	5.40 survey [0-10]	39

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	63.03 index	15
Attracting and retaining talent	is a priority in companies	6.57 survey [0-10]	42
▶ Worker motivation	in companies is high	6.50 survey [0-10]	19
Brain drain	does not hinder competitiveness in your economy	5.64 survey [0-10]	23
Quality of life	is high	5.35 survey [0-10]	48
Foreign highly skilled personnel	are attracted to your country's business environment	5.24 survey [0-10]	36
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	103,745 US\$	45
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.02 %	21
Justice	is fairly administered	6.19 survey [0-10]	31
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	48.30 micrograms	61
Statutory minimum wage	Statutory gross monthly minimum wage	58.88 US\$	49

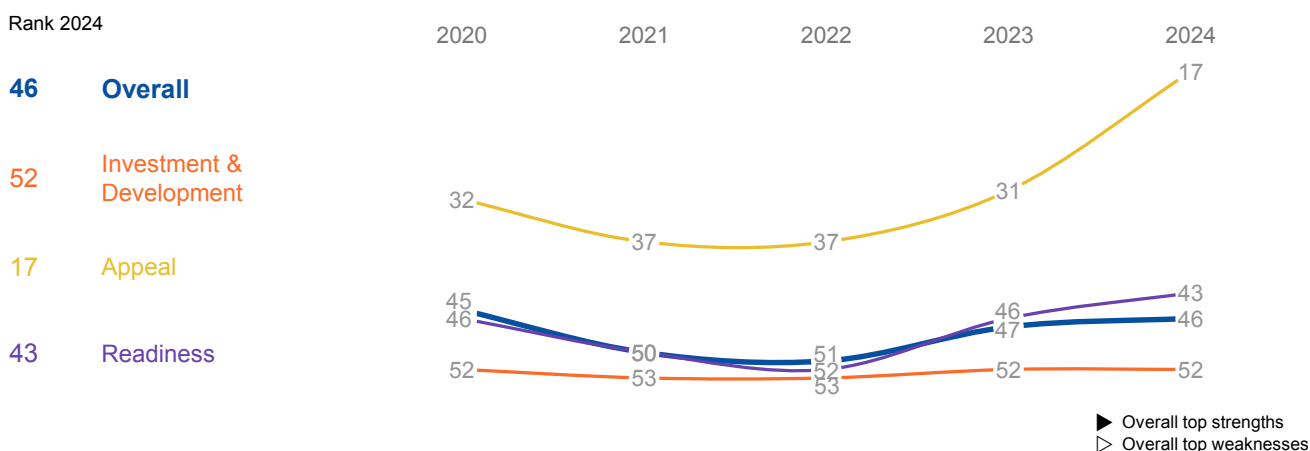
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.82 %	29
▶ Skilled labor	is readily available	6.42 survey [0-10]	15
▶ Finance skills	are readily available	6.79 survey [0-10]	19
International experience	of senior managers is generally significant	5.76 survey [0-10]	27
Competent senior managers	are readily available	6.19 survey [0-10]	24
Primary and secondary education	meets the needs of a competitive economy	6.02 survey [0-10]	32
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	29.33 %	11
University education	meets the needs of a competitive economy	6.23 survey [0-10]	34
Management education	meets the needs of the business community	6.85 survey [0-10]	21
Language skills	are meeting the needs of enterprises	6.96 survey [0-10]	27
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.03 number	61
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# Indonesia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	2.8 %	61
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	523 US\$	62
	Pupil-teacher ratio (primary education)	15.95 ratio	40
	Pupil-teacher ratio (secondary education)	16.84 ratio	55
▶ Apprenticeships	are sufficiently implemented	6.52 survey [0-10]	8
	Employee training	is a high priority in companies	6.75 survey [0-10]
▷ Female labor force	Percentage of total labor force	35.57 %	59
	Health infrastructure	meets the needs of society	7.20 survey [0-10]

## APPEAL

		Value	2024 Rank
	Cost-of-living index	Index of a basket of goods & services in the main city	61.89 index
	Attracting and retaining talent	is a priority in companies	7.36 survey [0-10]
	Worker motivation	in companies is high	7.07 survey [0-10]
▶ Brain drain	does not hinder competitiveness in your economy	6.93 survey [0-10]	5
	Quality of life	is high	7.16 survey [0-10]
▶ Foreign highly skilled personnel	are attracted to your country's business environment	7.50 survey [0-10]	9
	Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	84,341 US\$
	Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.54 %
	Justice	is fairly administered	5.89 survey [0-10]
	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	18.07 micrograms
	Statutory minimum wage	Statutory gross monthly minimum wage	180.46 US\$

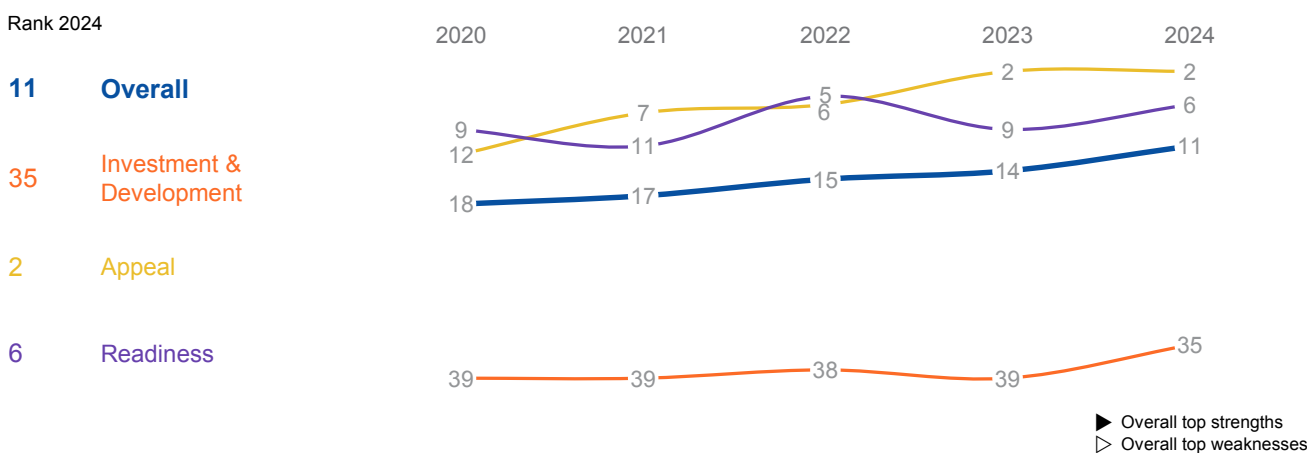
## READINESS

		Value	2024 Rank
	Labor force growth	Percentage change	2.77 %
	Skilled labor	is readily available	6.50 survey [0-10]
	Finance skills	are readily available	7.00 survey [0-10]
▶ International experience	of senior managers is generally significant	7.00 survey [0-10]	11
▶ Competent senior managers	are readily available	7.31 survey [0-10]	3
	Primary and secondary education	meets the needs of a competitive economy	6.59 survey [0-10]
	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.16 %
	University education	meets the needs of a competitive economy	6.84 survey [0-10]
	Management education	meets the needs of the business community	6.52 survey [0-10]
	Language skills	are meeting the needs of enterprises	7.07 survey [0-10]
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.03 number	62
▷ Educational assessment - PISA	PISA survey of 15-year olds	369 Average	56

# Ireland

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	2.7 %	62
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,505 US\$	21
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.28 ratio	32
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.42 ratio	39
Apprenticeships	are sufficiently implemented	5.22 survey [0-10]	36
Employee training	is a high priority in companies	7.43 survey [0-10]	6
Female labor force	Percentage of total labor force	47.10 %	24
▷ Health infrastructure	meets the needs of society	4.26 survey [0-10]	50

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	76.55 index	43
▶ Attracting and retaining talent	is a priority in companies	8.78 survey [0-10]	1
▶ Worker motivation	in companies is high	7.75 survey [0-10]	3
Brain drain	does not hinder competitiveness in your economy	6.38 survey [0-10]	14
Quality of life	is high	8.39 survey [0-10]	12
Foreign highly skilled personnel	are attracted to your country's business environment	7.75 survey [0-10]	6
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	210,279 US\$	17
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.55 %	40
▶ Justice	is fairly administered	8.50 survey [0-10]	4
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	8.13 micrograms	10
Statutory minimum wage	Statutory gross monthly minimum wage	2,064.90 US\$	9

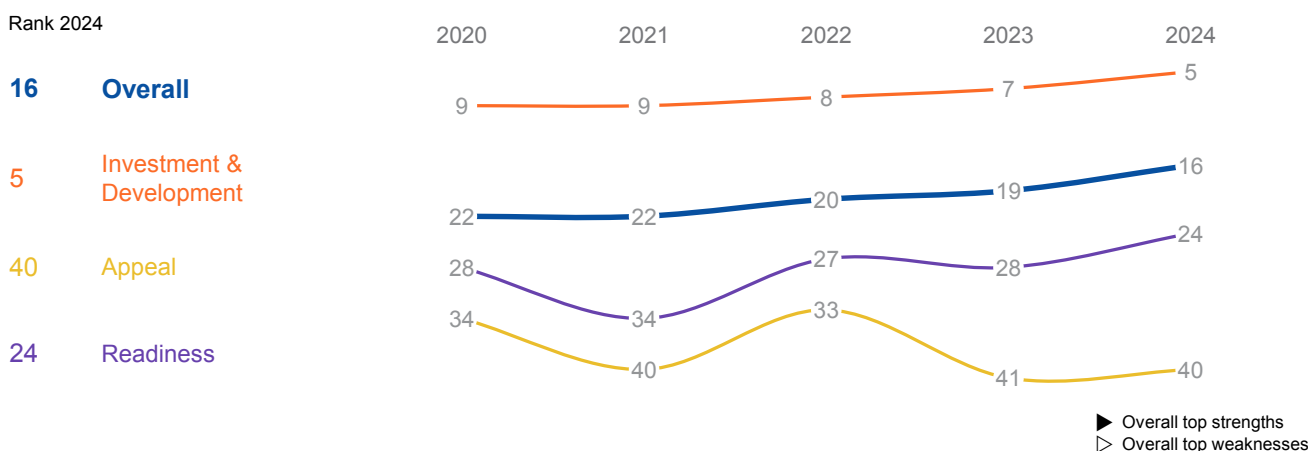
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	3.47 %	10
Skilled labor	is readily available	6.38 survey [0-10]	16
Finance skills	are readily available	7.28 survey [0-10]	9
▶ International experience	of senior managers is generally significant	7.31 survey [0-10]	6
▶ Competent senior managers	are readily available	7.25 survey [0-10]	4
Primary and secondary education	meets the needs of a competitive economy	8.10 survey [0-10]	6
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	24.91 %	27
University education	meets the needs of a competitive economy	8.13 survey [0-10]	6
Management education	meets the needs of the business community	7.84 survey [0-10]	7
▷ Language skills	are meeting the needs of enterprises	6.29 survey [0-10]	43
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.57 number	21
Educational assessment - PISA	PISA survey of 15-year olds	504 Average	9

# Israel

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	7.4 %	3
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,570 US\$	10
	Pupil-teacher ratio (primary education)	14.61 ratio	36
	Pupil-teacher ratio (secondary education)	10.40 ratio	16
▶ Apprenticeships	are sufficiently implemented	6.38 survey [0-10]	10
	Employee training	is a high priority in companies	6.12 survey [0-10]
	Female labor force	Percentage of total labor force	49.48 %
	Health infrastructure	meets the needs of society	7.05 survey [0-10]

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	91.56 index	60
	Attracting and retaining talent	is a priority in companies	6.79 survey [0-10]
	Worker motivation	in companies is high	6.73 survey [0-10]
	Brain drain	does not hinder competitiveness in your economy	5.07 survey [0-10]
	Quality of life	is high	6.97 survey [0-10]
	Foreign highly skilled personnel	are attracted to your country's business environment	5.53 survey [0-10]
	Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	181,516 US\$
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	7.25 %	43
	Justice	is fairly administered	6.39 survey [0-10]
	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	18.73 micrograms
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,577.56 US\$	13

## READINESS

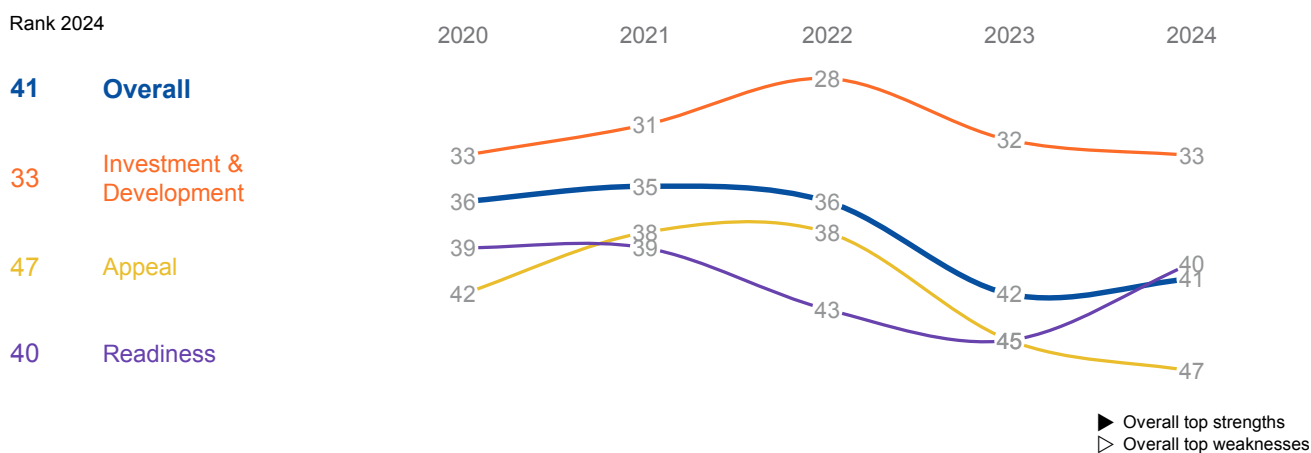
		Value	2024 Rank
	Labor force growth	Percentage change	3.18 %
	Skilled labor	is readily available	6.43 survey [0-10]
	Finance skills	are readily available	6.54 survey [0-10]
	International experience	of senior managers is generally significant	6.41 survey [0-10]
	Competent senior managers	are readily available	6.53 survey [0-10]
▷ Primary and secondary education	meets the needs of a competitive economy	5.83 survey [0-10]	37
	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.18 %
	University education	meets the needs of a competitive economy	7.13 survey [0-10]
▷ Management education	meets the needs of the business community	6.20 survey [0-10]	40
	Language skills	are meeting the needs of enterprises	6.47 survey [0-10]
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.46 number	47
	Educational assessment - PISA	PISA survey of 15-year olds	466 Average



# Italy

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.0 %	42
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,110 US\$	28
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.98 ratio	10
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.35 ratio	15
Apprenticeships	are sufficiently implemented	5.26 survey [0-10]	34
▷ Employee training	is a high priority in companies	5.07 survey [0-10]	58
Female labor force	Percentage of total labor force	42.89 %	49
Health infrastructure	meets the needs of society	5.51 survey [0-10]	38

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	76.68 index	44
Attracting and retaining talent	is a priority in companies	6.51 survey [0-10]	45
Worker motivation	in companies is high	5.49 survey [0-10]	40
Brain drain	does not hinder competitiveness in your economy	3.49 survey [0-10]	51
Quality of life	is high	7.66 survey [0-10]	22
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.81 survey [0-10]	55
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	256,104 US\$	10
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	10.87 %	56
Justice	is fairly administered	5.02 survey [0-10]	45
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.42 micrograms	34
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

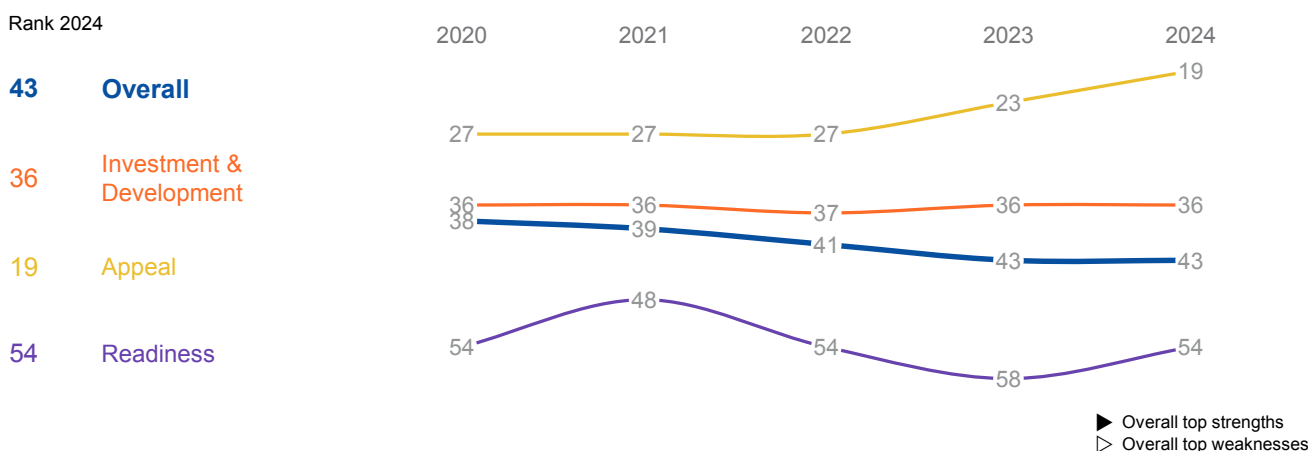
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.59 %	35
Skilled labor	is readily available	5.53 survey [0-10]	34
Finance skills	are readily available	5.81 survey [0-10]	40
▷ International experience	of senior managers is generally significant	4.51 survey [0-10]	61
Competent senior managers	are readily available	5.58 survey [0-10]	37
▶ Primary and secondary education	meets the needs of a competitive economy	6.95 survey [0-10]	21
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.89 %	32
▶ University education	meets the needs of a competitive economy	7.29 survey [0-10]	18
Management education	meets the needs of the business community	6.67 survey [0-10]	26
▷ Language skills	are meeting the needs of enterprises	5.19 survey [0-10]	55
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.22 number	48
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	31

# Japan

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.3 %	56
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,251 US\$	27
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.34 ratio	39
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.93 ratio	34
Apprenticeships	are sufficiently implemented	5.56 survey [0-10]	25
Employee training	is a high priority in companies	6.16 survey [0-10]	32
Female labor force	Percentage of total labor force	45.11 %	40
Health infrastructure	meets the needs of society	6.58 survey [0-10]	26

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	84.82 index	54
▶ Attracting and retaining talent	is a priority in companies	8.56 survey [0-10]	2
Worker motivation	in companies is high	5.84 survey [0-10]	31
Brain drain	does not hinder competitiveness in your economy	4.02 survey [0-10]	43
Quality of life	is high	6.98 survey [0-10]	34
Foreign highly skilled personnel	are attracted to your country's business environment	3.70 survey [0-10]	56
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	269,256 US\$	7
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.48 %	39
▶ Justice	is fairly administered	7.28 survey [0-10]	18
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	12.95 micrograms	26
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,266.73 US\$	17

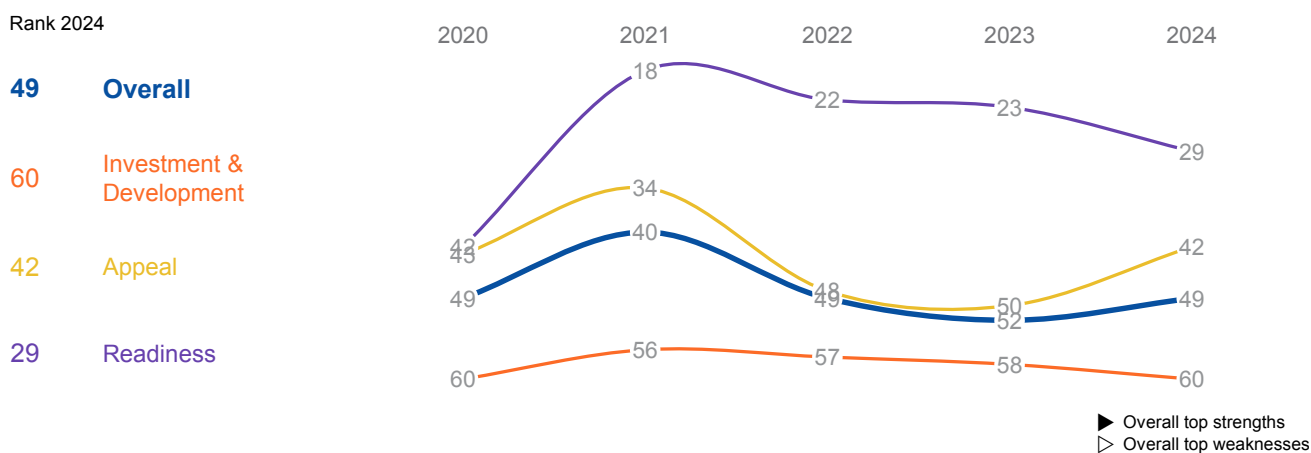
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	0.34 %	55
Skilled labor	is readily available	4.98 survey [0-10]	46
Finance skills	are readily available	5.36 survey [0-10]	55
▷ International experience	of senior managers is generally significant	3.13 survey [0-10]	67
▷ Competent senior managers	are readily available	3.52 survey [0-10]	65
Primary and secondary education	meets the needs of a competitive economy	6.10 survey [0-10]	29
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.77 %	37
▷ University education	meets the needs of a competitive economy	5.29 survey [0-10]	58
▷ Management education	meets the needs of the business community	4.90 survey [0-10]	59
▷ Language skills	are meeting the needs of enterprises	3.28 survey [0-10]	66
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.72 number	45
▶ Educational assessment - PISA	PISA survey of 15-year olds	533 Average	4

