

# IMD World Talent Ranking 2023



September 2023

## IMD WORLD TALENT RANKING 2023

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# Preface

I am very happy to present the IMD World Talent Ranking 2023. In a world in which the trade of physical assets is disrupted, talent mobility and the globalization of services are two ways in which economies remain interconnected. As you will see from this year's rankings, the countries that top the list are small, European economies with well-developed economic systems.

These countries are also significant attractors of foreign talent. Our research has shown that a good quality of life in its widest sense — good prospects, feeling safe, and living somewhere where the environment is taken into consideration — is a major driver of international executive mobility. While executives are not a representative sample of the entire population, they reflect a trend here to stay, whereby mobility is driven by the competitiveness of nations. That is to say that people move to more competitive countries, those thriving in terms of quality of life, security, and sustainability.

This year's rankings also show that as economies become more service-oriented (a transformation process that has also reached China and India), the physical presence of employees in the country of their employers is no longer needed. All in all, we observe the emergence of a new type of employee who has been educated in one country, lives in another, and works for a company located in a third country. Such a phenomenon has implications for fiscal rules and education systems. With respect to fiscal rules, the new landscape for talent mobility raises questions about how nations are going to cope with taxation for employees who do not live in their countries. The latter issue will see the importance of national education systems — historically, a major pillar of country competitiveness — becoming undermined because companies will be able to officially and remotely recruit employees “their country” has not trained, transferring the cost of education to other nations.

Adapting education systems to the needs of economic systems remains one of the big challenges of talent competitiveness. Many “winners” in our ranking — such as Singapore, Switzerland, Germany, and Denmark — are also countries that emphasize professional training and apprenticeships over general academic subjects. We do not recommend one versus the other, but the economic trade-offs of either choice are relevant. Policymakers would do well to bear this in mind, while also noting that we are starting to see some of our most highly performing countries (Sweden, Singapore) question both the introduction of technology in the classroom and the extent to which it reduces our ability to be creative and reflective. The future will tell us how to balance the benefits of digital transformation with the developmental needs of human talent.



**Professor Arturo Bris**

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## 1. Introduction

The results of the 10th edition of the World Talent Ranking (WTR) highlight Switzerland's continuous dominance of the ranking. The country has remained in the top position since the inception of the WTR in 2014. Such a success is the result of a talent competitiveness strategy that strives to reach a balance between the development of local talent, the attraction of overseas talent, and their retention. This year, Luxembourg moves up to second place, returning to the top three of the ranking (it ranked three in 2021). Iceland remains in third place, continuing to thrive, particularly in the development of its local talent pipe and its appeal to foreign staff. It is important to note that this year's survey results show a sharp shift in business confidence in some economies. For example, Belgium experiences a positive shift in several of the survey-based indicators, while Sweden displays a negative trend.

At the regional level, Western Europe continues to lead the talent ranking, followed by North America and Eastern Asia. The results show, however, a long-lasting effect of the pandemic. Most of the regions we study have not been able to return to the pre-pandemic levels of talent competitiveness. Such an effect has led to greater talent competitiveness parity between certain regions (e.g., Southern Asia and the Pacific, and Eastern Europe), while increasing the disparities experienced by other regions (e.g., South America). The key determiner has been how well countries in these regions have remained attractive for enticing and retaining talent.

As referred to above, a key component of talent competitiveness is the capacity to attract and retain talent. At the core of such a capacity is the incentive that career advancement and development provide to potential recruits. In terms of the work structure, the COVID-19 pandemic resulted in a shift toward remote work or a hybrid model which, we find, may be detrimental for the career progression of individuals who opt to adapt to the new model in search of a greater work-life balance. These concerns arise, for example, from the possibility of a proximity bias among managers which can favor those individuals who follow the traditional in-office work model. If new work models lead to the curtailment of the opportunities that organizations offer to their staff, the organizations' capacity to attract and retain talent may be limited. Such a trend can restrict talent development, and ultimately talent competitiveness, by negatively affecting some of the core elements of competitiveness. With this in mind, we asked participants of our Executive Survey about the importance of the relationship between remote work and career development. Based on the results, we identify possible effects of that relationship on talent competitiveness.

In what follows, we explore the different talent competitiveness trends at the regional and country level. We also present our findings about the relationships between new work models and talent attraction and retention. We are delighted to include Kuwait for the first time in the WTR. As with last year's edition, Russia and Ukraine are not included in the 2023 ranking, due to the limited reliability of the data collected.

Figure 1: Evolution of average talent performance between 2019 and 2023. Source IMD World Competitiveness Center (2023).

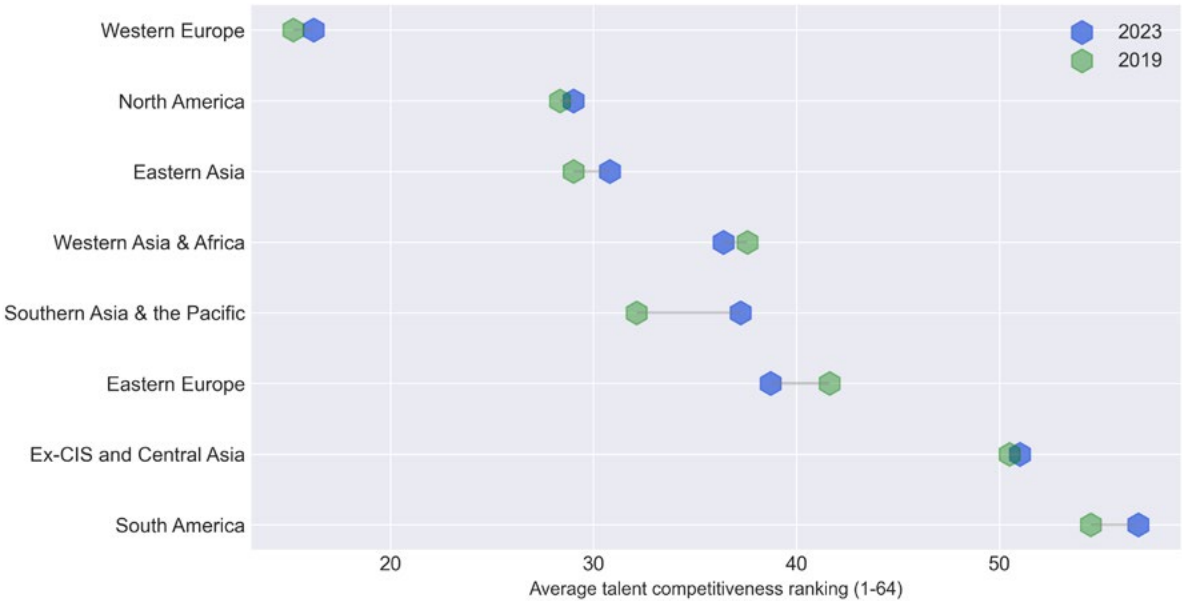
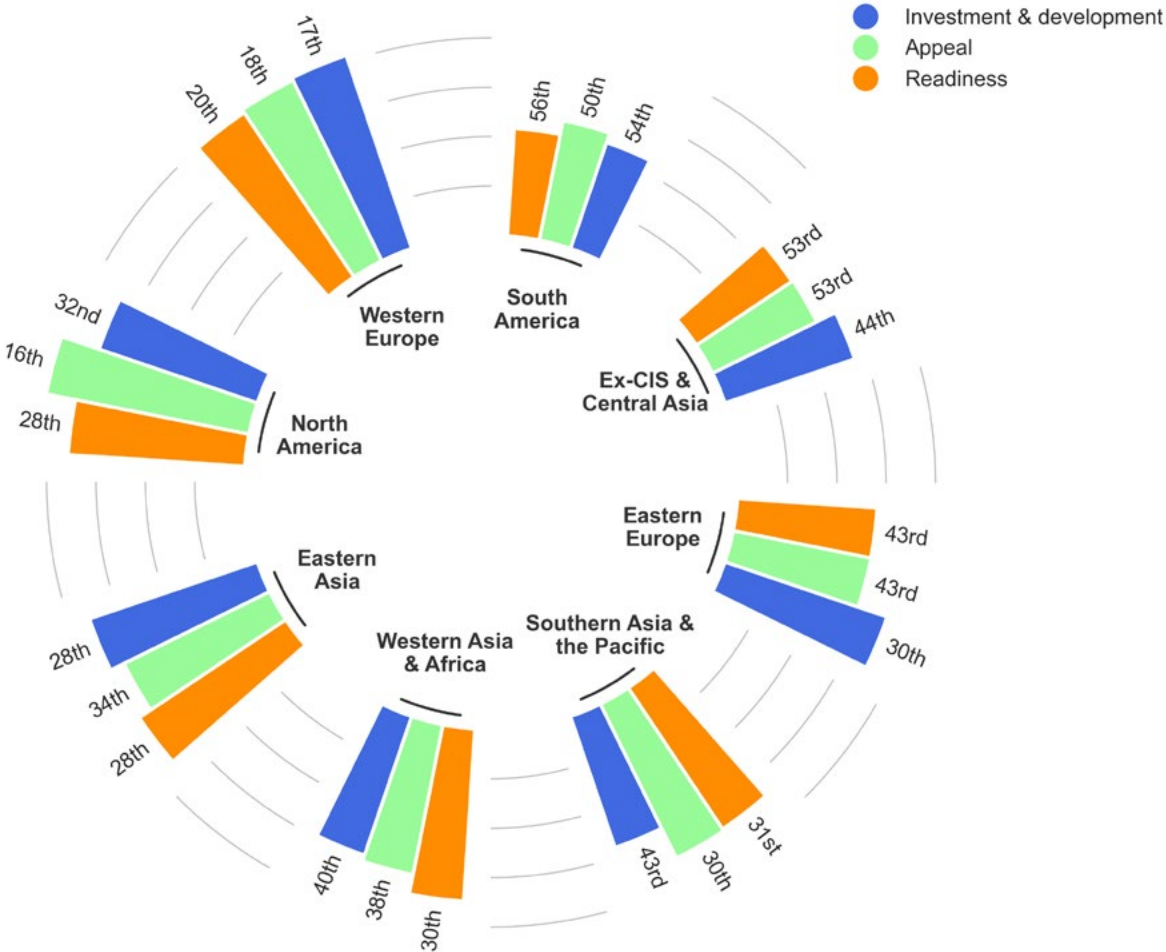