# Jordan

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	3.1 %	58
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	579 US\$	60
	Pupil-teacher ratio (primary education)	18.25 ratio	52
	Pupil-teacher ratio (secondary education)	15.37 ratio	53
	Apprenticeships	are sufficiently implemented	6.08 survey [0-10] 14
	Employee training	is a high priority in companies	6.54 survey [0-10] 21
▷ Female labor force	Percentage of total labor force	21.46 %	66
	Health infrastructure	meets the needs of society	6.76 survey [0-10] 23

## APPEAL

		Value	2024 Rank
	Cost-of-living index	Index of a basket of goods & services in the main city	68.45 index 26
	Attracting and retaining talent	is a priority in companies	6.75 survey [0-10] 36
	Worker motivation	in companies is high	6.19 survey [0-10] 24
▶	Brain drain	does not hinder competitiveness in your economy	6.71 survey [0-10] 10
	Quality of life	is high	6.35 survey [0-10] 40
	Foreign highly skilled personnel	are attracted to your country's business environment	6.04 survey [0-10] 22
	Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	52,902 US\$ 55
▶	Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.95 % 6
	Justice	is fairly administered	6.25 survey [0-10] 29
▷	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	28.54 micrograms 56
	Statutory minimum wage	Statutory gross monthly minimum wage	366.20 US\$ 33

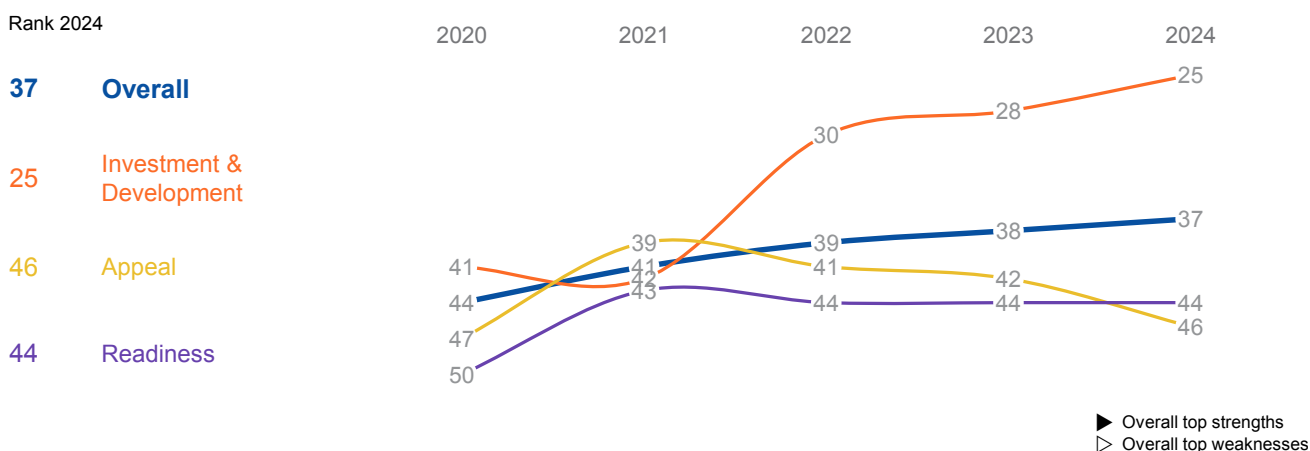
## READINESS

		Value	2024 Rank
▶	Labor force growth	Percentage change	3.56 % 9
▶	Skilled labor	is readily available	6.54 survey [0-10] 11
	Finance skills	are readily available	6.31 survey [0-10] 26
	International experience	of senior managers is generally significant	6.19 survey [0-10] 16
▶	Competent senior managers	are readily available	6.73 survey [0-10] 10
	Primary and secondary education	meets the needs of a competitive economy	6.76 survey [0-10] 24
	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.16 % 20
	University education	meets the needs of a competitive economy	6.71 survey [0-10] 27
	Management education	meets the needs of the business community	6.48 survey [0-10] 31
	Language skills	are meeting the needs of enterprises	6.67 survey [0-10] 32
	Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.47 number 29
▷	Educational assessment - PISA	PISA survey of 15-year olds	359 Average 57

# Kazakhstan

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.2 %	20
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,538 US\$	54
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.80 ratio	46
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.28 ratio	3
Apprenticeships	are sufficiently implemented	5.88 survey [0-10]	20
▶ Employee training	is a high priority in companies	7.00 survey [0-10]	13
▶ Female labor force	Percentage of total labor force	48.39 %	12
Health infrastructure	meets the needs of society	4.73 survey [0-10]	45

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	47.57 index	3
Attracting and retaining talent	is a priority in companies	6.60 survey [0-10]	40
Worker motivation	in companies is high	6.00 survey [0-10]	27
Brain drain	does not hinder competitiveness in your economy	3.66 survey [0-10]	48
▷ Quality of life	is high	5.06 survey [0-10]	52
Foreign highly skilled personnel	are attracted to your country's business environment	5.86 survey [0-10]	27
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	16,000 US\$	60
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.45 %	10
Justice	is fairly administered	5.54 survey [0-10]	39
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	20.51 micrograms	50
Statutory minimum wage	Statutory gross monthly minimum wage	130.39 US\$	46

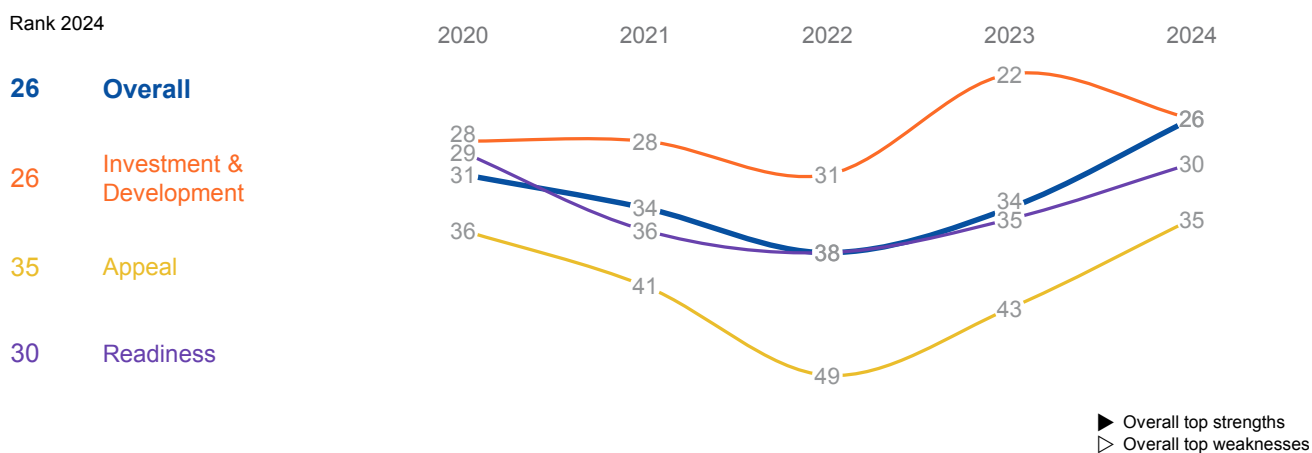
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.11 %	48
Skilled labor	is readily available	6.21 survey [0-10]	19
Finance skills	are readily available	6.69 survey [0-10]	20
International experience	of senior managers is generally significant	5.42 survey [0-10]	40
Competent senior managers	are readily available	6.53 survey [0-10]	15
Primary and secondary education	meets the needs of a competitive economy	5.65 survey [0-10]	42
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	24.06 %	29
University education	meets the needs of a competitive economy	5.56 survey [0-10]	51
▷ Management education	meets the needs of the business community	5.57 survey [0-10]	52
▷ Language skills	are meeting the needs of enterprises	5.25 survey [0-10]	53
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.17 number	42
Educational assessment - PISA	PISA survey of 15-year olds	411 Average	45

# Korea Rep.

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	30
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,272 US\$	26
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.11 ratio	42
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.92 ratio	33
▶ Apprenticeships	are sufficiently implemented	6.38 survey [0-10]	11
Employee training	is a high priority in companies	6.68 survey [0-10]	19
Female labor force	Percentage of total labor force	43.89 %	46
Health infrastructure	meets the needs of society	6.56 survey [0-10]	27

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	86.01 index	57
▶ Attracting and retaining talent	is a priority in companies	8.20 survey [0-10]	6
▷ Worker motivation	in companies is high	5.19 survey [0-10]	49
Brain drain	does not hinder competitiveness in your economy	5.11 survey [0-10]	30
Quality of life	is high	6.95 survey [0-10]	36
Foreign highly skilled personnel	are attracted to your country's business environment	5.19 survey [0-10]	38
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	237,687 US\$	15
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.57 %	41
Justice	is fairly administered	5.26 survey [0-10]	42
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	25.85 micrograms	54
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,482.40 US\$	14

## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	0.97 %	49
Skilled labor	is readily available	5.01 survey [0-10]	44
Finance skills	are readily available	6.22 survey [0-10]	28
International experience	of senior managers is generally significant	5.31 survey [0-10]	45
▷ Competent senior managers	are readily available	4.72 survey [0-10]	51
Primary and secondary education	meets the needs of a competitive economy	6.05 survey [0-10]	31
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	30.42 %	8
University education	meets the needs of a competitive economy	5.88 survey [0-10]	46
Management education	meets the needs of the business community	5.85 survey [0-10]	46
Language skills	are meeting the needs of enterprises	6.53 survey [0-10]	35
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.39 number	40
▶ Educational assessment - PISA	PISA survey of 15-year olds	524 Average	5

# Kuwait

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.1 %	23
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	20,011 US\$	3
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	8.09 ratio	2
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	7.93 ratio	1
Apprenticeships	are sufficiently implemented	5.25 survey [0-10]	35
Employee training	is a high priority in companies	6.15 survey [0-10]	34
▷ Female labor force	Percentage of total labor force	29.49 %	62
Health infrastructure	meets the needs of society	6.36 survey [0-10]	30

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	65.95 index	21
▷ Attracting and retaining talent	is a priority in companies	6.10 survey [0-10]	54
Worker motivation	in companies is high	5.69 survey [0-10]	35
Brain drain	does not hinder competitiveness in your economy	4.58 survey [0-10]	36
Quality of life	is high	7.24 survey [0-10]	28
▷ Foreign highly skilled personnel	are attracted to your country's business environment	4.52 survey [0-10]	50
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	- US\$	-
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	- %	-
Justice	is fairly administered	6.23 survey [0-10]	30
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	55.17 micrograms	63
Statutory minimum wage	Statutory gross monthly minimum wage	244.90 US\$	40

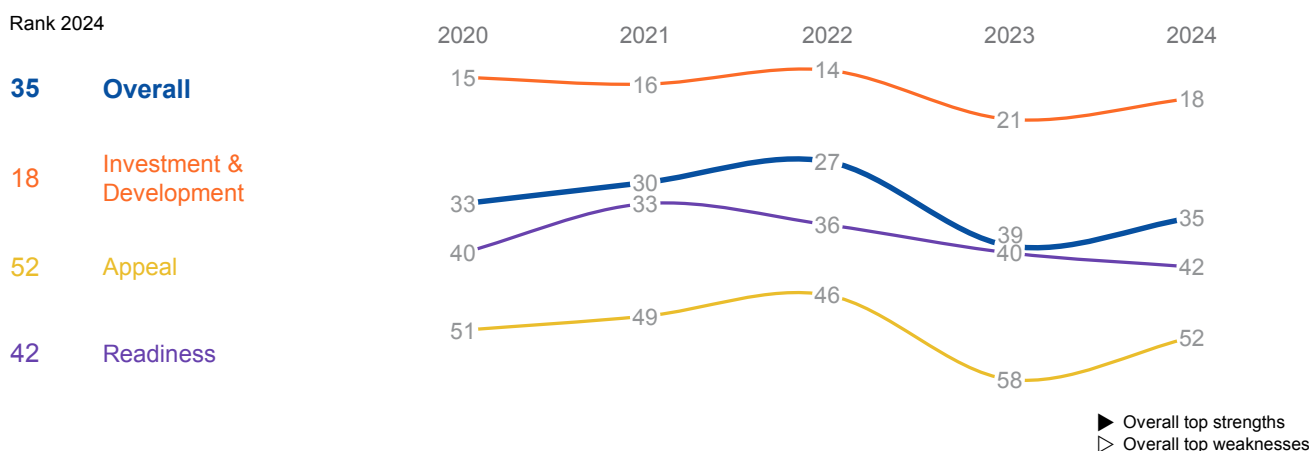
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	3.26 %	14
Skilled labor	is readily available	5.01 survey [0-10]	45
Finance skills	are readily available	6.14 survey [0-10]	32
International experience	of senior managers is generally significant	5.81 survey [0-10]	26
Competent senior managers	are readily available	5.52 survey [0-10]	38
▷ Primary and secondary education	meets the needs of a competitive economy	5.31 survey [0-10]	48
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	5.94 survey [0-10]	42
Management education	meets the needs of the business community	6.15 survey [0-10]	42
Language skills	are meeting the needs of enterprises	6.74 survey [0-10]	31
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# Latvia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.4 %	16
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,372 US\$	37
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.31 ratio	22
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.53 ratio	18
Apprenticeships	are sufficiently implemented	5.35 survey [0-10]	31
Employee training	is a high priority in companies	6.04 survey [0-10]	38
▶ Female labor force	Percentage of total labor force	49.86 %	6
Health infrastructure	meets the needs of society	4.80 survey [0-10]	44

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	74.49 index	38
Attracting and retaining talent	is a priority in companies	6.50 survey [0-10]	46
Worker motivation	in companies is high	5.74 survey [0-10]	33
Brain drain	does not hinder competitiveness in your economy	4.06 survey [0-10]	42
▷ Quality of life	is high	5.17 survey [0-10]	51
▷ Foreign highly skilled personnel	are attracted to your country's business environment	4.26 survey [0-10]	54
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	99,037 US\$	46
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.90 %	37
Justice	is fairly administered	5.67 survey [0-10]	37
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	12.38 micrograms	25
Statutory minimum wage	Statutory gross monthly minimum wage	670.39 US\$	27

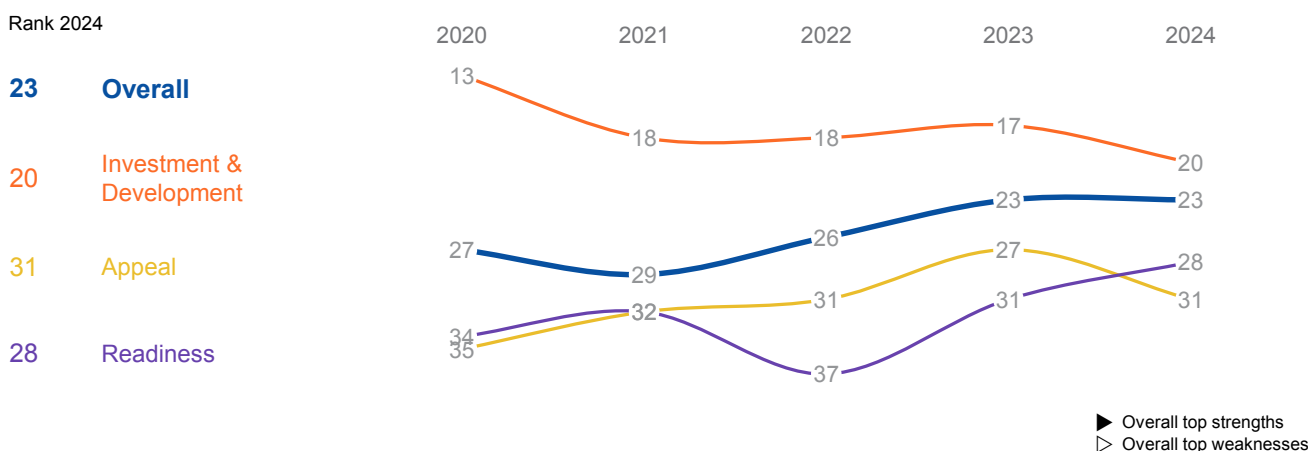
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	-0.59 %	61
Skilled labor	is readily available	5.25 survey [0-10]	42
Finance skills	are readily available	6.19 survey [0-10]	30
International experience	of senior managers is generally significant	5.25 survey [0-10]	46
Competent senior managers	are readily available	5.16 survey [0-10]	43
Primary and secondary education	meets the needs of a competitive economy	5.81 survey [0-10]	39
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.36 %	47
University education	meets the needs of a competitive economy	5.89 survey [0-10]	45
Management education	meets the needs of the business community	6.26 survey [0-10]	38
Language skills	are meeting the needs of enterprises	7.22 survey [0-10]	23
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.23 number	15
Educational assessment - PISA	PISA survey of 15-year olds	484 Average	23

# Lithuania

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.9 %	28
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,593 US\$	36
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.15 ratio	31
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.86 ratio	11
Apprenticeships	are sufficiently implemented	5.64 survey [0-10]	24
Employee training	is a high priority in companies	6.25 survey [0-10]	27
▶ Female labor force	Percentage of total labor force	49.77 %	7
Health infrastructure	meets the needs of society	5.39 survey [0-10]	40

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	66.81 index	23
▶ Attracting and retaining talent	is a priority in companies	7.42 survey [0-10]	18
Worker motivation	in companies is high	6.11 survey [0-10]	26
Brain drain	does not hinder competitiveness in your economy	4.14 survey [0-10]	40
Quality of life	is high	7.42 survey [0-10]	26
▷ Foreign highly skilled personnel	are attracted to your country's business environment	5.07 survey [0-10]	41
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	112,304 US\$	43
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	7.57 %	44
Justice	is fairly administered	5.97 survey [0-10]	33
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.34 micrograms	16
Statutory minimum wage	Statutory gross monthly minimum wage	908.27 US\$	22

## READINESS

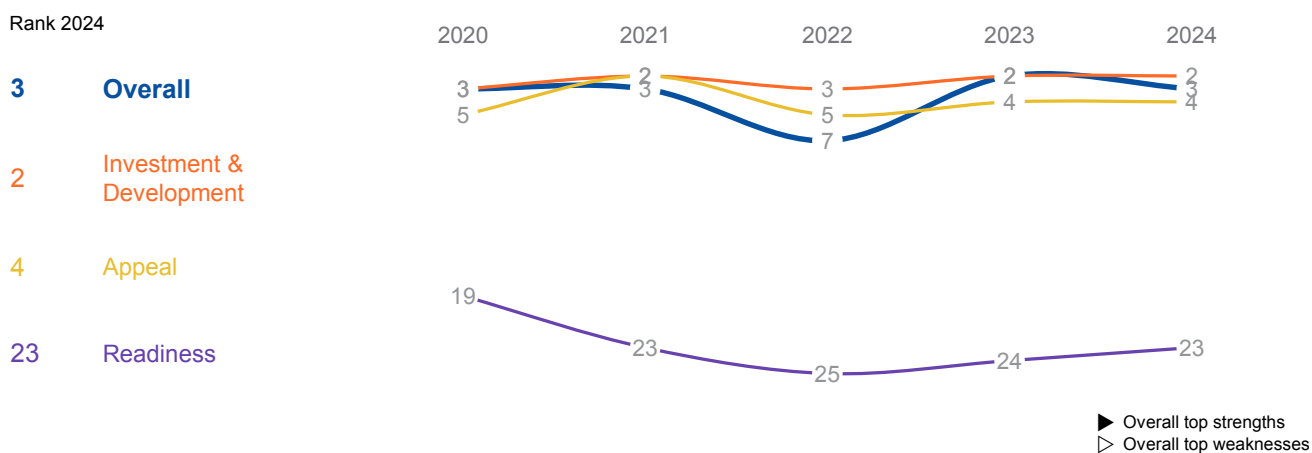
		Value	2024 Rank
Labor force growth	Percentage change	2.39 %	21
▷ Skilled labor	is readily available	5.28 survey [0-10]	41
▷ Finance skills	are readily available	5.53 survey [0-10]	47
▶ International experience	of senior managers is generally significant	6.11 survey [0-10]	18
Competent senior managers	are readily available	5.95 survey [0-10]	27
Primary and secondary education	meets the needs of a competitive economy	6.00 survey [0-10]	33
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.77 %	23
University education	meets the needs of a competitive economy	6.38 survey [0-10]	31
Management education	meets the needs of the business community	6.33 survey [0-10]	37
Language skills	are meeting the needs of enterprises	7.42 survey [0-10]	21
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.74 number	33
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	30