Figure 2: Average talent factor rank by region in 2023. Source: IMD World Competitiveness Center (2023).



## 2. Regional trends in talent competitiveness

The pandemic's consequences and the subsequent recovery of talent markets worldwide differed among various regions and economies, contingent on aspects such as their economic structure, policy responses, and cultural factors. In the IMD World Talent report, these differences among regions are reflected in the evolution of the average talent competitiveness performance from the pre-pandemic period to 2023.

Figure 1 shows that six out of the eight regions included in our study have still not regained the average talent competitiveness levels they had in 2019. While regions such as Western Europe, North America, and Ex-CIS and Central Asia have mostly recovered to their pre-pandemic talent competitiveness levels, Eastern Asia, South America, and Southern Asia and the Pacific still display lower talent competitiveness in 2023 compared to four years ago. Western Asia and Africa and Eastern Europe are the only regions in the same period to have strengthened their capacity to attract and retain talent. In sum, these shifts have reduced the talent gaps previously existing between some regions. For instance, Western Asia and Africa, Southern Asia and the Pacific, and Eastern Europe have more similar talent scores in 2023 compared to 2019, while for other regions (e.g., South America), COVID-19 has widened the gap in talent competitiveness versus the rest of the world.

These changes are, however, still far from reshaping drastically the hierarchy of the most talent-competitive regions in the world. Western Europe remains the leading region of the world in the IMD WTR, with an average overall talent rank of 16th. Western Europe reports high marks in all three talent factors, with top scores in the investment and development and readiness factors (figure 2). With a gap of around 13 positions, North America and Eastern Asia maintain the second and third spot, reporting average rankings of 29th and 31st respectively. North America is the region with the highest rank in the appeal factor (16th), while it shares the rank of second most talent-ready region with Eastern Asia (both regions rank 28th in the readiness factor). As mentioned earlier, Western Asia and Africa, Southern Asia and the Pacific, and Eastern Europe all share similar overall talent rankings in 2023. Nevertheless, in terms of factor rankings, the first two tend to perform best in the readiness of their talent pool (readiness factor, 30th and 31st respectively) and in their capacity to attract foreign talent to their economies (appeal factor, 38th and 30th respectively), while the latter retains high marks in its capability to develop local talent (investment and development factor, 30th). Finally, Ex-CIS and Central Asia and South America both exhibit below the average performances across all the three talent factors.