# Luxembourg

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.7 %	34
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	34,580 US\$	1
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	8.99 ratio	3
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.53 ratio	9
Apprenticeships	are sufficiently implemented	5.53 survey [0-10]	26
Employee training	is a high priority in companies	6.20 survey [0-10]	30
▷ Female labor force	Percentage of total labor force	41.05 %	54
Health infrastructure	meets the needs of society	7.63 survey [0-10]	11

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	75.76 index	40
Attracting and retaining talent	is a priority in companies	7.58 survey [0-10]	15
Worker motivation	in companies is high	5.73 survey [0-10]	34
Brain drain	does not hinder competitiveness in your economy	5.73 survey [0-10]	19
Quality of life	is high	8.63 survey [0-10]	8
Foreign highly skilled personnel	are attracted to your country's business environment	7.20 survey [0-10]	13
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	263,271 US\$	8
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	10.35 %	53
Justice	is fairly administered	7.13 survey [0-10]	21
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	8.67 micrograms	13
▶ Statutory minimum wage	Statutory gross monthly minimum wage	2,712.08 US\$	3

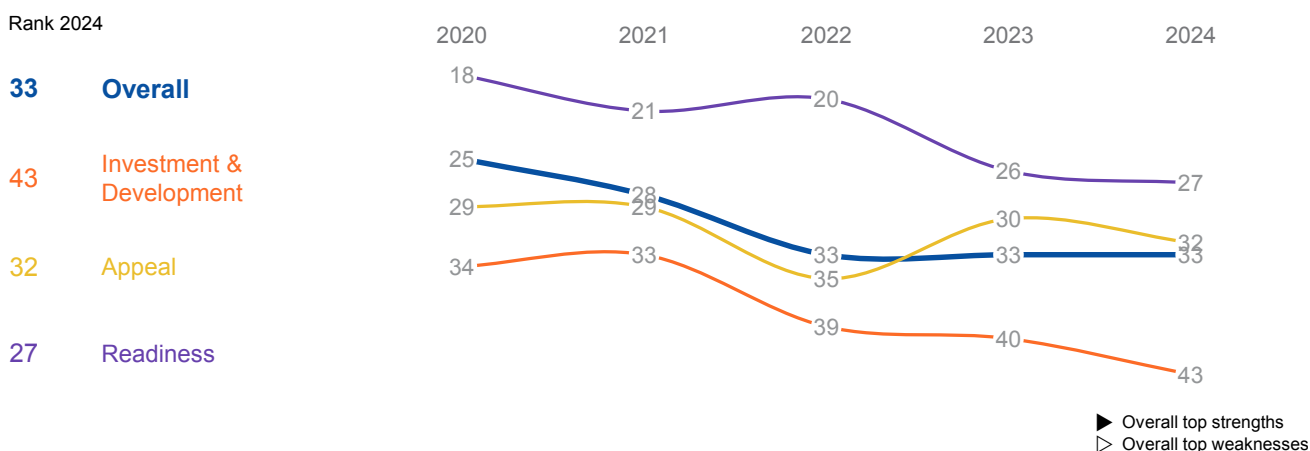
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.01 %	27
▷ Skilled labor	is readily available	4.35 survey [0-10]	53
Finance skills	are readily available	6.58 survey [0-10]	22
International experience	of senior managers is generally significant	7.10 survey [0-10]	9
▷ Competent senior managers	are readily available	4.98 survey [0-10]	46
Primary and secondary education	meets the needs of a competitive economy	6.68 survey [0-10]	25
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.88 %	34
University education	meets the needs of a competitive economy	6.51 survey [0-10]	30
Management education	meets the needs of the business community	6.55 survey [0-10]	28
▶ Language skills	are meeting the needs of enterprises	8.60 survey [0-10]	5
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.95 number	12
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	31

# Malaysia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.0 %	43
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,124 US\$	49
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.30 ratio	21
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.50 ratio	25
Apprenticeships	are sufficiently implemented	4.98 survey [0-10]	43
Employee training	is a high priority in companies	5.79 survey [0-10]	43
▷ Female labor force	Percentage of total labor force	38.96 %	57
▶ Health infrastructure	meets the needs of society	6.93 survey [0-10]	22

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	53.45 index	6
▷ Attracting and retaining talent	is a priority in companies	6.41 survey [0-10]	49
▷ Worker motivation	in companies is high	5.26 survey [0-10]	48
Brain drain	does not hinder competitiveness in your economy	3.96 survey [0-10]	44
Quality of life	is high	6.10 survey [0-10]	44
Foreign highly skilled personnel	are attracted to your country's business environment	5.07 survey [0-10]	42
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	117,688 US\$	42
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.89 %	11
Justice	is fairly administered	6.06 survey [0-10]	32
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	16.29 micrograms	42
Statutory minimum wage	Statutory gross monthly minimum wage	340.83 US\$	34

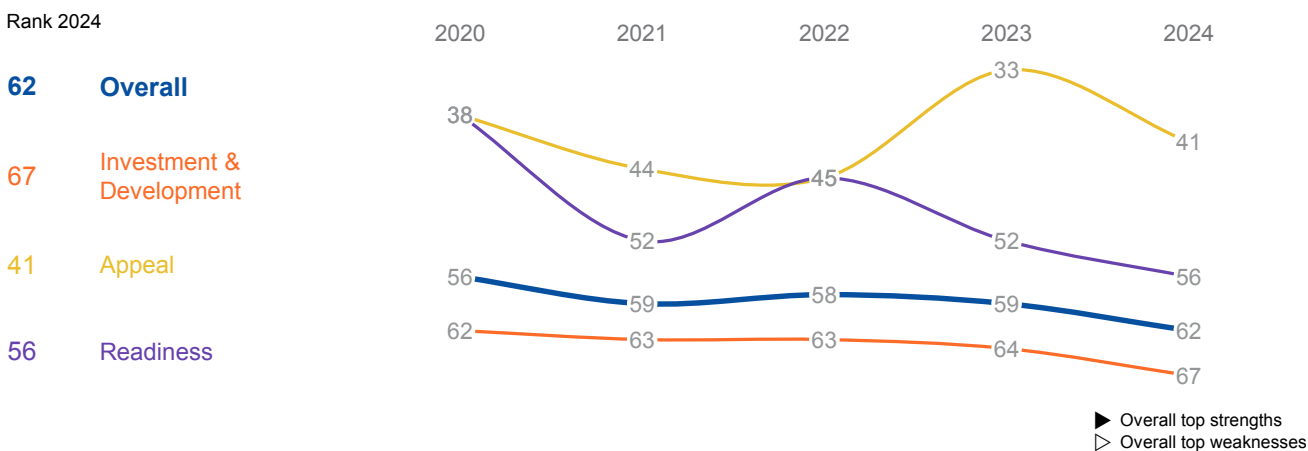
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.42 %	40
Skilled labor	is readily available	5.83 survey [0-10]	28
Finance skills	are readily available	6.04 survey [0-10]	34
International experience	of senior managers is generally significant	5.65 survey [0-10]	34
Competent senior managers	are readily available	5.71 survey [0-10]	33
Primary and secondary education	meets the needs of a competitive economy	5.74 survey [0-10]	40
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	40.23 %	2
University education	meets the needs of a competitive economy	5.96 survey [0-10]	41
Management education	meets the needs of the business community	5.76 survey [0-10]	48
Language skills	are meeting the needs of enterprises	6.77 survey [0-10]	30
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.07 number	32
▷ Educational assessment - PISA	PISA survey of 15-year olds	404 Average	48

# Mexico

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	3.1 %	59
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,286 US\$	57
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	24.11 ratio	58
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	25.89 ratio	64
Apprenticeships	are sufficiently implemented	4.76 survey [0-10]	46
Employee training	is a high priority in companies	5.11 survey [0-10]	55
Female labor force	Percentage of total labor force	40.82 %	55
▶ Health infrastructure	meets the needs of society	2.11 survey [0-10]	65

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	72.01 index	36
Attracting and retaining talent	is a priority in companies	6.02 survey [0-10]	56
Worker motivation	in companies is high	5.60 survey [0-10]	37
Brain drain	does not hinder competitiveness in your economy	4.11 survey [0-10]	41
Quality of life	is high	5.20 survey [0-10]	49
▶ Foreign highly skilled personnel	are attracted to your country's business environment	5.74 survey [0-10]	28
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	200,980 US\$	21
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.60 %	29
▷ Justice	is fairly administered	2.96 survey [0-10]	59
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	15.05 micrograms	36
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

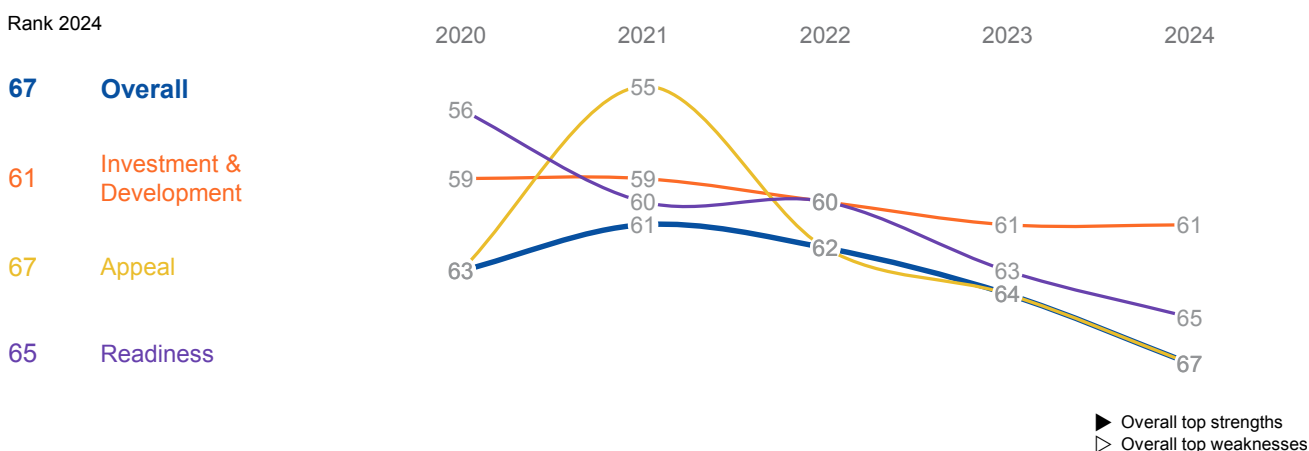
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.49 %	36
▶ Skilled labor	is readily available	5.53 survey [0-10]	35
Finance skills	are readily available	5.43 survey [0-10]	52
International experience	of senior managers is generally significant	5.68 survey [0-10]	32
Competent senior managers	are readily available	4.91 survey [0-10]	48
Primary and secondary education	meets the needs of a competitive economy	4.02 survey [0-10]	57
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	24.34 %	28
University education	meets the needs of a competitive economy	5.70 survey [0-10]	47
Management education	meets the needs of the business community	5.45 survey [0-10]	56
▷ Language skills	are meeting the needs of enterprises	4.36 survey [0-10]	59
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.40 number	55
Educational assessment - PISA	PISA survey of 15-year olds	407 Average	46

# Mongolia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.7 %	52
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	548 US\$	61
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	31.70 ratio	64
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	20.30 ratio	58
Apprenticeships	are sufficiently implemented	4.50 survey [0-10]	53
▶ Employee training	is a high priority in companies	6.17 survey [0-10]	31
▶ Female labor force	Percentage of total labor force	46.52 %	32
Health infrastructure	meets the needs of society	3.50 survey [0-10]	59

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	- index	-
▶ Attracting and retaining talent	is a priority in companies	6.92 survey [0-10]	30
Worker motivation	in companies is high	4.67 survey [0-10]	59
Brain drain	does not hinder competitiveness in your economy	2.33 survey [0-10]	63
▷ Quality of life	is high	3.42 survey [0-10]	66
Foreign highly skilled personnel	are attracted to your country's business environment	3.17 survey [0-10]	61
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	5,295 US\$	61
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.56 %	18
Justice	is fairly administered	3.17 survey [0-10]	57
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	32.62 micrograms	58
Statutory minimum wage	Statutory gross monthly minimum wage	175.12 US\$	44

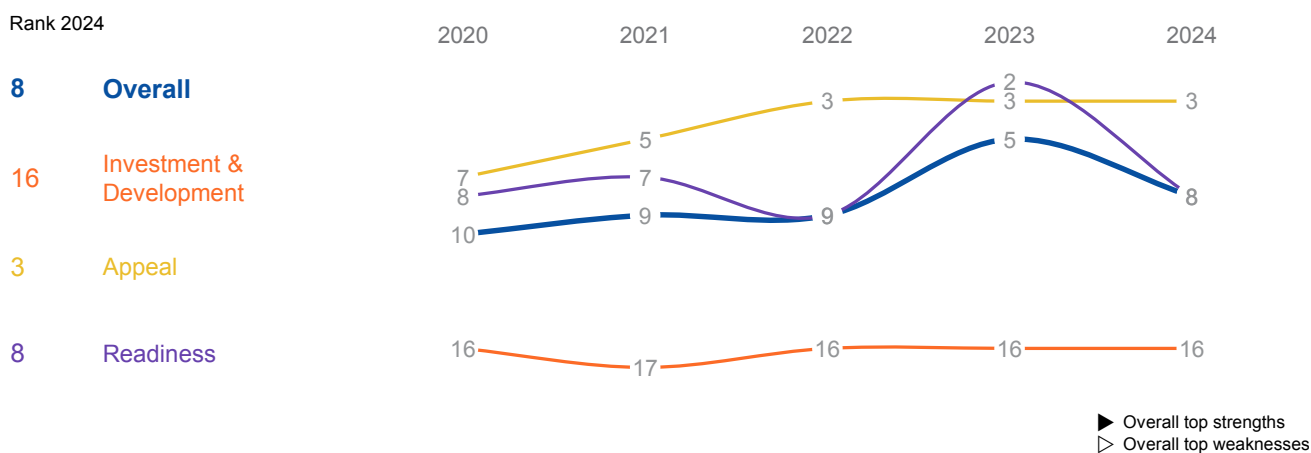
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	1.86 %	28
Skilled labor	is readily available	3.48 survey [0-10]	64
▷ Finance skills	are readily available	4.42 survey [0-10]	64
▷ International experience	of senior managers is generally significant	3.75 survey [0-10]	66
Competent senior managers	are readily available	3.92 survey [0-10]	59
Primary and secondary education	meets the needs of a competitive economy	5.17 survey [0-10]	49
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.65 %	51
▷ University education	meets the needs of a competitive economy	3.75 survey [0-10]	64
Management education	meets the needs of the business community	4.70 survey [0-10]	62
Language skills	are meeting the needs of enterprises	5.67 survey [0-10]	49
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.45 number	53
Educational assessment - PISA	PISA survey of 15-year olds	405 Average	47

# Netherlands

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.1 %	25
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,380 US\$	13
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.25 ratio	44
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	16.57 ratio	54
▶ Apprenticeships	are sufficiently implemented	6.83 survey [0-10]	5
Employee training	is a high priority in companies	6.79 survey [0-10]	16
Female labor force	Percentage of total labor force	47.14 %	22
Health infrastructure	meets the needs of society	8.00 survey [0-10]	6

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	81.16 index	52
▶ Attracting and retaining talent	is a priority in companies	8.25 survey [0-10]	4
Worker motivation	in companies is high	7.02 survey [0-10]	13
Brain drain	does not hinder competitiveness in your economy	6.89 survey [0-10]	7
Quality of life	is high	9.07 survey [0-10]	5
Foreign highly skilled personnel	are attracted to your country's business environment	7.62 survey [0-10]	8
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	244,812 US\$	12
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	8.20 %	45
Justice	is fairly administered	8.29 survey [0-10]	6
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	10.88 micrograms	21
Statutory minimum wage	Statutory gross monthly minimum wage	2,157.13 US\$	7

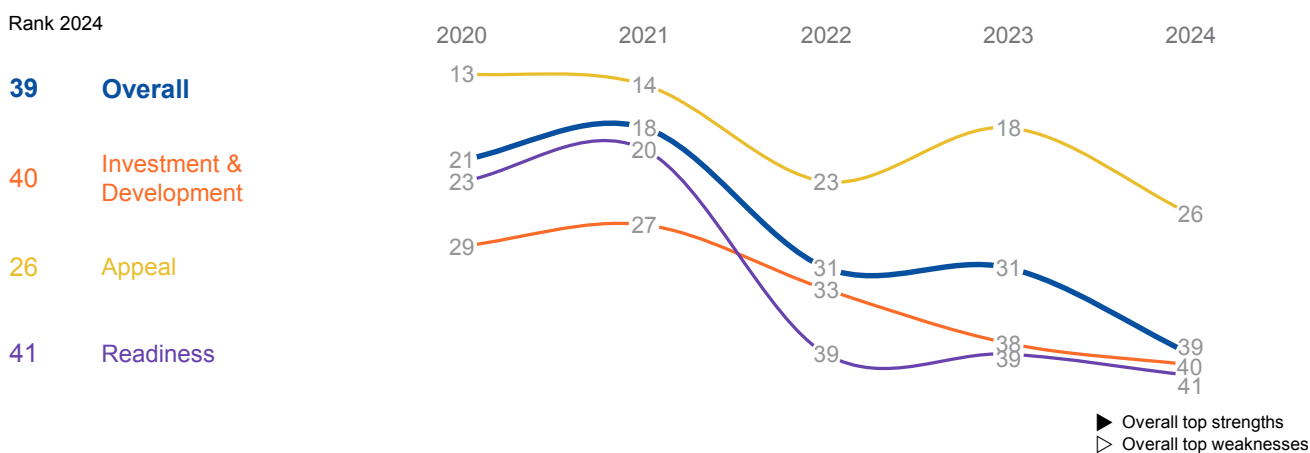
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.03 %	26
Skilled labor	is readily available	5.59 survey [0-10]	33
Finance skills	are readily available	6.89 survey [0-10]	16
International experience	of senior managers is generally significant	7.26 survey [0-10]	7
Competent senior managers	are readily available	6.67 survey [0-10]	11
Primary and secondary education	meets the needs of a competitive economy	7.73 survey [0-10]	9
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.34 %	48
▶ University education	meets the needs of a competitive economy	8.37 survey [0-10]	4
▶ Management education	meets the needs of the business community	8.00 survey [0-10]	4
▶ Language skills	are meeting the needs of enterprises	8.80 survey [0-10]	3
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	7.76 number	8
Educational assessment - PISA	PISA survey of 15-year olds	480 Average	25

# New Zealand

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.4 %	14
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,631 US\$	22
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.37 ratio	45
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	14.50 ratio	50
Apprenticeships	are sufficiently implemented	4.27 survey [0-10]	57
▷ Employee training	is a high priority in companies	4.55 survey [0-10]	66
Female labor force	Percentage of total labor force	47.42 %	18
Health infrastructure	meets the needs of society	3.45 survey [0-10]	60

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	68.35 index	25
Attracting and retaining talent	is a priority in companies	7.27 survey [0-10]	23
Worker motivation	in companies is high	5.36 survey [0-10]	42
▷ Brain drain	does not hinder competitiveness in your economy	2.18 survey [0-10]	66
Quality of life	is high	7.55 survey [0-10]	24
Foreign highly skilled personnel	are attracted to your country's business environment	5.18 survey [0-10]	39
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	160,434 US\$	31
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	14.32 %	63
▶ Justice	is fairly administered	8.00 survey [0-10]	8
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	6.49 micrograms	6
▶ Statutory minimum wage	Statutory gross monthly minimum wage	2,329.89 US\$	5

## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	3.56 %	8
▷ Skilled labor	is readily available	3.71 survey [0-10]	60
Finance skills	are readily available	6.18 survey [0-10]	31
▷ International experience	of senior managers is generally significant	3.82 survey [0-10]	65
Competent senior managers	are readily available	4.36 survey [0-10]	55
Primary and secondary education	meets the needs of a competitive economy	5.00 survey [0-10]	51
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.74 %	35
University education	meets the needs of a competitive economy	5.55 survey [0-10]	52
Management education	meets the needs of the business community	5.45 survey [0-10]	55
Language skills	are meeting the needs of enterprises	5.82 survey [0-10]	46
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	6.00 number	11
Educational assessment - PISA	PISA survey of 15-year olds	495 Average	13

# Nigeria

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)

Rank 2024                                      2020                                      2021                                      2022                                      2023                                      2024

**60 Overall**

65 Investment & Development

60 Appeal

37 Readiness

● 37

● 60  
● 65

► Overall top strengths  
▷ Overall top weaknesses

### INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	0.6 %	67
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	41 US\$	66
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	33.30 ratio	65
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	15.30 ratio	52
Apprenticeships	are sufficiently implemented	5.00 survey [0-10]	42
Employee training	is a high priority in companies	5.95 survey [0-10]	39
Female labor force	Percentage of total labor force	43.93 %	45
Health infrastructure	meets the needs of society	3.68 survey [0-10]	56

### APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	63.92 index	19
Attracting and retaining talent	is a priority in companies	6.13 survey [0-10]	52
▷ Worker motivation	in companies is high	4.46 survey [0-10]	62
Brain drain	does not hinder competitiveness in your economy	4.17 survey [0-10]	38
Quality of life	is high	4.25 survey [0-10]	60
Foreign highly skilled personnel	are attracted to your country's business environment	5.45 survey [0-10]	32
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	- US\$	-
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.71 %	5
Justice	is fairly administered	4.30 survey [0-10]	52
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	56.60 micrograms	64
Statutory minimum wage	Statutory gross monthly minimum wage	47.98 US\$	51

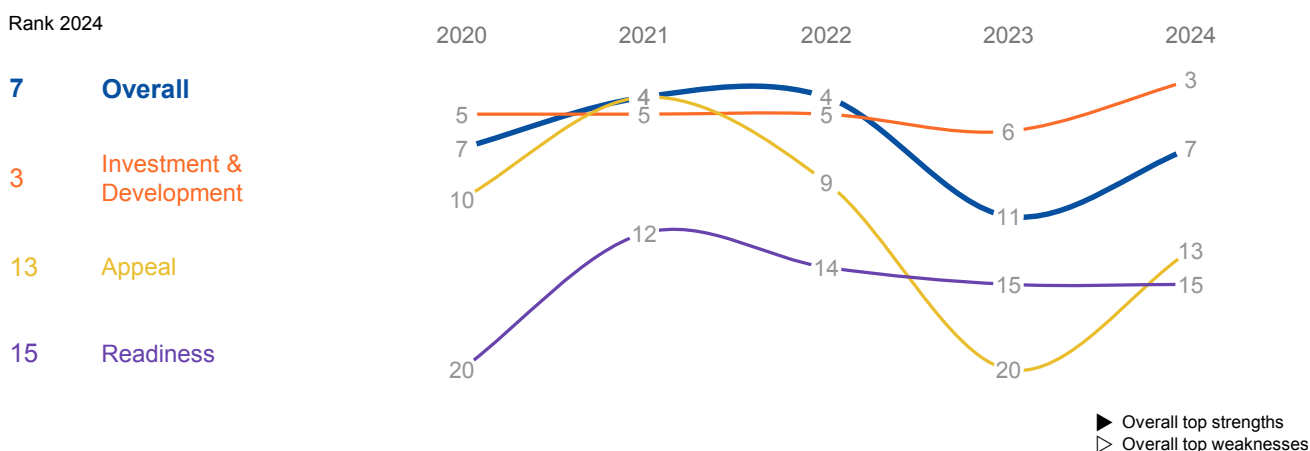
### READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	2.97 %	17
▶ Skilled labor	is readily available	6.20 survey [0-10]	21
Finance skills	are readily available	5.46 survey [0-10]	50
International experience	of senior managers is generally significant	5.39 survey [0-10]	42
▶ Competent senior managers	are readily available	5.70 survey [0-10]	35
Primary and secondary education	meets the needs of a competitive economy	4.95 survey [0-10]	52
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	5.58 survey [0-10]	50
Management education	meets the needs of the business community	5.65 survey [0-10]	50
Language skills	are meeting the needs of enterprises	6.20 survey [0-10]	45
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# Norway

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	35
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	17,332 US\$	5
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.04 ratio	4
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.22 ratio	7
Apprenticeships	are sufficiently implemented	6.78 survey [0-10]	6
Employee training	is a high priority in companies	7.34 survey [0-10]	7
Female labor force	Percentage of total labor force	47.12 %	23
Health infrastructure	meets the needs of society	7.48 survey [0-10]	12

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	75.10 index	39
Attracting and retaining talent	is a priority in companies	7.78 survey [0-10]	10
▶ Worker motivation	in companies is high	7.46 survey [0-10]	5
Brain drain	does not hinder competitiveness in your economy	6.71 survey [0-10]	11
Quality of life	is high	8.61 survey [0-10]	9
Foreign highly skilled personnel	are attracted to your country's business environment	6.15 survey [0-10]	19
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	136,174 US\$	38
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.33 %	49
Justice	is fairly administered	7.76 survey [0-10]	13
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	6.02 micrograms	4
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

## READINESS

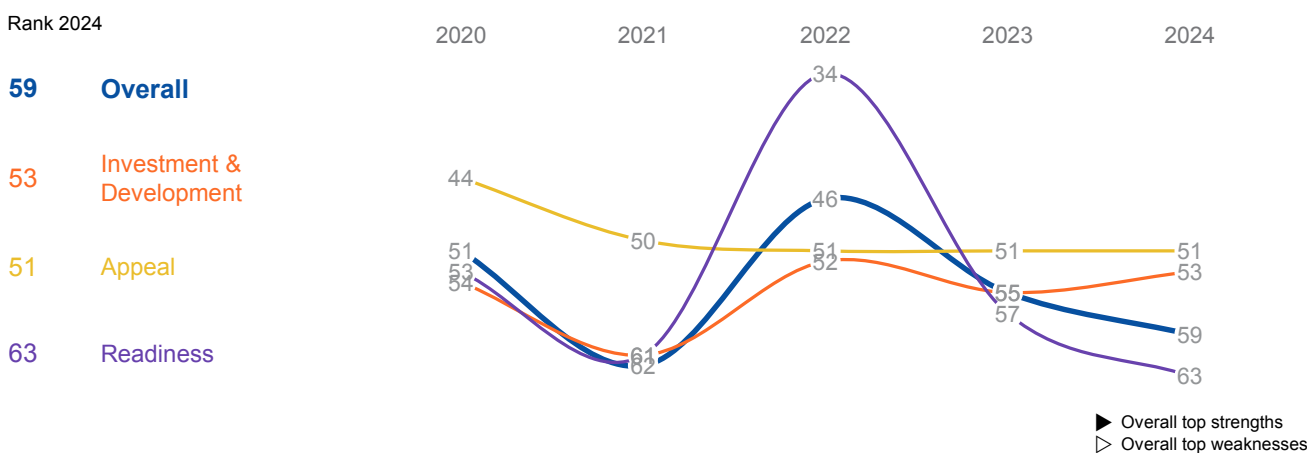
		Value	2024 Rank
▷ Labor force growth	Percentage change	1.49 %	37
▶ Skilled labor	is readily available	7.17 survey [0-10]	2
Finance skills	are readily available	7.37 survey [0-10]	7
International experience	of senior managers is generally significant	6.02 survey [0-10]	21
Competent senior managers	are readily available	6.83 survey [0-10]	9
Primary and secondary education	meets the needs of a competitive economy	7.32 survey [0-10]	15
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.97 %	33
University education	meets the needs of a competitive economy	7.83 survey [0-10]	10
Management education	meets the needs of the business community	7.56 survey [0-10]	12
Language skills	are meeting the needs of enterprises	8.22 survey [0-10]	11
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.40 number	39
Educational assessment - PISA	PISA survey of 15-year olds	474 Average	33



# Peru

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.8 %	48
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,108 US\$	58
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.02 ratio	50
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.91 ratio	49
Apprenticeships	are sufficiently implemented	4.62 survey [0-10]	50
Employee training	is a high priority in companies	4.90 survey [0-10]	65
▶ Female labor force	Percentage of total labor force	44.98 %	42
▷ Health infrastructure	meets the needs of society	2.07 survey [0-10]	66

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	58.19 index	10
▷ Attracting and retaining talent	is a priority in companies	4.93 survey [0-10]	67
Worker motivation	in companies is high	4.99 survey [0-10]	51
Brain drain	does not hinder competitiveness in your economy	3.09 survey [0-10]	55
Quality of life	is high	4.00 survey [0-10]	63
Foreign highly skilled personnel	are attracted to your country's business environment	4.83 survey [0-10]	46
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	163,911 US\$	29
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.38 %	9
▷ Justice	is fairly administered	2.00 survey [0-10]	66
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	27.18 micrograms	55
Statutory minimum wage	Statutory gross monthly minimum wage	267.26 US\$	37

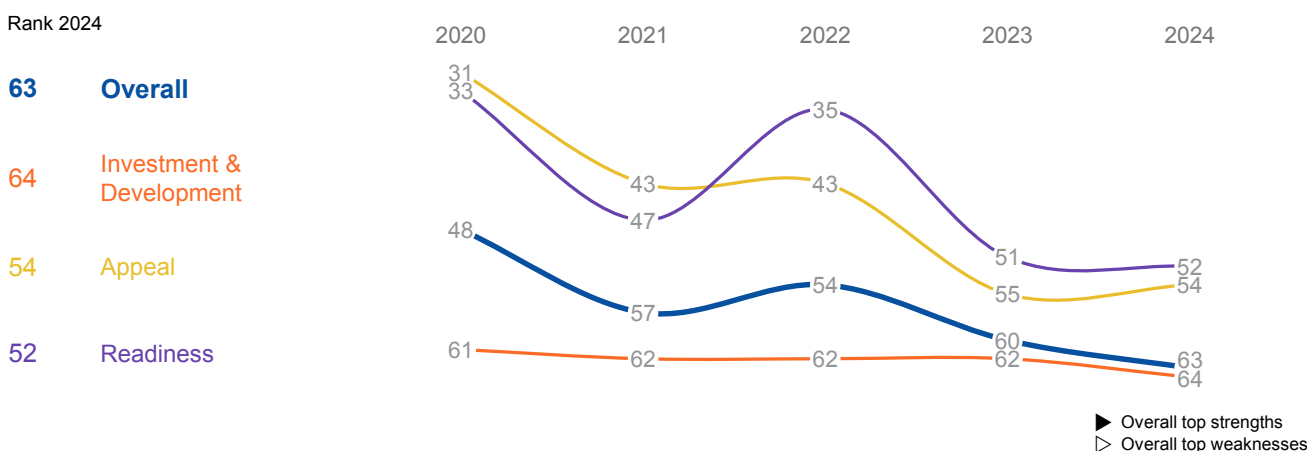
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	-0.13 %	59
Skilled labor	is readily available	3.96 survey [0-10]	58
Finance skills	are readily available	4.81 survey [0-10]	63
International experience	of senior managers is generally significant	4.87 survey [0-10]	57
Competent senior managers	are readily available	3.91 survey [0-10]	60
▷ Primary and secondary education	meets the needs of a competitive economy	2.96 survey [0-10]	65
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	4.35 survey [0-10]	61
Management education	meets the needs of the business community	4.70 survey [0-10]	62
▷ Language skills	are meeting the needs of enterprises	3.46 survey [0-10]	65
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	402 Average	50

# Philippines

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.3 %	55
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	481 US\$	63
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	25.19 ratio	60
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	24.15 ratio	63
Apprenticeships	are sufficiently implemented	4.32 survey [0-10]	56
Employee training	is a high priority in companies	5.40 survey [0-10]	48
Female labor force	Percentage of total labor force	41.55 %	52
Health infrastructure	meets the needs of society	3.77 survey [0-10]	53

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	65.60 index	20
Attracting and retaining talent	is a priority in companies	6.00 survey [0-10]	57
Worker motivation	in companies is high	5.27 survey [0-10]	47
Brain drain	does not hinder competitiveness in your economy	3.32 survey [0-10]	54
▷ Quality of life	is high	4.38 survey [0-10]	57
Foreign highly skilled personnel	are attracted to your country's business environment	4.30 survey [0-10]	53
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	159,418 US\$	32
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.97 %	20
Justice	is fairly administered	3.55 survey [0-10]	55
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	20.15 micrograms	49
Statutory minimum wage	Statutory gross monthly minimum wage	147.95 US\$	45

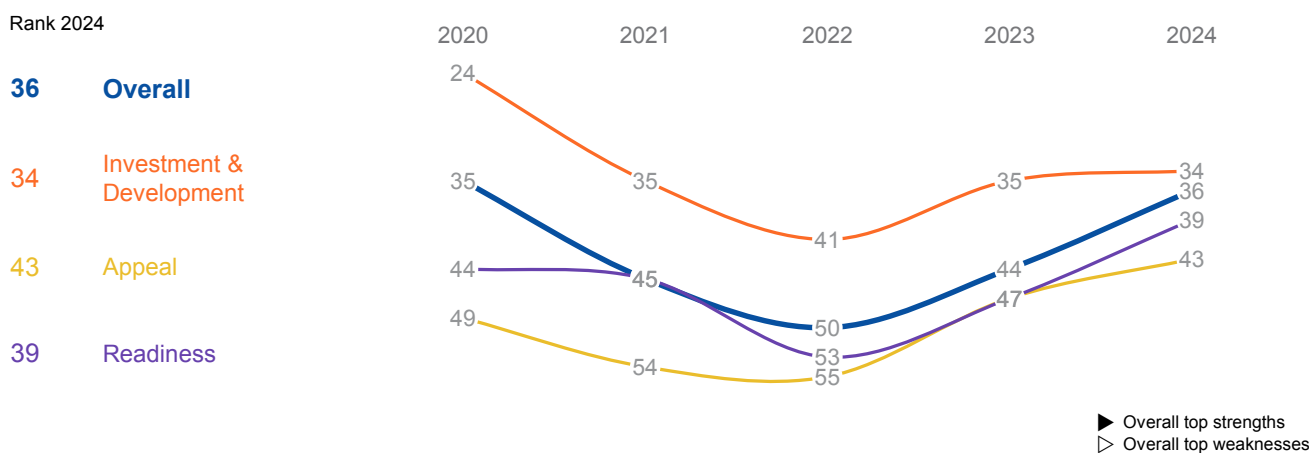
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.69 %	32
▶ Skilled labor	is readily available	6.51 survey [0-10]	12
Finance skills	are readily available	5.79 survey [0-10]	41
International experience	of senior managers is generally significant	5.56 survey [0-10]	36
Competent senior managers	are readily available	5.93 survey [0-10]	28
Primary and secondary education	meets the needs of a competitive economy	4.49 survey [0-10]	55
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	26.27 %	21
University education	meets the needs of a competitive economy	5.63 survey [0-10]	49
Management education	meets the needs of the business community	5.95 survey [0-10]	44
▶ Language skills	are meeting the needs of enterprises	6.98 survey [0-10]	26
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.20 number	56
▷ Educational assessment - PISA	PISA survey of 15-year olds	353 Average	58

# Poland

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	36
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,065 US\$	42
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	11.62 ratio	11
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.52 ratio	17
▷ Apprenticeships	are sufficiently implemented	4.72 survey [0-10]	47
Employee training	is a high priority in companies	5.71 survey [0-10]	45
Female labor force	Percentage of total labor force	45.93 %	36
▷ Health infrastructure	meets the needs of society	4.67 survey [0-10]	47

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	57.72 index	8
▷ Attracting and retaining talent	is a priority in companies	5.59 survey [0-10]	63
Worker motivation	in companies is high	5.65 survey [0-10]	36
Brain drain	does not hinder competitiveness in your economy	4.14 survey [0-10]	39
Quality of life	is high	6.06 survey [0-10]	46
Foreign highly skilled personnel	are attracted to your country's business environment	4.81 survey [0-10]	47
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	145,948 US\$	36
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	4.51 %	32
▷ Justice	is fairly administered	4.32 survey [0-10]	51
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	18.02 micrograms	45
Statutory minimum wage	Statutory gross monthly minimum wage	856.40 US\$	23

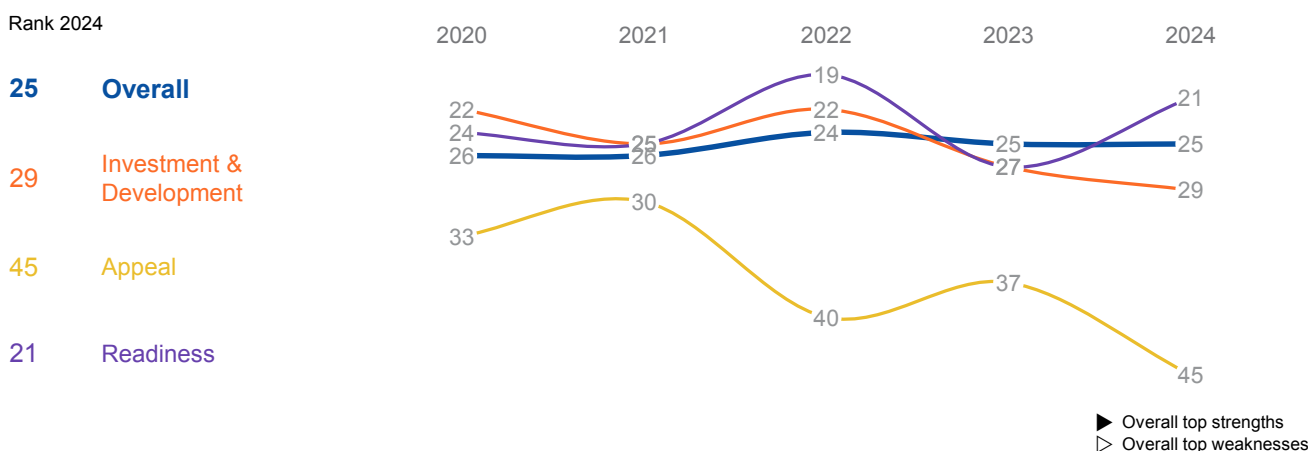
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	3.30 %	12
Skilled labor	is readily available	5.42 survey [0-10]	38
▷ Finance skills	are readily available	5.25 survey [0-10]	58
International experience	of senior managers is generally significant	5.36 survey [0-10]	43
Competent senior managers	are readily available	5.22 survey [0-10]	41
Primary and secondary education	meets the needs of a competitive economy	5.82 survey [0-10]	38
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.64 %	45
University education	meets the needs of a competitive economy	5.91 survey [0-10]	44
Management education	meets the needs of the business community	6.38 survey [0-10]	34
Language skills	are meeting the needs of enterprises	6.29 survey [0-10]	42
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.43 number	38
▶ Educational assessment - PISA	PISA survey of 15-year olds	492 Average	15

# Portugal

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.3 %	41
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,057 US\$	34
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.00 ratio	15
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.87 ratio	12
Apprenticeships	are sufficiently implemented	5.04 survey [0-10]	41
▷ Employee training	is a high priority in companies	4.96 survey [0-10]	61
▶ Female labor force	Percentage of total labor force	49.88 %	5
Health infrastructure	meets the needs of society	5.92 survey [0-10]	34

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	67.92 index	24
Attracting and retaining talent	is a priority in companies	6.78 survey [0-10]	35
Worker motivation	in companies is high	5.42 survey [0-10]	41
▷ Brain drain	does not hinder competitiveness in your economy	2.30 survey [0-10]	64
Quality of life	is high	7.62 survey [0-10]	23
Foreign highly skilled personnel	are attracted to your country's business environment	5.57 survey [0-10]	30
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	157,932 US\$	33
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.98 %	42
▷ Justice	is fairly administered	2.63 survey [0-10]	62
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	8.30 micrograms	12
Statutory minimum wage	Statutory gross monthly minimum wage	958.73 US\$	21

## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.38 %	22
Skilled labor	is readily available	6.05 survey [0-10]	22
Finance skills	are readily available	5.54 survey [0-10]	46
▷ International experience	of senior managers is generally significant	4.56 survey [0-10]	60
▷ Competent senior managers	are readily available	4.91 survey [0-10]	47
Primary and secondary education	meets the needs of a competitive economy	6.49 survey [0-10]	27
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.72 %	17
University education	meets the needs of a competitive economy	7.36 survey [0-10]	17
▶ Management education	meets the needs of the business community	7.58 survey [0-10]	11
▶ Language skills	are meeting the needs of enterprises	8.28 survey [0-10]	9
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.58 number	20
Educational assessment - PISA	PISA survey of 15-year olds	478 Average	27

# Puerto Rico

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)

Rank 2024	2020	2021	2022	2023	2024
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**45** Overall

**42** Investment & Development

**30** Appeal

**51** Readiness

● 30

● 42

● 45

● 51

▶ Overall top strengths  
▷ Overall top weaknesses

### INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.7 %	51
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,190 US\$	38
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.00 ratio	14
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.00 ratio	35
▷ Apprenticeships	are sufficiently implemented	3.88 survey [0-10]	62
Employee training	is a high priority in companies	5.39 survey [0-10]	49
Female labor force	Percentage of total labor force	45.16 %	39
▷ Health infrastructure	meets the needs of society	3.34 survey [0-10]	62

### APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	77.18 index	46
▶ Attracting and retaining talent	is a priority in companies	6.90 survey [0-10]	31
Worker motivation	in companies is high	5.57 survey [0-10]	38
▷ Brain drain	does not hinder competitiveness in your economy	2.75 survey [0-10]	60
Quality of life	is high	5.20 survey [0-10]	50
Foreign highly skilled personnel	are attracted to your country's business environment	4.43 survey [0-10]	51
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	- US\$	-
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.47 %	16
Justice	is fairly administered	5.09 survey [0-10]	44
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	7.25 micrograms	8
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

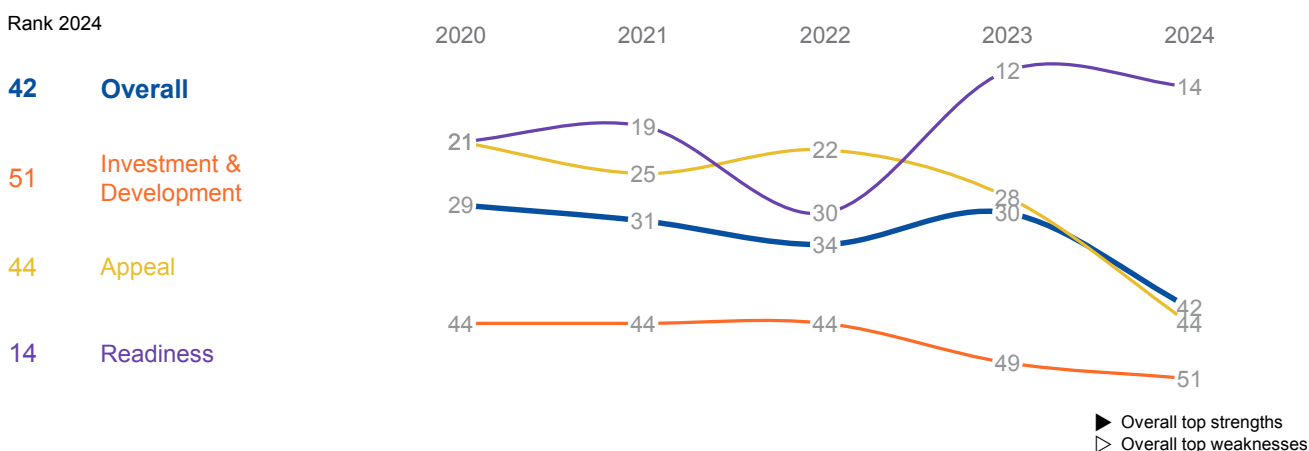
### READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.45 %	39
Skilled labor	is readily available	5.50 survey [0-10]	37
Finance skills	are readily available	5.37 survey [0-10]	54
International experience	of senior managers is generally significant	4.96 survey [0-10]	53
Competent senior managers	are readily available	5.41 survey [0-10]	39
▷ Primary and secondary education	meets the needs of a competitive economy	4.30 survey [0-10]	56
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.98 %	57
University education	meets the needs of a competitive economy	5.66 survey [0-10]	48
Management education	meets the needs of the business community	5.50 survey [0-10]	54
Language skills	are meeting the needs of enterprises	5.52 survey [0-10]	50
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# Qatar

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	1.9 %	64
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,576 US\$	18
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.49 ratio	23
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.54 ratio	40
Apprenticeships	are sufficiently implemented	6.11 survey [0-10]	13
Employee training	is a high priority in companies	6.57 survey [0-10]	20
▷ Female labor force	Percentage of total labor force	17.50 %	67
▶ Health infrastructure	meets the needs of society	8.24 survey [0-10]	5

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	66.43 index	22
Attracting and retaining talent	is a priority in companies	7.06 survey [0-10]	28
Worker motivation	in companies is high	6.46 survey [0-10]	22
Brain drain	does not hinder competitiveness in your economy	6.28 survey [0-10]	15
Quality of life	is high	8.67 survey [0-10]	7
Foreign highly skilled personnel	are attracted to your country's business environment	7.69 survey [0-10]	7
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	161,676 US\$	30
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	8.22 survey [0-10]	7
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	76.70 micrograms	67
Statutory minimum wage	Statutory gross monthly minimum wage	274.73 US\$	36

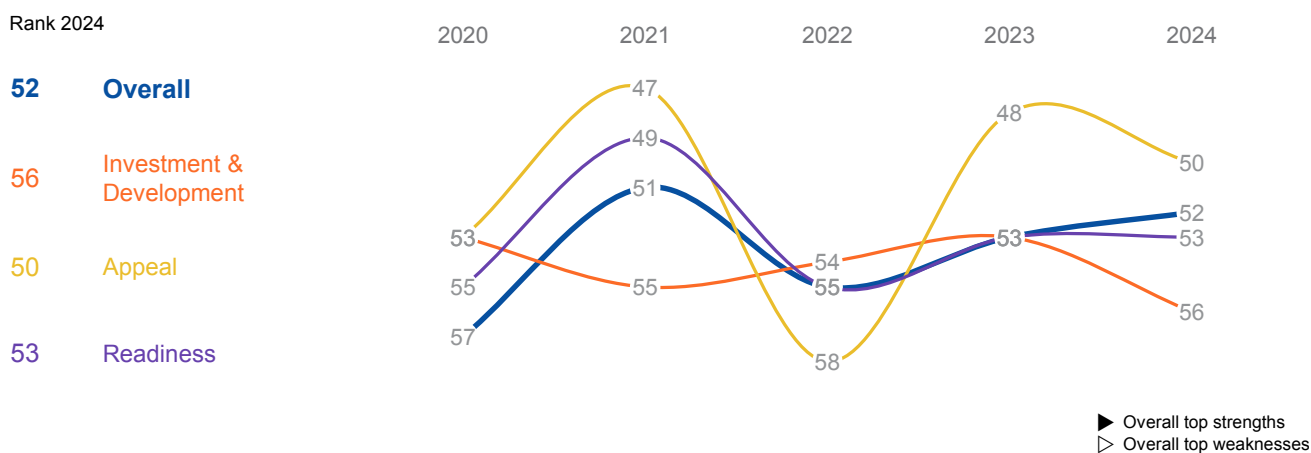
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.30 %	23
Skilled labor	is readily available	6.20 survey [0-10]	20
Finance skills	are readily available	6.86 survey [0-10]	18
▶ International experience	of senior managers is generally significant	7.63 survey [0-10]	3
Competent senior managers	are readily available	6.64 survey [0-10]	12
▶ Primary and secondary education	meets the needs of a competitive economy	8.18 survey [0-10]	5
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.83 %	53
▶ University education	meets the needs of a competitive economy	8.22 survey [0-10]	5
Management education	meets the needs of the business community	7.89 survey [0-10]	6
Language skills	are meeting the needs of enterprises	8.18 survey [0-10]	12
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.80 number	13
▷ Educational assessment - PISA	PISA survey of 15-year olds	422 Average	43

# Romania

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.2 %	57
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,658 US\$	48
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.20 ratio	51
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.90 ratio	13
▷ Apprenticeships	are sufficiently implemented	3.04 survey [0-10]	67
▷ Employee training	is a high priority in companies	5.00 survey [0-10]	60
Female labor force	Percentage of total labor force	38.79 %	58
Health infrastructure	meets the needs of society	4.08 survey [0-10]	52

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	63.43 index	18
Attracting and retaining talent	is a priority in companies	5.85 survey [0-10]	58
Worker motivation	in companies is high	4.77 survey [0-10]	57
Brain drain	does not hinder competitiveness in your economy	3.46 survey [0-10]	52
▷ Quality of life	is high	4.27 survey [0-10]	59
Foreign highly skilled personnel	are attracted to your country's business environment	4.96 survey [0-10]	44
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	90,522 US\$	50
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.41 %	15
Justice	is fairly administered	4.27 survey [0-10]	53
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.21 micrograms	29
Statutory minimum wage	Statutory gross monthly minimum wage	655.84 US\$	29

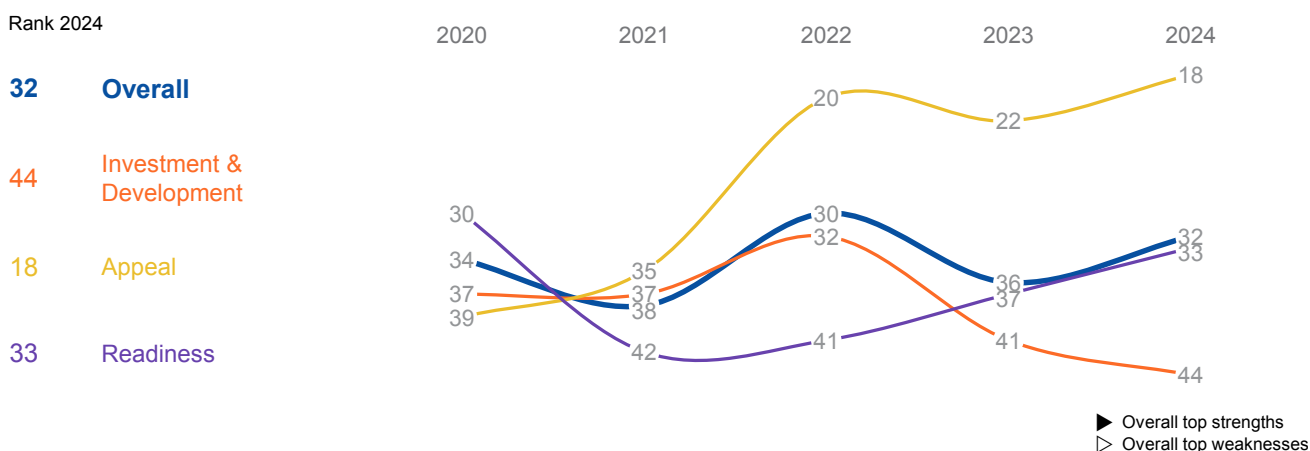
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	-0.86 %	62
Skilled labor	is readily available	4.54 survey [0-10]	50
▷ Finance skills	are readily available	5.15 survey [0-10]	59
International experience	of senior managers is generally significant	5.69 survey [0-10]	30
Competent senior managers	are readily available	4.27 survey [0-10]	57
Primary and secondary education	meets the needs of a competitive economy	4.62 survey [0-10]	54
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	29.27 %	12
University education	meets the needs of a competitive economy	5.31 survey [0-10]	57
Management education	meets the needs of the business community	4.90 survey [0-10]	58
Language skills	are meeting the needs of enterprises	6.38 survey [0-10]	39
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.76 number	44
Educational assessment - PISA	PISA survey of 15-year olds	428 Average	41

# Saudi Arabia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	29
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,030 US\$	35
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.46 ratio	27
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.84 ratio	30
▶ Apprenticeships	are sufficiently implemented	6.48 survey [0-10]	9
Employee training	is a high priority in companies	7.08 survey [0-10]	10
▷ Female labor force	Percentage of total labor force	21.52 %	65
Health infrastructure	meets the needs of society	7.63 survey [0-10]	10

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	70.92 index	35
Attracting and retaining talent	is a priority in companies	7.71 survey [0-10]	12
Worker motivation	in companies is high	7.11 survey [0-10]	10
▶ Brain drain	does not hinder competitiveness in your economy	6.99 survey [0-10]	4
Quality of life	is high	7.88 survey [0-10]	19
▶ Foreign highly skilled personnel	are attracted to your country's business environment	7.90 survey [0-10]	4
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	144,621 US\$	37
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	7.88 survey [0-10]	10
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	56.78 micrograms	66
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

## READINESS

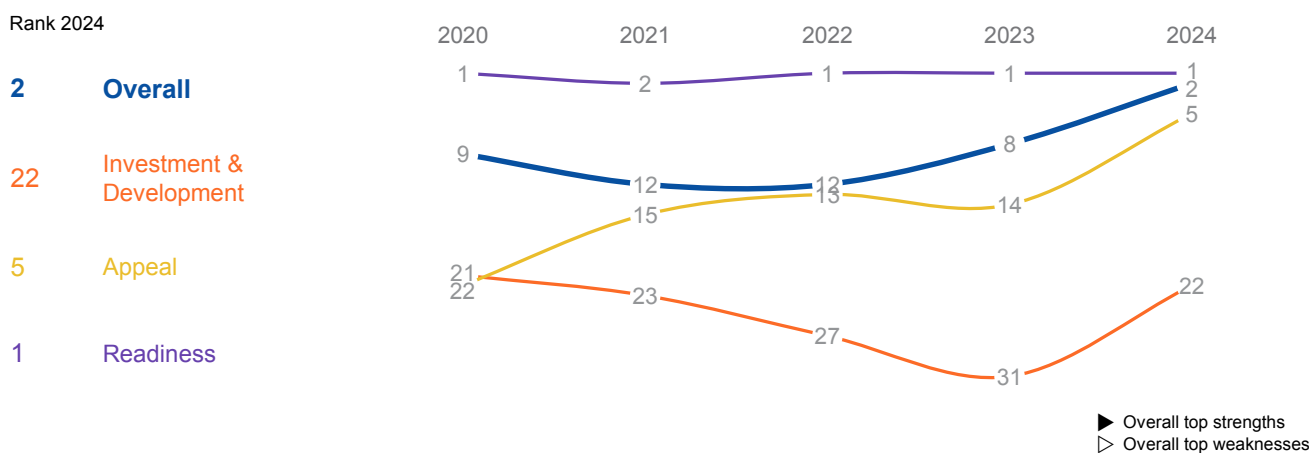
		Value	2024 Rank
▷ Labor force growth	Percentage change	0.47 %	54
Skilled labor	is readily available	5.88 survey [0-10]	27
Finance skills	are readily available	6.88 survey [0-10]	17
▶ International experience	of senior managers is generally significant	7.23 survey [0-10]	8
Competent senior managers	are readily available	6.36 survey [0-10]	20
Primary and secondary education	meets the needs of a competitive economy	7.00 survey [0-10]	19
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.07 %	16
University education	meets the needs of a competitive economy	7.22 survey [0-10]	19
Management education	meets the needs of the business community	6.80 survey [0-10]	22
Language skills	are meeting the needs of enterprises	7.66 survey [0-10]	18
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.02 number	43
▷ Educational assessment - PISA	PISA survey of 15-year olds	387 Average	55



# Singapore

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	1.9 %	65
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,651 US\$	17
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.50 ratio	34
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.10 ratio	36
Apprenticeships	are sufficiently implemented	6.67 survey [0-10]	7
Employee training	is a high priority in companies	7.58 survey [0-10]	4
Female labor force	Percentage of total labor force	47.24 %	20
Health infrastructure	meets the needs of society	8.48 survey [0-10]	2

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	109.45 index	63
Attracting and retaining talent	is a priority in companies	8.06 survey [0-10]	9
Worker motivation	in companies is high	7.42 survey [0-10]	6
Brain drain	does not hinder competitiveness in your economy	7.06 survey [0-10]	3
Quality of life	is high	8.51 survey [0-10]	10
▶ Foreign highly skilled personnel	are attracted to your country's business environment	8.58 survey [0-10]	2
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	298,777 US\$	4
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.26 %	13
Justice	is fairly administered	8.39 survey [0-10]	5
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.01 micrograms	28
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

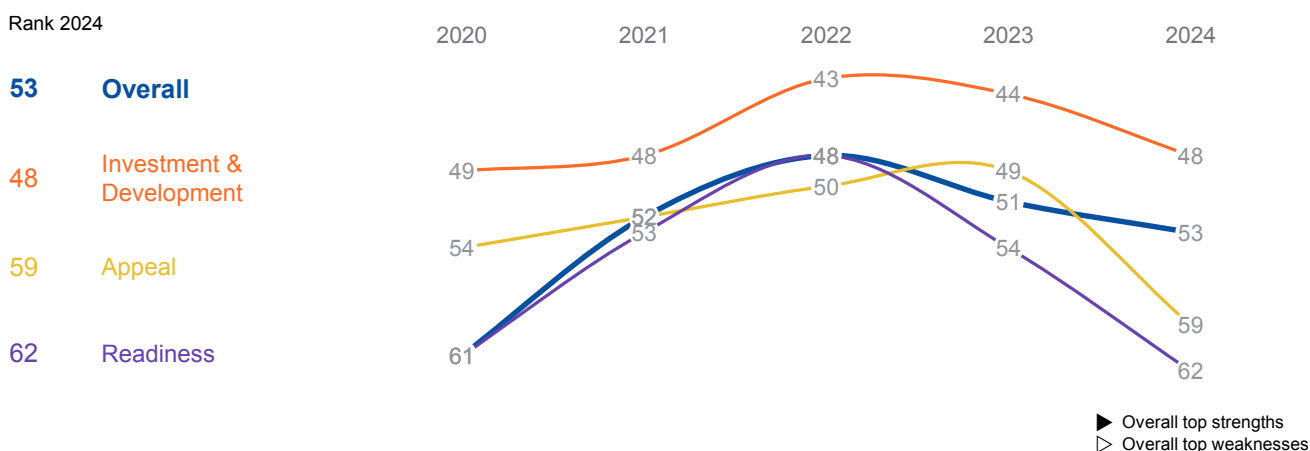
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	4.85 %	3
▶ Skilled labor	is readily available	7.94 survey [0-10]	1
▶ Finance skills	are readily available	8.31 survey [0-10]	1
International experience	of senior managers is generally significant	7.72 survey [0-10]	2
▶ Competent senior managers	are readily available	7.97 survey [0-10]	1
Primary and secondary education	meets the needs of a competitive economy	8.86 survey [0-10]	2
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	35.94 %	4
University education	meets the needs of a competitive economy	8.76 survey [0-10]	2
Management education	meets the needs of the business community	8.03 survey [0-10]	3
Language skills	are meeting the needs of enterprises	8.65 survey [0-10]	4
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	10.68 number	4
▶ Educational assessment - PISA	PISA survey of 15-year olds	560 Average	2

# Slovak Republic

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.5 %	38
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,114 US\$	39
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	17.35 ratio	48
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.05 ratio	44
▷ Apprenticeships	are sufficiently implemented	3.51 survey [0-10]	64
Employee training	is a high priority in companies	5.37 survey [0-10]	50
▶ Female labor force	Percentage of total labor force	47.09 %	25
Health infrastructure	meets the needs of society	2.59 survey [0-10]	63

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	69.08 index	28
Attracting and retaining talent	is a priority in companies	5.67 survey [0-10]	62
Worker motivation	in companies is high	4.55 survey [0-10]	61
▷ Brain drain	does not hinder competitiveness in your economy	1.75 survey [0-10]	67
Quality of life	is high	5.63 survey [0-10]	47
▷ Foreign highly skilled personnel	are attracted to your country's business environment	2.58 survey [0-10]	66
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	175,796 US\$	28
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.80 %	30
▷ Justice	is fairly administered	2.41 survey [0-10]	65
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	15.46 micrograms	38
Statutory minimum wage	Statutory gross monthly minimum wage	756.89 US\$	26

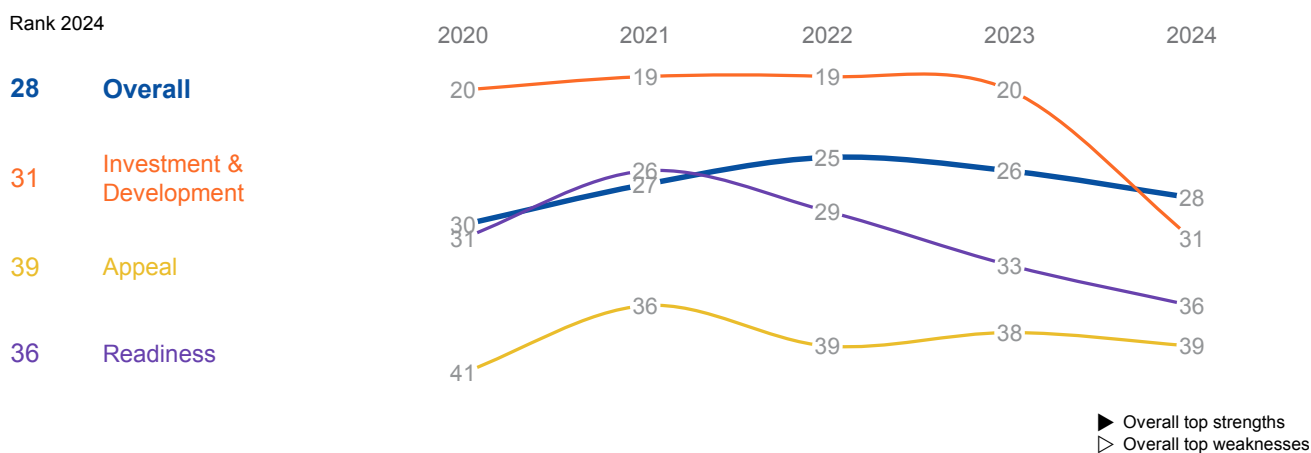
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	-0.08 %	57
Skilled labor	is readily available	3.51 survey [0-10]	63
Finance skills	are readily available	5.32 survey [0-10]	56
International experience	of senior managers is generally significant	5.11 survey [0-10]	50
Competent senior managers	are readily available	3.84 survey [0-10]	63
Primary and secondary education	meets the needs of a competitive economy	3.55 survey [0-10]	62
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.41 %	40
▷ University education	meets the needs of a competitive economy	3.41 survey [0-10]	67
Management education	meets the needs of the business community	4.59 survey [0-10]	64
Language skills	are meeting the needs of enterprises	5.07 survey [0-10]	57
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.08 number	31
Educational assessment - PISA	PISA survey of 15-year olds	458 Average	37

# Slovenia

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.6 %	10
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,900 US\$	30
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.27 ratio	8
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.42 ratio	48
▷ Apprenticeships	are sufficiently implemented	3.25 survey [0-10]	65
Employee training	is a high priority in companies	6.44 survey [0-10]	24
Female labor force	Percentage of total labor force	45.58 %	37
▷ Health infrastructure	meets the needs of society	3.66 survey [0-10]	57