## 3. Top 10 economies in terms of their talent competitiveness

Switzerland remains in the top of the overall talent ranking. Luxembourg improves its position, moving up to second place (from seventh). While Iceland remains in third place, Belgium returns to the top 10 in fourth position (in 2017, it ranked third). The Netherlands also increases its position to fifth place (up from ninth). Finland remains in sixth position, but Denmark drops two places to the seventh spot. Singapore joins the top 10 only for the second time since the inception of the WTR. It ranks in eighth place up from 12th, reaching its highest position in the ranking (in 2020, Singapore ranked ninth). Austria experiences a slight fall of one position to the ninth spot. Rounding up the top of the ranking, Sweden drops to the 10th place (from second).

The strength of Switzerland's talent competitiveness is reflected in its performance at factor level. Switzerland ranks first in investment and development, and in appeal, and third in readiness. The country also performs robustly at the indicator level, ranking at the top in several criteria, including the quality of life that it offers, the existence of a statutory minimum wage, the remuneration of management, and the effectiveness of its primary and secondary education. It also leads

the ranking in the implementation of apprenticeship programs and in its attractiveness for overseas highly skilled personnel. There are, however, some aspects that may have a negative impact in the long term, such as the percentage of graduates in sciences (27th) and labor force growth (53rd). Although Switzerland progresses in several indicators, including the total public expenditure on education (from 19th to 14th), it drops in others such as talent attraction and retention criteria (from sixth place to 11th).

The improvement of Luxembourg in the overall ranking originates in its strong performance in the investment and development factor (second) and in the appeal factor (fourth). Luxembourg, however, ranks relatively low in readiness (24th), although the country displays a slight improvement (of one spot) across all factors. 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 (fourth). In terms of weaknesses, Luxembourg ranks 42nd in the availability of competent senior managers, 50th in the percentage of graduates in



sciences, 51st in the percentage of female labor force (of total labor force), and 55th in the availability of skilled labor. Luxembourg progresses in employee training (16th) and in the effectiveness of management education (29th), although it slightly declines in the implementation of apprenticeships (28th) and in attracting foreign highly skilled staff (ninth).

Iceland's stability in the overall ranking (third) is the result of its achievements in the investment and development factor (third), in the appeal factor (eighth) and, to a lesser extent, in the readiness factor (14th). The country performs robustly in statutory minimum wage (second), exposure to particle pollution (second), total public expenditure on education (third), and quality of life (fourth). Its performance is sluggish in the percentage of graduates in sciences (53rd), the availability of senior managers with significant international experience (49th), and the implementation of apprenticeships (39th). Iceland's largest improvements at the indicator level include the prioritization of employee training by the private sector (from 35th to 30th) and labor force growth (from 11th place to sixth). In terms of declines, the country experiences a negative turn in business confidence steeply dropping in several survey-based criteria, such as in the effectiveness of its university education (17th), the availability of competent senior managers (24th), and the availability of senior managers with significant international experience (49th).

The return of Belgium to the top 10 is driven by its improvement across all factors, reaching sixth position in the appeal factor, and eighth place in both the investment and development and readiness factors. At the indicator level, the country sees an upturn in positive executives' perceptions, improving in several survey-based indicators, such as the availability of skilled labor (first), availability of finance skills (second), the effectiveness of its health infrastructure (fifth), and the impact of brain drain (fifth). Conversely, Belgium ranks 49th in the percentage of female labor force and 54th in the percentage of graduates in sciences. Belgium sharply increases in the implementation of apprenticeships (ninth), worker motivation (ninth), attracting and retaining talents (10th), and the prioritization of employee training (10th). Other improvements include the quality of life (12th), availability of language skills (seventh), and attracting foreign highly skilled personnel (15th). Belgium declines the most in the percentage of female labor force (49th), which represents one of its lowest ranking positions.

The Netherlands moves up to the fifth position (from ninth). Such an improvement is partially the result of its performance in the appeal (third) and readiness (second) factors. The Netherlands ranks 16th in the investment and development factor. Among the indicators, the country ranks robustly in the availability of language skills (first), the effectiveness of its management education (second), attracting foreign highly skilled personnel (second), and student mobility inbound (ninth). The Netherlands, however, ranks 43rd in the quality of education in primary education (pupil-teacher ratio), 52nd in secondary education, and 51st in the percentage of graduates in sciences. The Netherlands' largest improvement is in labor force growth (11th) and the percentage of the female labor force (17th). Its steepest falls are in the cost-of-living index (50th) and the availability of skilled labor (25th).