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	63.30 index	17
Attracting and retaining talent	is a priority in companies	6.89 survey [0-10]	32
Worker motivation	in companies is high	5.29 survey [0-10]	46
Brain drain	does not hinder competitiveness in your economy	3.68 survey [0-10]	47
Quality of life	is high	7.87 survey [0-10]	20
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.10 survey [0-10]	62
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	127,847 US\$	41
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.13 %	33
Justice	is fairly administered	4.71 survey [0-10]	48
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	14.36 micrograms	33
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,301.16 US\$	16

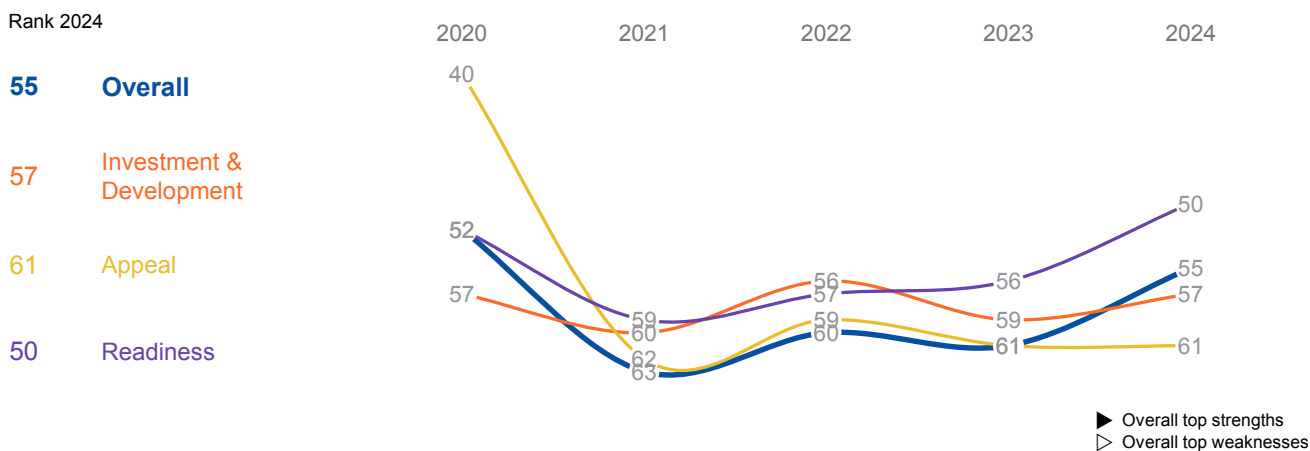
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	-0.02 %	56
Skilled labor	is readily available	4.90 survey [0-10]	47
Finance skills	are readily available	5.58 survey [0-10]	45
▷ International experience	of senior managers is generally significant	4.90 survey [0-10]	56
Competent senior managers	are readily available	4.55 survey [0-10]	53
Primary and secondary education	meets the needs of a competitive economy	6.21 survey [0-10]	28
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	29.53 %	9
University education	meets the needs of a competitive economy	6.11 survey [0-10]	39
Management education	meets the needs of the business community	6.57 survey [0-10]	27
▶ Language skills	are meeting the needs of enterprises	8.00 survey [0-10]	14
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.67 number	28
Educational assessment - PISA	PISA survey of 15-year olds	485 Average	22

# South Africa

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	8.3 %	2
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,873 US\$	51
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	30.30 ratio	63
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	27.15 ratio	66
Apprenticeships	are sufficiently implemented	4.51 survey [0-10]	52
Employee training	is a high priority in companies	5.55 survey [0-10]	46
▶ Female labor force	Percentage of total labor force	46.00 %	35
▷ Health infrastructure	meets the needs of society	3.37 survey [0-10]	61

## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	47.85 index	4
Attracting and retaining talent	is a priority in companies	6.48 survey [0-10]	47
Worker motivation	in companies is high	4.82 survey [0-10]	55
Brain drain	does not hinder competitiveness in your economy	3.33 survey [0-10]	53
Quality of life	is high	4.66 survey [0-10]	54
Foreign highly skilled personnel	are attracted to your country's business environment	4.67 survey [0-10]	48
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	43,111 US\$	57
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.04 %	47
Justice	is fairly administered	4.92 survey [0-10]	46
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	23.34 micrograms	52
Statutory minimum wage	Statutory gross monthly minimum wage	248.12 US\$	39

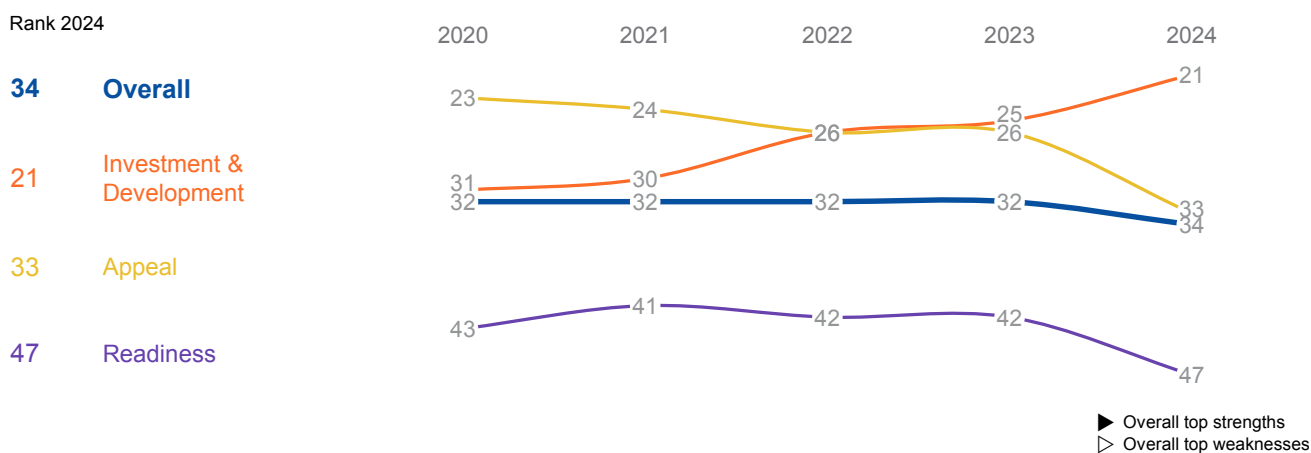
## READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	3.93 %	6
Skilled labor	is readily available	4.57 survey [0-10]	49
Finance skills	are readily available	5.45 survey [0-10]	51
International experience	of senior managers is generally significant	5.57 survey [0-10]	35
Competent senior managers	are readily available	5.17 survey [0-10]	42
▷ Primary and secondary education	meets the needs of a competitive economy	3.81 survey [0-10]	58
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.71 %	50
▷ University education	meets the needs of a competitive economy	5.28 survey [0-10]	59
Management education	meets the needs of the business community	5.81 survey [0-10]	47
Language skills	are meeting the needs of enterprises	6.30 survey [0-10]	41
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.56 number	51
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# Spain

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.4 %	40
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,563 US\$	32
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.21 ratio	19
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.55 ratio	19
Apprenticeships	are sufficiently implemented	5.19 survey [0-10]	37
Employee training	is a high priority in companies	5.90 survey [0-10]	41
▶ Female labor force	Percentage of total labor force	47.49 %	16
▶ Health infrastructure	meets the needs of society	7.35 survey [0-10]	14

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	72.71 index	37
Attracting and retaining talent	is a priority in companies	6.71 survey [0-10]	37
▷ Worker motivation	in companies is high	4.88 survey [0-10]	54
Brain drain	does not hinder competitiveness in your economy	3.81 survey [0-10]	46
▶ Quality of life	is high	8.20 survey [0-10]	16
Foreign highly skilled personnel	are attracted to your country's business environment	6.09 survey [0-10]	21
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	203,446 US\$	19
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.08 %	48
Justice	is fairly administered	4.71 survey [0-10]	49
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.77 micrograms	18
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,362.40 US\$	15

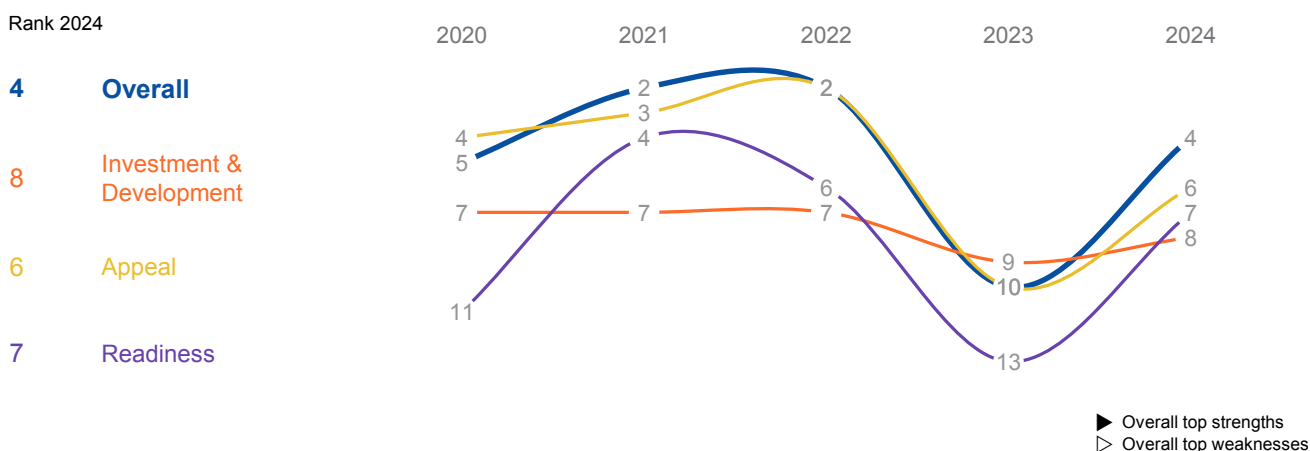
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.07 %	24
▷ Skilled labor	is readily available	4.26 survey [0-10]	56
▷ Finance skills	are readily available	5.41 survey [0-10]	53
International experience	of senior managers is generally significant	5.21 survey [0-10]	48
Competent senior managers	are readily available	4.80 survey [0-10]	50
Primary and secondary education	meets the needs of a competitive economy	5.37 survey [0-10]	47
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.46 %	39
▷ University education	meets the needs of a competitive economy	5.43 survey [0-10]	54
Management education	meets the needs of the business community	6.25 survey [0-10]	39
▷ Language skills	are meeting the needs of enterprises	4.43 survey [0-10]	58
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.71 number	46
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	28

# Sweden

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	6.3 %	5
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	13,034 US\$	9
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.04 ratio	25
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.34 ratio	37
Apprenticeships	are sufficiently implemented	6.04 survey [0-10]	15
Employee training	is a high priority in companies	7.47 survey [0-10]	5
Female labor force	Percentage of total labor force	47.32 %	19
Health infrastructure	meets the needs of society	7.29 survey [0-10]	15

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	69.72 index	32
Attracting and retaining talent	is a priority in companies	7.73 survey [0-10]	11
▶ Worker motivation	in companies is high	7.51 survey [0-10]	4
Brain drain	does not hinder competitiveness in your economy	6.89 survey [0-10]	7
Quality of life	is high	8.49 survey [0-10]	11
Foreign highly skilled personnel	are attracted to your country's business environment	6.62 survey [0-10]	15
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	208,113 US\$	18
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.49 %	57
Justice	is fairly administered	7.91 survey [0-10]	9
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	5.70 micrograms	3
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

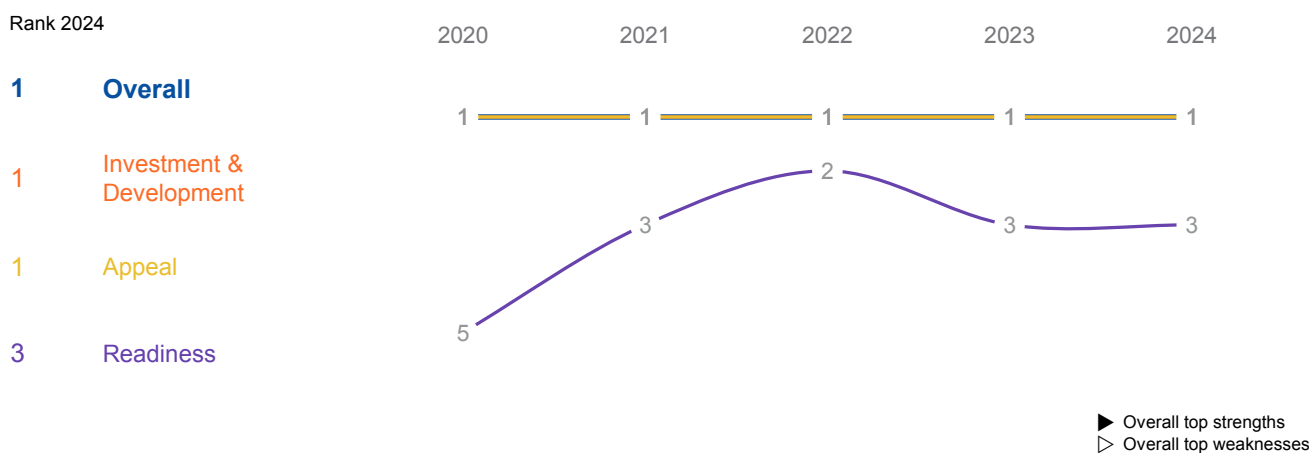
## READINESS

		Value	2024 Rank
▷ Labor force growth	Percentage change	1.73 %	30
Skilled labor	is readily available	6.62 survey [0-10]	8
▶ Finance skills	are readily available	7.91 survey [0-10]	3
▶ International experience	of senior managers is generally significant	7.45 survey [0-10]	5
Competent senior managers	are readily available	7.07 survey [0-10]	5
Primary and secondary education	meets the needs of a competitive economy	7.60 survey [0-10]	11
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.99 %	13
University education	meets the needs of a competitive economy	7.91 survey [0-10]	9
Management education	meets the needs of the business community	7.64 survey [0-10]	9
Language skills	are meeting the needs of enterprises	8.40 survey [0-10]	8
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.22 number	30
Educational assessment - PISA	PISA survey of 15-year olds	488 Average	19

# Switzerland

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.5 %	13
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	26,347 US\$	2
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.92 ratio	38
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.89 ratio	31
▶ Apprenticeships	are sufficiently implemented	8.99 survey [0-10]	1
Employee training	is a high priority in companies	7.74 survey [0-10]	2
Female labor force	Percentage of total labor force	46.81 %	30
Health infrastructure	meets the needs of society	8.62 survey [0-10]	1

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	105.89 index	62
Attracting and retaining talent	is a priority in companies	8.13 survey [0-10]	7
Worker motivation	in companies is high	7.80 survey [0-10]	2
Brain drain	does not hinder competitiveness in your economy	8.09 survey [0-10]	1
Quality of life	is high	9.65 survey [0-10]	1
▶ Foreign highly skilled personnel	are attracted to your country's business environment	9.36 survey [0-10]	1
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	456,478 US\$	1
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	8.37 %	46
Justice	is fairly administered	8.76 survey [0-10]	2
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.16 micrograms	15
▶ Statutory minimum wage	Statutory gross monthly minimum wage	4,221.01 US\$	1

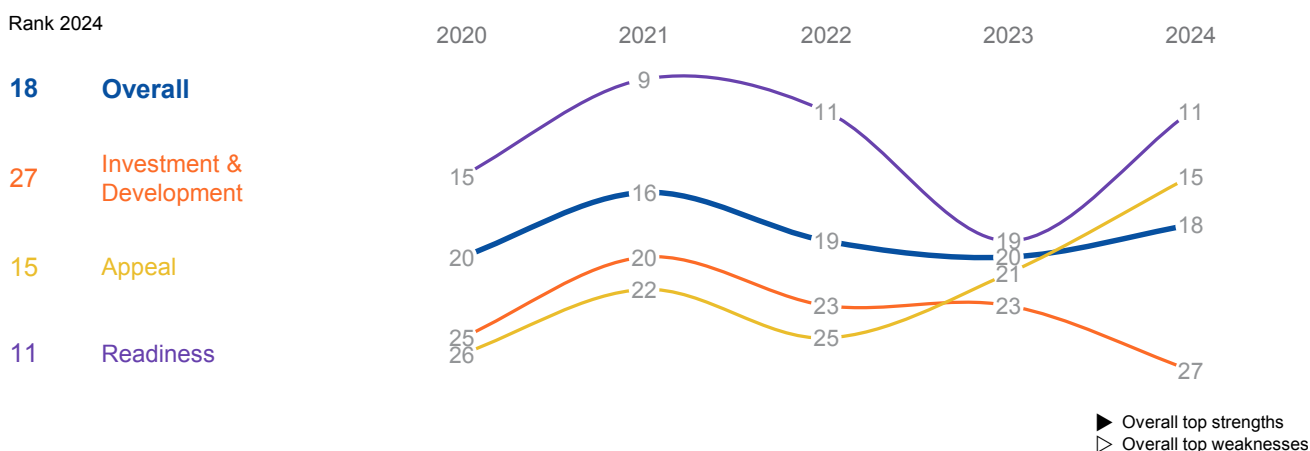
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	2.48 %	20
Skilled labor	is readily available	6.58 survey [0-10]	10
Finance skills	are readily available	8.03 survey [0-10]	2
▶ International experience	of senior managers is generally significant	8.32 survey [0-10]	1
Competent senior managers	are readily available	7.05 survey [0-10]	7
Primary and secondary education	meets the needs of a competitive economy	8.90 survey [0-10]	1
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.33 %	26
University education	meets the needs of a competitive economy	9.07 survey [0-10]	1
Management education	meets the needs of the business community	8.70 survey [0-10]	2
Language skills	are meeting the needs of enterprises	8.97 survey [0-10]	2
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	7.42 number	9
Educational assessment - PISA	PISA survey of 15-year olds	498 Average	10

# Taiwan (Chinese Taipei)

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	3.4 %	53
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,318 US\$	33
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.10 ratio	17
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.80 ratio	28
Apprenticeships	are sufficiently implemented	5.91 survey [0-10]	18
▶ Employee training	is a high priority in companies	7.27 survey [0-10]	8
Female labor force	Percentage of total labor force	45.01 %	41
▶ Health infrastructure	meets the needs of society	8.44 survey [0-10]	3

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	75.88 index	41
Attracting and retaining talent	is a priority in companies	7.20 survey [0-10]	25
▶ Worker motivation	in companies is high	7.37 survey [0-10]	7
Brain drain	does not hinder competitiveness in your economy	4.63 survey [0-10]	35
Quality of life	is high	7.97 survey [0-10]	18
▷ Foreign highly skilled personnel	are attracted to your country's business environment	4.63 survey [0-10]	49
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	183,102 US\$	23
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.89 %	19
Justice	is fairly administered	6.36 survey [0-10]	28
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	16.24 micrograms	41
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

## READINESS

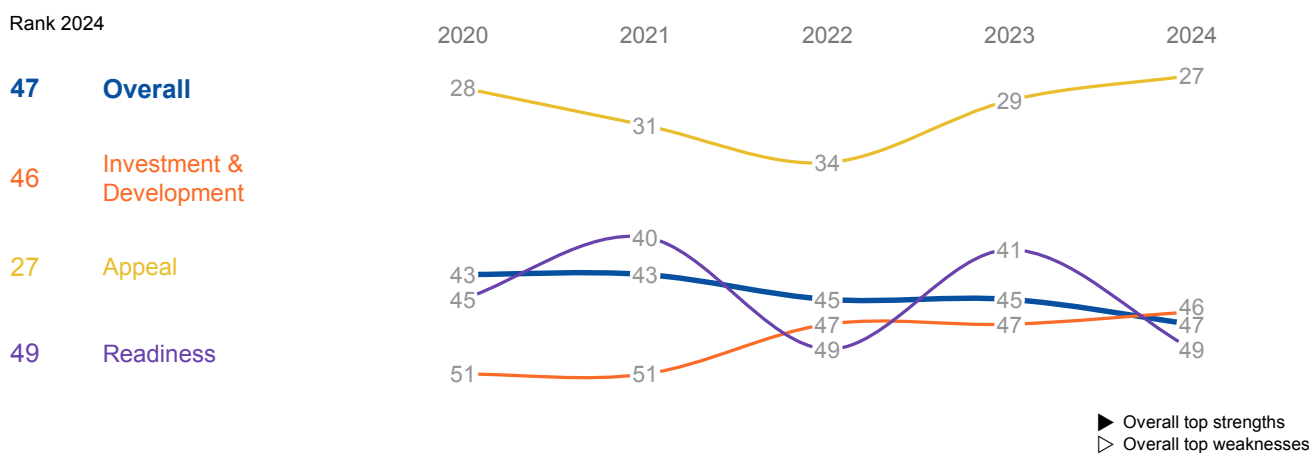
		Value	2024 Rank
▷ Labor force growth	Percentage change	0.76 %	53
Skilled labor	is readily available	5.51 survey [0-10]	36
Finance skills	are readily available	6.63 survey [0-10]	21
▷ International experience	of senior managers is generally significant	5.40 survey [0-10]	41
Competent senior managers	are readily available	5.71 survey [0-10]	32
Primary and secondary education	meets the needs of a competitive economy	7.11 survey [0-10]	16
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	32.44 %	6
University education	meets the needs of a competitive economy	7.09 survey [0-10]	22
Management education	meets the needs of the business community	7.30 survey [0-10]	15
Language skills	are meeting the needs of enterprises	6.50 survey [0-10]	36
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.56 number	22
▶ Educational assessment - PISA	PISA survey of 15-year olds	533 Average	3



# Thailand

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	32
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,769 US\$	53
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.37 ratio	33
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	22.86 ratio	61
Apprenticeships	are sufficiently implemented	5.82 survey [0-10]	21
Employee training	is a high priority in companies	6.49 survey [0-10]	22
Female labor force	Percentage of total labor force	46.46 %	33
▶ Health infrastructure	meets the needs of society	7.07 survey [0-10]	20

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	69.07 index	27
Attracting and retaining talent	is a priority in companies	7.34 survey [0-10]	22
▶ Worker motivation	in companies is high	6.55 survey [0-10]	18
Brain drain	does not hinder competitiveness in your economy	5.29 survey [0-10]	29
Quality of life	is high	6.35 survey [0-10]	41
▶ Foreign highly skilled personnel	are attracted to your country's business environment	6.15 survey [0-10]	18
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	193,546 US\$	22
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.90 %	12
Justice	is fairly administered	5.72 survey [0-10]	36
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	30.83 micrograms	57
Statutory minimum wage	Statutory gross monthly minimum wage	248.42 US\$	38

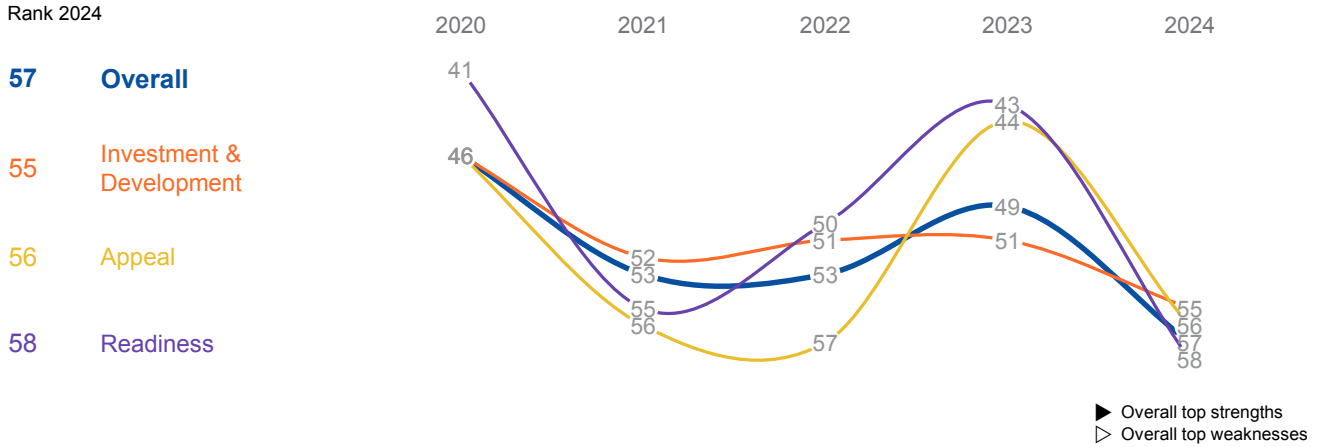
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.36 %	41
Skilled labor	is readily available	5.81 survey [0-10]	29
Finance skills	are readily available	5.91 survey [0-10]	37
▶ International experience	of senior managers is generally significant	6.09 survey [0-10]	19
Competent senior managers	are readily available	6.34 survey [0-10]	21
Primary and secondary education	meets the needs of a competitive economy	5.97 survey [0-10]	35
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	6.13 survey [0-10]	38
Management education	meets the needs of the business community	6.44 survey [0-10]	32
▷ Language skills	are meeting the needs of enterprises	5.22 survey [0-10]	54
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.41 number	54
▷ Educational assessment - PISA	PISA survey of 15-year olds	394 Average	54

# Türkiye

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	3.9 %	45
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,476 US\$	55
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	17.07 ratio	47
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.93 ratio	43
Apprenticeships	are sufficiently implemented	3.96 survey [0-10]	61
Employee training	is a high priority in companies	5.10 survey [0-10]	57
Female labor force	Percentage of total labor force	33.94 %	60
▶ Health infrastructure	meets the needs of society	5.92 survey [0-10]	35

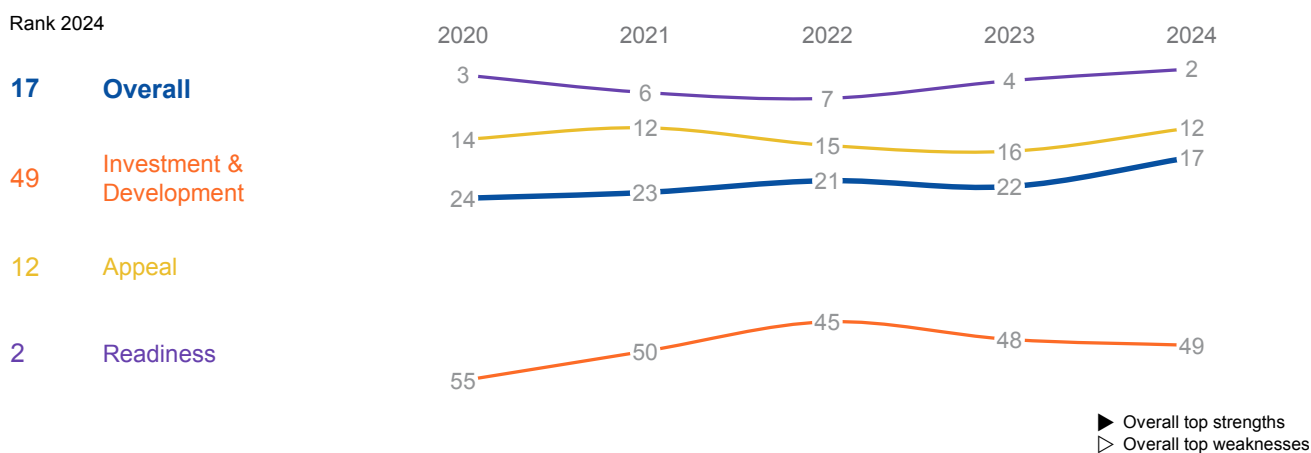
## APPEAL

		Value	2024 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	52.64 index	5
Attracting and retaining talent	is a priority in companies	5.73 survey [0-10]	60
▷ Worker motivation	in companies is high	4.12 survey [0-10]	66
Brain drain	does not hinder competitiveness in your economy	2.90 survey [0-10]	58
▷ Quality of life	is high	3.96 survey [0-10]	64
Foreign highly skilled personnel	are attracted to your country's business environment	3.45 survey [0-10]	59
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	128,492 US\$	40
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.37 %	14
▷ Justice	is fairly administered	2.53 survey [0-10]	63
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	22.55 micrograms	51
Statutory minimum wage	Statutory gross monthly minimum wage	565.88 US\$	30

## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.64 %	34
Skilled labor	is readily available	5.29 survey [0-10]	40
Finance skills	are readily available	5.53 survey [0-10]	48
International experience	of senior managers is generally significant	5.06 survey [0-10]	51
Competent senior managers	are readily available	4.82 survey [0-10]	49
▷ Primary and secondary education	meets the needs of a competitive economy	3.52 survey [0-10]	63
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.80 %	58
▷ University education	meets the needs of a competitive economy	3.96 survey [0-10]	62
Management education	meets the needs of the business community	4.76 survey [0-10]	60
Language skills	are meeting the needs of enterprises	4.16 survey [0-10]	60
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.65 number	34
Educational assessment - PISA	PISA survey of 15-year olds	462 Average	36

### OVERALL PERFORMANCE (67 economies)



### INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▷ Total public expenditure on education	Percentage of GDP	3.9 %	46
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,441 US\$	25
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.80 ratio	55
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.60 ratio	10
Apprenticeships	are sufficiently implemented	5.51 survey [0-10]	27
Employee training	is a high priority in companies	6.06 survey [0-10]	37
▷ Female labor force	Percentage of total labor force	24.56 %	63
Health infrastructure	meets the needs of society	7.80 survey [0-10]	7

### APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	85.32 index	55
Attracting and retaining talent	is a priority in companies	6.81 survey [0-10]	33
Worker motivation	in companies is high	6.55 survey [0-10]	17
Brain drain	does not hinder competitiveness in your economy	6.82 survey [0-10]	9
Quality of life	is high	8.30 survey [0-10]	14
Foreign highly skilled personnel	are attracted to your country's business environment	7.84 survey [0-10]	5
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	243,522 US\$	13
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	7.34 survey [0-10]	17
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	36.13 micrograms	60
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### READINESS

		Value	2024 Rank
▶ Labor force growth	Percentage change	7.48 %	2
Skilled labor	is readily available	6.80 survey [0-10]	6
Finance skills	are readily available	7.08 survey [0-10]	13
▶ International experience	of senior managers is generally significant	7.54 survey [0-10]	4
Competent senior managers	are readily available	6.83 survey [0-10]	8
Primary and secondary education	meets the needs of a competitive economy	7.32 survey [0-10]	14
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	36.19 %	3
University education	meets the needs of a competitive economy	6.38 survey [0-10]	32
Management education	meets the needs of the business community	6.17 survey [0-10]	41
Language skills	are meeting the needs of enterprises	8.24 survey [0-10]	10
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	22.82 number	1
Educational assessment - PISA	PISA survey of 15-year olds	427 Average	42

# United Kingdom

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)

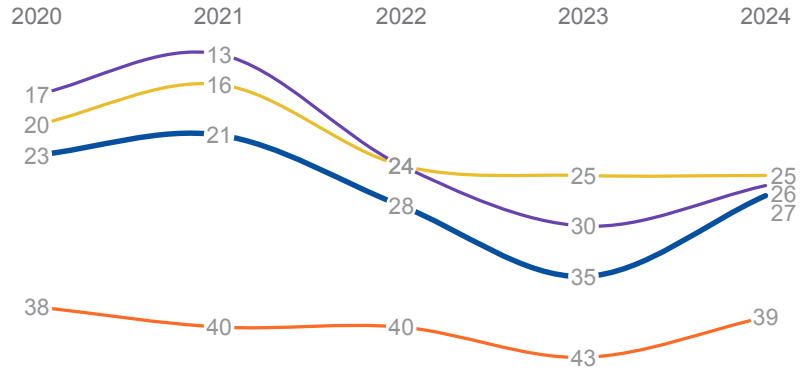
Rank 2024

**27 Overall**

**39 Investment & Development**

**25 Appeal**

**26 Readiness**



► Overall top strengths  
▷ Overall top weaknesses

## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	5.4 %	15
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,812 US\$	20
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	19.22 ratio	56
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	17.60 ratio	56
Apprenticeships	are sufficiently implemented	5.30 survey [0-10]	33
Employee training	is a high priority in companies	5.72 survey [0-10]	44
► Female labor force	Percentage of total labor force	48.13 %	13
Health infrastructure	meets the needs of society	5.11 survey [0-10]	42

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	85.94 index	56
Attracting and retaining talent	is a priority in companies	6.54 survey [0-10]	44
Worker motivation	in companies is high	5.33 survey [0-10]	43
Brain drain	does not hinder competitiveness in your economy	5.30 survey [0-10]	28
Quality of life	is high	6.09 survey [0-10]	45
Foreign highly skilled personnel	are attracted to your country's business environment	5.96 survey [0-10]	25
► Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	242,150 US\$	14
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	10.10 %	52
Justice	is fairly administered	6.67 survey [0-10]	25
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.84 micrograms	19
► Statutory minimum wage	Statutory gross monthly minimum wage	1,940.40 US\$	10

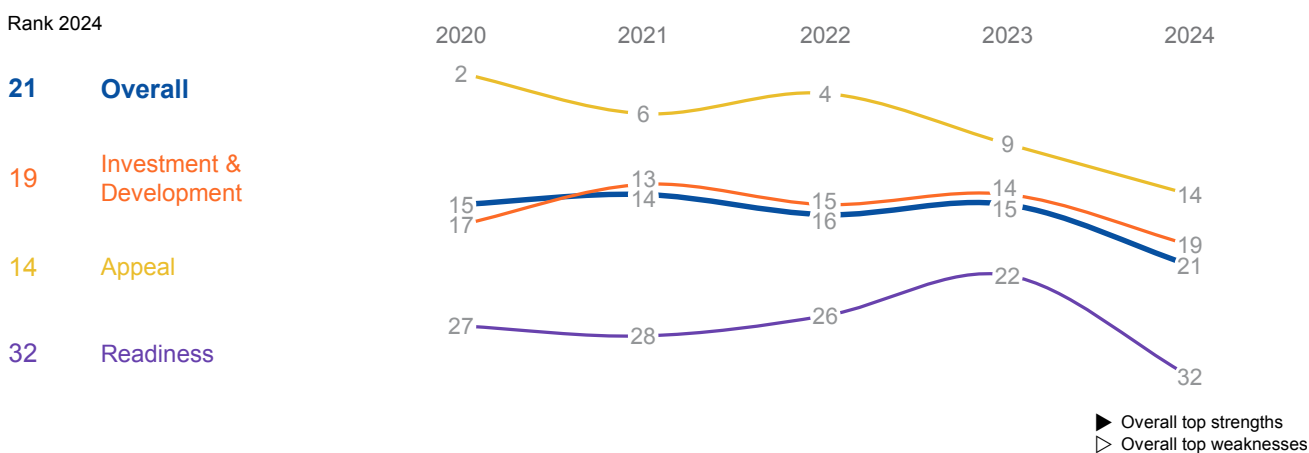
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.22 %	45
Skilled labor	is readily available	5.65 survey [0-10]	32
Finance skills	are readily available	6.22 survey [0-10]	28
International experience	of senior managers is generally significant	5.70 survey [0-10]	29
Competent senior managers	are readily available	5.70 survey [0-10]	34
Primary and secondary education	meets the needs of a competitive economy	5.74 survey [0-10]	41
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.26 %	36
University education	meets the needs of a competitive economy	6.15 survey [0-10]	37
Management education	meets the needs of the business community	6.38 survey [0-10]	33
▷ Language skills	are meeting the needs of enterprises	5.49 survey [0-10]	52
► Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	9.96 number	5
► Educational assessment - PISA	PISA survey of 15-year olds	494 Average	14

# USA

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
▶ Total public expenditure on education	Percentage of GDP	5.9 %	8
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	16,116 US\$	6
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.05 ratio	30
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	15.14 ratio	51
▷ Apprenticeships	are sufficiently implemented	3.98 survey [0-10]	60
Employee training	is a high priority in companies	6.10 survey [0-10]	36
Female labor force	Percentage of total labor force	46.82 %	29
Health infrastructure	meets the needs of society	5.24 survey [0-10]	41

## APPEAL

		Value	2024 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	100.00 index	61
Attracting and retaining talent	is a priority in companies	7.53 survey [0-10]	17
Worker motivation	in companies is high	5.93 survey [0-10]	30
Brain drain	does not hinder competitiveness in your economy	6.68 survey [0-10]	12
Quality of life	is high	7.13 survey [0-10]	32
▶ Foreign highly skilled personnel	are attracted to your country's business environment	8.19 survey [0-10]	3
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	396,392 US\$	2
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.39 %	60
Justice	is fairly administered	5.60 survey [0-10]	38
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	7.84 micrograms	9
Statutory minimum wage	Statutory gross monthly minimum wage	1,256.67 US\$	18

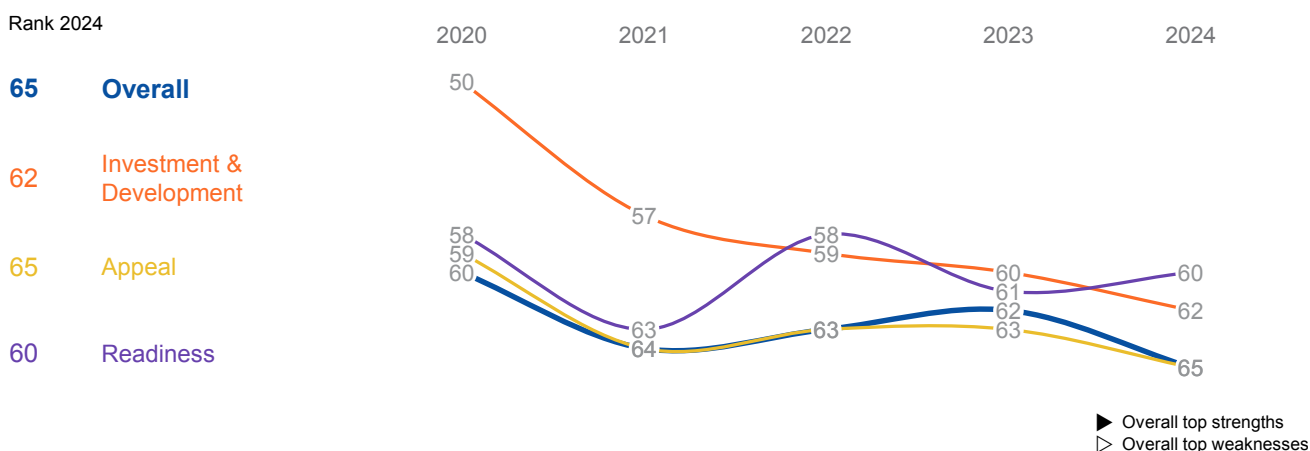
## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	1.72 %	31
Skilled labor	is readily available	6.05 survey [0-10]	23
Finance skills	are readily available	6.49 survey [0-10]	24
International experience	of senior managers is generally significant	5.73 survey [0-10]	28
Competent senior managers	are readily available	6.44 survey [0-10]	18
Primary and secondary education	meets the needs of a competitive economy	5.63 survey [0-10]	43
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.07 %	43
University education	meets the needs of a competitive economy	6.69 survey [0-10]	28
Management education	meets the needs of the business community	6.92 survey [0-10]	19
▷ Language skills	are meeting the needs of enterprises	5.70 survey [0-10]	47
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.51 number	37
Educational assessment - PISA	PISA survey of 15-year olds	489 Average	18

# Venezuela

World Talent Ranking 2024

## OVERALL PERFORMANCE (67 economies)



## INVESTMENT & DEVELOPMENT

		Value	2024 Rank
Total public expenditure on education	Percentage of GDP	1.0 %	66
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	- US\$	-
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	- ratio	-
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	- ratio	-
Apprenticeships	are sufficiently implemented	4.38 survey [0-10]	54
Employee training	is a high priority in companies	4.96 survey [0-10]	62
Female labor force	Percentage of total labor force	39.31 %	56
▷ Health infrastructure	meets the needs of society	1.54 survey [0-10]	67

## APPEAL

		Value	2024 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	- index	-
Attracting and retaining talent	is a priority in companies	6.35 survey [0-10]	50
Worker motivation	in companies is high	4.29 survey [0-10]	65
Brain drain	does not hinder competitiveness in your economy	2.85 survey [0-10]	59
▷ Quality of life	is high	2.48 survey [0-10]	67
▷ Foreign highly skilled personnel	are attracted to your country's business environment	2.45 survey [0-10]	67
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	23,610 US\$	59
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	- %	-
▷ Justice	is fairly administered	1.40 survey [0-10]	67
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	15.53 micrograms	39
Statutory minimum wage	Statutory gross monthly minimum wage	4.44 US\$	52

## READINESS

		Value	2024 Rank
Labor force growth	Percentage change	-2.31 %	65
Skilled labor	is readily available	4.03 survey [0-10]	57
Finance skills	are readily available	4.88 survey [0-10]	62
International experience	of senior managers is generally significant	4.03 survey [0-10]	64
Competent senior managers	are readily available	3.32 survey [0-10]	66
▷ Primary and secondary education	meets the needs of a competitive economy	2.33 survey [0-10]	67
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	3.85 survey [0-10]	63
Management education	meets the needs of the business community	4.52 survey [0-10]	65
Language skills	are meeting the needs of enterprises	3.61 survey [0-10]	64
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-







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# Rankings in a Nutshell



# The IMD World Talent Ranking Methodology

The IMD World Talent Ranking (WTR) assesses the status and the development of competencies necessary for enterprises and the economy to achieve long term value creation. It does so by using a set of indicators which measure the development, retention and attraction of a domestic and international highly-skilled workforce.

Based on our research, the methodology of the World Talent Ranking defines Talent Competitiveness into three main factors:

- **Investment and Development**
- **Appeal**
- **Readiness**

These 3 factors comprise 31 criteria, although each factor does not necessarily have the same number of criteria (for example, it takes more criteria to assess Readiness than to evaluate Investment and Development).