Finland remains in the sixth position. At the factor level, Finland ranks 11th in appeal and in investment and development, and seventh in readiness. The country's strengths include the level of exposure to particle pollution (first), the fairness of the administration of justice (second), the level of worker motivation (fifth), and the prioritization of employee training (fifth). Among its weaknesses are the quality of secondary education as assessed by the pupil-teacher ratio (37th), attracting foreign highly skilled personnel (38th), and labor force growth (39th). Finland improves sharply in the availability of skilled labor (17th). Despite declining in some key indicators, it remains well positioned in others, for example, drops in the quality of life (sixth) and the effectiveness of its primary and secondary education (eighth). Other declines include in the cost-of-living index (43rd) and the implementation of apprenticeship programs (27th).

Denmark falls to the seventh spot. This decline is the result of its performance in appeal factor (34th). However, it remains in leading positions in the investment and development (fourth) and readiness (fifth) factors. At the indicator level, the country's strengths include the level of worker motivation and the fair implementation of justice, ranking first in both. Other strengths are attracting and retaining talents (second), the impact of brain drain (second), and the quality of life (third). Denmark ranks relatively low in the percentage of graduates in sciences (33rd). Its lowest rankings are in the cost-of-living index (55th) and the collected personal income tax (62nd). Its improvements include labor force growth (24th) and the availability of skilled labor (sixth). It experiences a fall in the effectiveness of its health infrastructure (16th).

Singapore rejoins the top 10, moving up to eighth place, which represents its highest position achieved in the overall talent ranking (in 2020, Singapore ranked ninth). This improvement is mainly driven by Singapore's performance in the readiness factor (first). It ranks 14th in the appeal factor and 31st in the investment and development factor. Its strengths at the indicator level include PISA educational assessment (second), the percentages of graduates in sciences (third), student mobility inbound (fourth), and the remuneration of management (fourth). It ranks relatively low in attracting and retaining talents (37th). Singapore's lowest ranking indicators are the cost-of-living index (57th) and the total public expenditure on education (62nd). Its largest improvements include the level of exposure to particle pollution (27th). Conversely, among Singapore's declines are the effectiveness of its primary and secondary education (ninth), the implementation of apprenticeship schemes (19th), and quality of life (26th).

Austria drops slightly to the ninth position in the overall ranking. At the factor level, it ranks fifth in investment and development, 12th in appeal, and 18th in readiness. Among Austria's strengths are the level of employee training (first), implementation of apprenticeship programs (third), remuneration of management (sixth), student mobility inbound (seventh), percentage of graduates in sciences (eighth), and the total public expenditure on education per student (ninth). Its weaknesses include the availability of competent senior

managers (45th), collected personal income tax (48th), the cost-of-living index (51st), and the availability of skilled labor (62nd). Austria's largest improvements include attracting and retaining talents (third) and the availability of senior managers with significant international experience (20th). Its largest declines are in the aforementioned cost-of-living index and availability of skilled labor, but also in the availability of finance skills (34th) and its attractiveness for overseas highly skilled staff (34th).

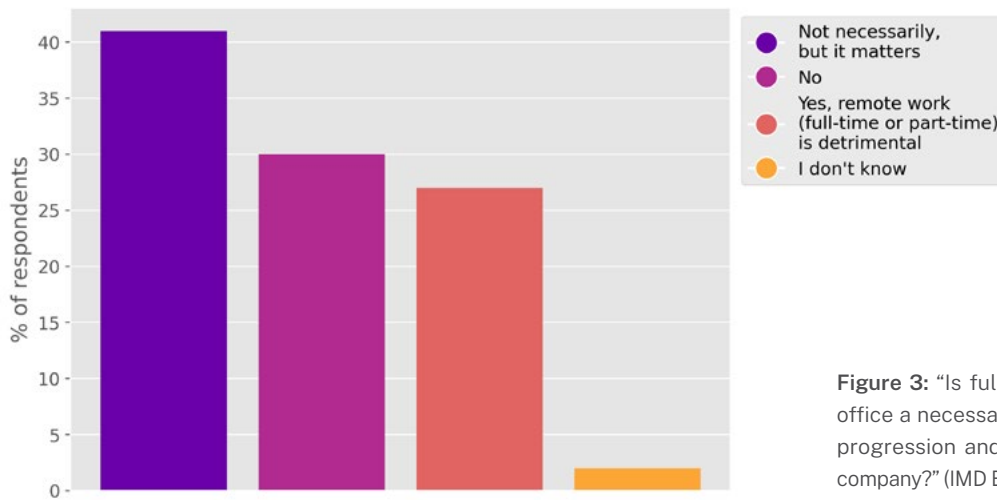
Sweden drops to 10th place as a result of a sluggish performance across all talent competitiveness factors. It ranks ninth in investment and development, 10th in appeal, and 13th in readiness. At the indicator level, Sweden ranks well in levels of exposure to particle pollution (third), total public expenditure on education (fifth), the impact of brain drain (seventh), and the prioritization of employee training (ninth). Among its weaknesses are the cost-of-living index (35th), the quality of secondary education as captured by the pupil-teacher ratio (36th), labor force growth (38th), and collected personal income tax (58th). Sweden experiences declines in several indicators, including the availability of finance skills (10th), the availability of competent senior managers (11th), the effectiveness of its primary and secondary education (23rd), the implementation of apprenticeship schemes (31st), the prioritization of talent attraction and retention (19th), and labor force growth (38th).

## 4. Remote work and talent competitiveness

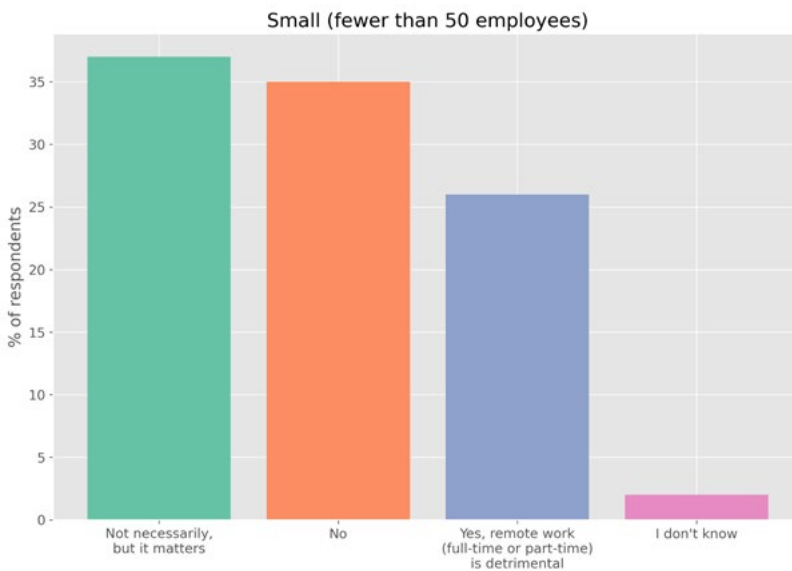
The COVID-19 pandemic ushered in significant transformations in labor markets, with the widespread adoption of remote and hybrid work models emerging as one of the most enduring changes. Over the last three years, a substantial number of companies spanning various industries and geographies have enthusiastically embraced a more adaptable approach to work organization. While the precise effect on productivity levels remains a subject of debate, with some studies showing a positive impact of remote-work models on workers' productivity and others claiming a neutral or negative impact, a growing body of opinion polls and research underscores the fact that employees increasingly favor remote and hybrid work arrangements. In this evolving landscape, a number of companies have recently begun to revert to more traditional five-days-in-office working models, asserting that elements such as corporate culture, team building, creativity, and workers' career development have been negatively affected by remote work arrangements. With this in mind, we asked our survey respondents about the impact of the adoption of remote work and hybrid models on employee career advancement.

**Figure 3** shows the responses of over 4,000 executives across the 64 economies included in the talent report. Most executives (41%) believe that full-time in-office presence is not a necessary condition for career development and progression, although it plays a role for professional advancement in their company. Around 30% state that full-time presence in the office is not fundamental to career progression. Finally, over a fourth (27%) assert that remote work, whether full-time or part-time, is detrimental to career development in their company.