Each factor, independently of the number of criteria it contains, has the same weight in the overall consolidation of results that is  $1/3$  ( $3 \times 33.3 \sim 100$ ).

Criteria can be hard data, which analyze talent development as it can be measured (e.g. Total Public Expenditure on Education) or soft data, which analyze the quality of these investments as they can be perceived (e.g. Management Education).

Finally, to compute the overall World Talent Ranking, we aggregate the criteria to calculate the scores of each factor which function as the basis to generate the overall ranking.

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## I. The structure of the IMD World Talent Ranking

The ranking is structured according to three factors:

- **Investment and development**
- **Appeal**
- **Readiness**

The first factor takes into account the investment in and development of home-grown talent. It traces the size of public investment on education by incorporating an indicator of public expenditure. It also looks at the quality of education through indicators related to pupil-teacher ratios. The development of talent is covered by variables related to the implementation of apprenticeship and the priority of employee training for companies. It also looks at the development of the female labor force. In addition, this factor takes into account the quality of the health infrastructure in terms of meeting the health needs of society.

The appeal factor goes beyond the focus on the local labor force to incorporate the ability of a country to tap into the overseas talent pool. It does so by including indicators such as the cost of living and quality of life in a particular economy. Specifically, it examines the ability of a country to attract highly skilled foreign labor. In addition, it assesses the way enterprises prioritize the attraction and retention of talent. Another component of this factor evaluates the impact of brain drain on the competitiveness of countries. It also takes into account the level of worker motivation. Salary and taxation levels are important for an economy to be able to maintain an effective flow of talent. The appeal factor thus considers remuneration at the management and services profes-

sions levels and personal income tax rates. This factor also incorporates measures of personal security and the protection of private property rights because they play a key role in increasing the attractiveness of a particular economy.

The success of the investment in and development of talent and the ability to attract and retain talent is reflected in the availability of skills and competencies to sustain an economy's talent pool. The readiness factor looks at the context of the talent pool. It considers the growth of the labor force and the quality of the skills available. It also takes into consideration the experience and competencies of the existing senior managers' pool. In addition, the readiness factor focuses on the ability of the educational system to meet the talent needs of enterprises.. It examines the way in which the educational system fulfils the talent demands of the economy, the ability of higher education to meet that demand and the languages skills available. Finally, it considers the mobility of students (inbound) and educational assessment (PISA).

Such a comprehensive set of criteria enables us to observe how countries perform in terms of sustaining their talent pool. In developing the talent ranking, we have omitted measures of the regulation of labor and productivity. The reason for this is because our objective is to assess the development and retention of talent, and the regulation of labor and its focus on conflict resolution could be perceived as peripheral to that objective. Similarly, productivity is an outcome of what we want to assess.

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## II. Constructing the IMD World Talent Ranking

In order to calculate the IMD World Talent Ranking, we:

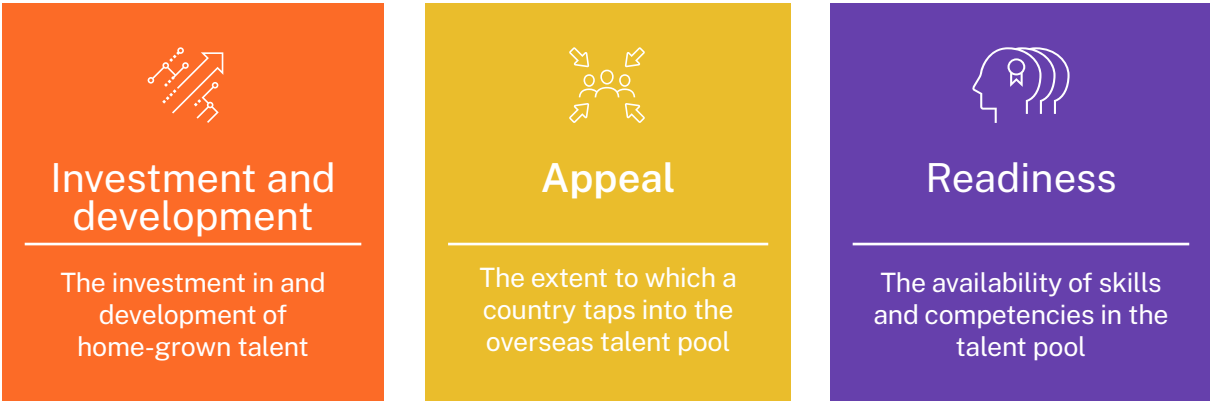
- Normalize criteria data using the same STD methodology used in the IMD World Competitiveness Yearbook
- Average the criteria STDs to generate the three talent competitiveness factors
- Aggregate factors to build the overall talent ranking
- Normalize the factors and overall ranking to the 0 to 100 range to facilitate the interpretation of results.

We employ this methodology to rank the countries' evolution in talent aspects from 2013 onward. However, there are some caveats. For certain years, our sample varies according to the evolution of the IMD World Competitiveness Yearbook. That is to say, some countries appear in the talent ranking only for the years since they became part of the Yearbook. For example, talent rankings for Bahrain are available from 2022 onward and Ghana, Nigeria and Puerto Rico are available only from 2024.

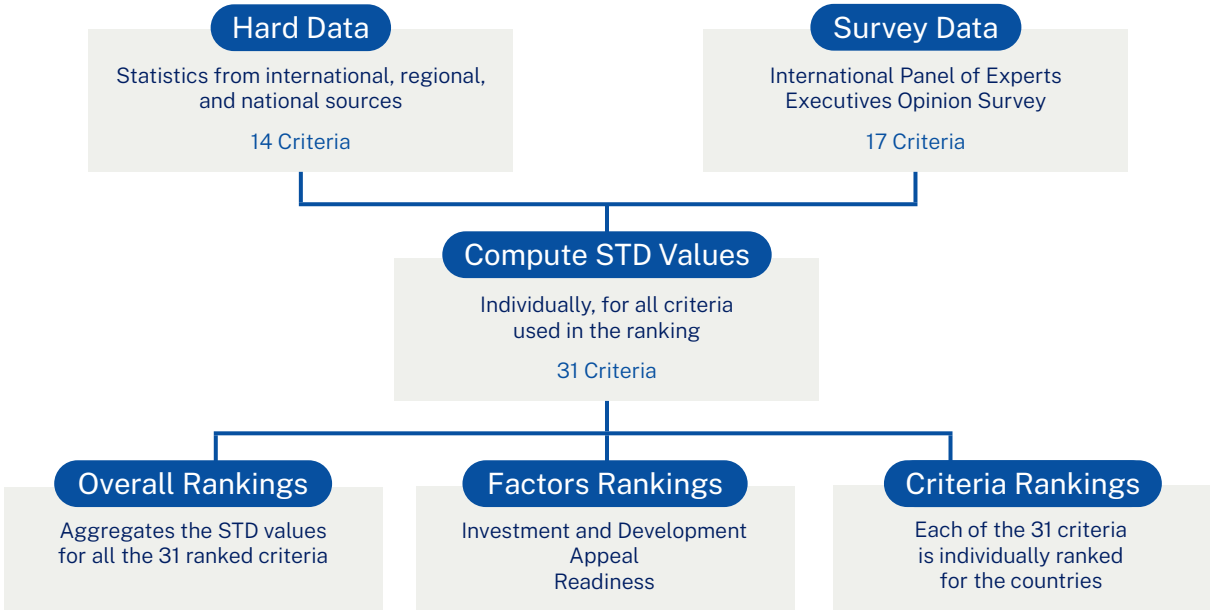
Additionally, hard data may not be available for specific countries in specific years. Whenever possible, we use the most recent data available.

# What is the IMD World Talent Ranking?

## World Talent Ranking Factors



## Computing the Rankings



**Table 1:** Sample size (2020-2024)

Years	2020	2021	2022	2023	2024
Countries	63	63	63	64	67

**Table 2: Criteria definitions and survey questions**

### Investment & Development

Total public expenditure on education	Percentage of GDP
Total public expenditure on education per student	Spending per enrolled pupil/student, all levels
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff
Apprenticeships	Apprenticeships are sufficiently implemented
Employee training	Employee training is a high priority in companies
Female labor force	Percentage of total labor force
Health infrastructure	Health infrastructure meets the needs of society

### Appeal

Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)
Attracting and retaining talent	Attracting and retaining talent is a priority in companies
Worker motivation	Worker motivation in companies is high
Brain drain	Brain drain (well-educated and skilled people) does not hinder competitiveness in your economy
Quality of life	Quality of life is high
Foreign highly-skilled personnel	Foreign highly-skilled personnel are attracted to your country's business environment
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$
Collected personal income tax rate	On profits, income and capital gains, as a percentage of GDP
Justice	Justice is fairly administered
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter

### Readiness

Labor force growth	Percentage change
Skilled labor	Skilled labor is readily available
Finance skills	Finance skills are readily available
International experience	International experience of senior managers is generally significant
Competent senior managers	Competent senior managers are readily available
Primary and secondary education	Primary and secondary education meets the needs of a competitive economy
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences
University education	University education meets the needs of a competitive economy
Management education	Management education meets the needs of the business community
Language skills	Language skills are meeting the needs of enterprises
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants
Educational assessment -PISA	PISA survey of 15-year olds

# Notes and Sources by Criteria

The source of the survey criteria is always the IMD World Competitiveness Center's Executive Opinion Survey 2024, which was conducted from March-May 2024, with a total number of 6,612 responses used in the construction of the ranking.

## Investment & Development

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### 0.01 [B] Exchange rate

IMF International Financial Statistics  
IMF World Economic Outlook April 2024

Period average.

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### 0.02 [B] Population - market size

IMF World Economic Outlook April 2024  
National sources

Mid-year estimates. Brazil, Bulgaria, Saudi Arabia: break in series in 2023. Croatia: new census in 2011 with a new methodology. India: break in series in 2011. Iceland, Romania as of January 1. Jordan: series have been revised according to the the new Population and Housing Census published in 2016. End of year population for 2019 and 2020. Lithuania: break in series 2011 - census revised population figure downwards by 10% (emigration to EU over past decade). Philippines: Projected population (medium assumption) excluding for 2015, which is based on the 2015 Census. Portugal: methodological change in 2011. Russia: including Crimea as of 2015. UAE: re-estimation of the national population was made by the National Bureau of Statistics in 2010 (consequent increase as of 2008).

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### 0.03 [B] GDP per capita

OECD Main Economic Indicators - complete database  
National sources

Provisional data or estimates for most recent year. Malaysia: Data for 2023 is sum of 4 quarters. Taiwan (Chinese Taipei): Data 2021 and 2022 are revised according to the annual revisions released by DGBAS in November 2023, 2023 is the latest preliminary estimate in February 2024.

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### 1.01 Total public expenditure on education

IMF Government Finance Statistics  
Eurostat  
UNESCO  
National sources

Total general (local, regional and central) government expenditure in educational institutions (current and capital). It excludes transfers to private entities such as subsidies to households and students, but includes expenditure funded by transfers from international sources to government. It includes pre-primary, primary, secondary all levels and tertiary public institutions. Chile and Jordan: Budgetary central government. Philippines: Total disbursements to the Department of Education and State Colleges and Universities.

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### 1.02 Total public exp. on education per student

IMF International Financial Statistics Online  
Eurostat  
UNESCO  
National sources

Total general (local, regional and central) government expenditure in educational institutions (current and capital). It excludes transfers to private entities such as subsidies to households and students, but includes expenditure funded by transfers from international sources to government. It includes pre-primary, primary, secondary all levels and tertiary public institutions. Chile and Jordan: Budgetary central government. Philippines: Includes expenditure for items other than basic and higher education such as vocational education, culture and sports.

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**1.03 Pupil-teacher ratio (primary education)**

OECD Education at a Glance  
UNESCO  
National sources

For public and private institutions, based on full-time equivalent. Primary education (ISCED level 1): level of which the main function is to provide the basic elements of education at such establishments as elementary schools, primary schools. The ratio of students to teaching staff is calculated as the total number of full-time equivalent students divided by the total number of full-time equivalent educational personal. Teaching staff refers to professional personnel directly involved in teaching students. The classification includes classroom teachers; special education teacher; and other teachers who work with students as a whole class in a classroom, in small groups in a resource room, or in one-to-one teaching inside a regular classroom. Teaching staff also includes chairpersons of departments whose duties include some amount of teaching, but it does not include non-professional personnel who support teachers in providing instructions to students, such as teacher's aides and other paraprofessional personnel. Data are UNESCO or OECD estimates and from national statistics. Brazil, Bulgaria, China, Cyprus, Greece, Hong Kong SAR, Jordan, Kazakhstan, Mongolia, Peru, Philippines, Qatar, Romania, Saudi Arabia, Singapore, South Africa, Thailand, UAE and Ukraine: based on headcounts. Canada and Slovenia: Include data from another category.

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**1.04 Pupil-teacher ratio (secondary education)**

OECD Education at a Glance  
UNESCO  
National sources

For public and private institutions, based on full-time equivalent. Secondary education (ISCED levels 2 and 3): level providing general and/or specialized instruction at middle schools, secondary schools, high schools, teacher training schools and schools of a vocational or technical nature. The ratio of students to teaching staff is calculated as the total number of full-time equivalent students divided by the total number of full-time equivalent educational personal. Teaching staff refers to professional personnel directly involved in teaching students. The classification includes classroom teachers; special education teacher; and other teachers who work with students as a whole class in a classroom, in small groups in a resource room, or in one-to-one teaching inside a regular classroom. Teaching staff also includes chairpersons of departments whose duties include some amount of teaching, but it does not include non-professional personnel who support teachers in providing instructions to students, such as teacher's aides and other paraprofessional personnel. Data are UNESCO or OECD estimates and from national statistics. Brazil, China, Cyprus, Hong Kong, Jordan, Kazakhstan, Peru, Philippines, Qatar, Romania, Saudi Arabia, Singapore, Thailand, UAE, Ukraine and Venezuela: Based on headcounts. Australia: general programs only. Bulgaria, Canada: upper secondary only. Estonia, Italy, Japan, Portugal, Switzerland and United Kingdom: Include data from another category. Iceland: lower secondary only.

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**1.07 Female labor force**

OECD Main Economic Indicators -complete database  
National sources

Estimates for the most recent year. Austria: break in series in 2008. Denmark: break in series in 2009. Hong Kong SAR: data have been revised based on the revised population figures since 2016. Malaysia: break in series in 2010. Philippines: 2021 data are preliminary figures. Portugal: methodological change in 2011. Singapore: estimates from the Ministry of Manpower. Slovenia: Estimate based on quarterly data for 2021. Spain: break in series in 2005.

## Appeal

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### 2.01 **Cost-of-living index** MERCER Cost of Living Survey 2023

Break in series in 2015: In the main city as of 2015, average of main cities in large countries (made by IMD WCC) or in the capital in smaller ones up to 2014. The Mercer surveys 400+ cities across five continents and measures the comparative cost of over 200 items in each location, including housing, transport, food, clothing, household goods and entertainment. It is the world's most comprehensive cost of living survey and is used to help multinational companies and governments determine compensation allowance for their expatriate employees. New York is used as the base city (=100) for the index and all cities are compared against New York. Currency movements are measured against the US dollar. The cost of housing - often the biggest expense for expats - plays an important part in determining where cities are ranked. Data is not always comparable over years.

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### 2.07 **[B][7] Remuneration in services professions** UBS Prices and Earnings 2018 National sources

Figures are estimates remuneration paid in major cities. Gross annual income including possible supplementary benefits, such as bonuses, vacation pay, meal or housing allowances, or family assistance. Product Manager: manager in pharmaceutical, chemical or food industry, about five years of experience, tertiary educational degree, middle management, approximate age and status: 35, married. Primary school teacher: teaching for about 10 years in government-operated schools, approximate age and status: 35, married, two children. Secretary/Personal Assistant: secretary of a department manager in an industrial firm, at least five years of experience; knowledge of PCs and one foreign language, approximate age and status: 25, single. Call center agent: trained agent at an inbound call/service center in the telecommunications or technology sector, approximate age and status: 25, single. Nurse: Completed apprenticeship or studies, at least 10 years of experience, approx. age and status: 35, married, two children. Sales Assistant: Sales in ladies' apparel at a large department store, specialized training in sales, several years of experience, approx. age and status: 25, single. Iceland: These are averages for all workers in the appropriate group, not adjusted for experience, age and status.

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### 2.08 **[4] Remuneration of management** HCM International Ltd National sources

Total remuneration: including annual base salary, annual short-term incentive bonus and long term incentive. Based on companies having a minimal turnover of US\$ 250 million. Chief Executive Officer: directs all company's operations, including sales, marketing, manufacturing and support function; coordinates and provides guidance for the development and implementation of business strategies; optimizes market potential; provides long-term vision and leadership; identifies growth opportunities; assures organizational efficiency of the operations; builds long-term partnership with key accounts. Estonia: break in series in 2011 (change of source, data for earlier years are not comparable).

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### 2.09 **Collected personal income tax** OECD "Revenue Statistics: Comparative tables", OECD Tax Statistics (database) IMF Government Finance Statistics National sources

Personal income taxes paid to general government. Singapore: financial year.

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### 2.11 **Exposure to particle pollution** OECD "Green growth indicators", OECD Environment Statistics (database) National sources

Particle pollution, also called particulate matter or PM, is a mixture of solids and liquid droplets floating in the air. Some particles are released directly from a specific source, while others form in complicated chemical reactions in the atmosphere. Particles less than 10 micrometers in diameter pose the greatest problems, because they can get deep into lungs and even the bloodstream. Cyprus: includes PM2.5 and PM10.



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**2.12**      **Statutory minimum wage**  
ILOSTAT

Added in 2023. Australia -weekly figure multiplied by 4.33 weeks. Botswana -hourly figure multiplied by 48 hours and 4.33 weeks. Canada, Japan, New Zealand, Switzerland, United Kingdom -hourly figured multiplied by 40 hours and 4.33 weeks. India, Philippines, South Africa, Thailand -daily figure multiplied by 6 days and 4.33 weeks. Argentina, Bulgaria, Colombia, Croatia, Czech Republic, Estonia, France, Germany, Hungary, Ireland, Israel, Kazakhstan, Korea Republic, Latvia, Lithuania, Luxembourg, Mongolia, Netherlands, Peru, Poland, Portugal, Qatar, Romania, Slovak Republic, Slovenia, Spain, Türkiye, USA, Venezuela -singular national minimum wage. Belgium, Greece -private sector only, singular national minimum wage. Australia, Brazil, India, Jordan, United Kingdom -national floor. Botswana, Iceland, Kuwait (private & oil) -sectoral. Canada, China, Indonesia, Japan, Philippines (lowest provincial rate in non-agriculture), Switzerland (capital) -regional. Cyrus (unskilled workers), South Africa -occupational.

## Readiness

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**3.01**      **Labor force growth**  
OECD Main Economic Indicators -complete database  
National sources

Estimates for the most recent year. Austria: break in series in 2008. Brazil: break in series in 2014. Denmark: break in series in 2009. Hong Kong SAR: data have been revised based on the revised population figures since 2016. Lithuania: break in series 2011 -census revised labor force figure downwards by 10% (emigration to EU over past decade). Latvia: break in series in 2012. Malaysia: break in series in 2010. Philippines: 2023 data are preliminary figures. Portugal: methodological change in 2011. Singapore: estimates from the Ministry of Manpower. Slovenia: Estimate based on quarterly data for 2021. Spain: break in series in 2005.

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**3.07**      **Graduates in Sciences**  
OECD Education at a Glance  
UNESCO

Share of graduates in Natural Sciences; Mathematics and Statistics; Information and Communication technologies; Engineering, manufacturing and construction. In tertiary education (ISCED2011 levels 5 to 8), both sexes (%). Japan: Data on information and communication technologies are included in other fields. Jordan: 2020 data used in 2019. Philippines: includes Medical and Allied Disciplines Graduates.

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**3.11**      **Student mobility inbound**  
UNESCO  
National sources

International mobile students (men and women) from abroad studying in a given country (in tertiary education). Data can refer to the school or financial year prior or after the reference year.

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**3.12**      **[3] Educational assessment - PISA**  
PISA (OECD)  
<http://www.oecd.org/pisa/>

The OECD's Programme for International Student Assessment (PISA) is a regular survey of 15-year olds which assesses aspects of their preparedness for adult life. PISA selects a sample of students that represents the full population of 15-year-old students in each participating country or education system, in both public and private schools. Mathematical literacy: an individual's capacity to identify and understand the role that mathematics plays in the world, to make well-founded judgments and to use and engage with mathematics in ways that meet the needs of that individual's life as a constructive, concerned and reflective citizen. Scientific literacy: an individual's scientific knowledge and use of that knowledge to identify questions, to acquire new knowledge, to explain scientific phenomena, and to draw evidence based conclusions about science-related issues, understanding of the characteristic features of science as a form of human knowledge and enquiry, awareness of how science and technology shape our material, intellectual, and cultural environments, and willingness to engage in science-related issues, and with the ideas of science, as a reflective citizen. China: Refers to the four PISA-participating provinces/municipalities of the People's Republic of China: Beijing, Shanghai, Jiangsu and Zhejiang.

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