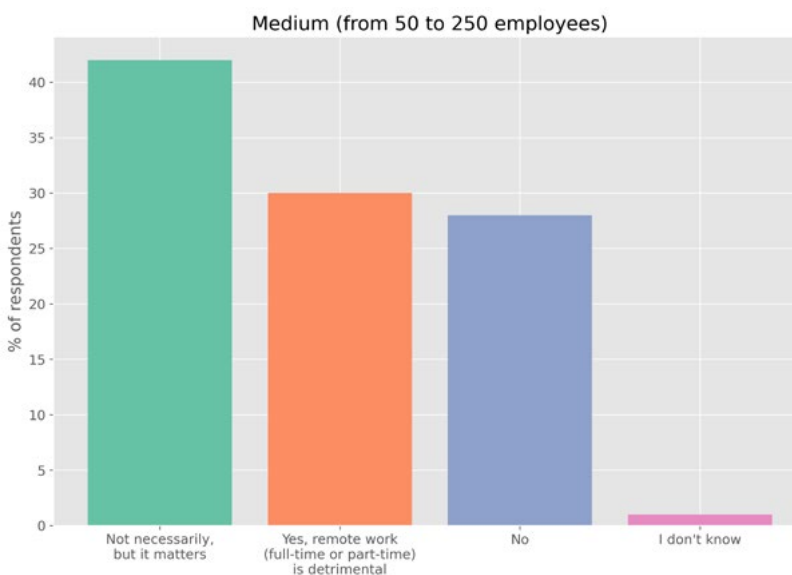
Breaking down the data by company size (**figures 4 to 6**), we find that both the percentage of executives asserting that remote work is detrimental to career development, and the share of those affirming that full-time in-office presence is not necessary for career progression but matters, increases depending on the size of the company. In small businesses (fewer than 50 employees), around 26% of executives consider remote work detrimental for professional advancement, with this share increasing to 28% in large companies. Similarly, while 37% of executives working for small businesses state that full-time



**Figure 3:** "Is full-time presence in the office a necessary condition for career progression and development in your company?" (IMD Executive Survey, 2023).

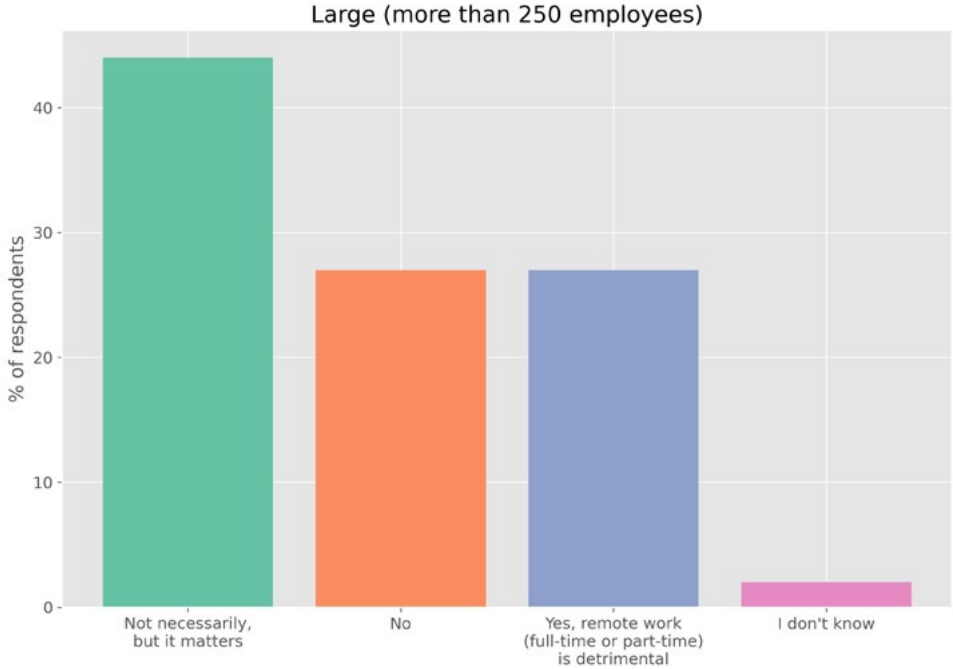


**Figure 4:** "Is full-time presence in the office a necessary condition for career progression and development in your company?" By company size-small. (IMD Executive Survey, 2023).



**Figure 5:** "Is full-time presence in the office a necessary condition for career progression and development in your company?" By company size-medium. (IMD Executive Survey, 2023).

**Figure 6:** “Is full-time presence in the office a necessary condition for career progression and development in your company?”  
By company size -large. (IMD Executive Survey, 2023)..



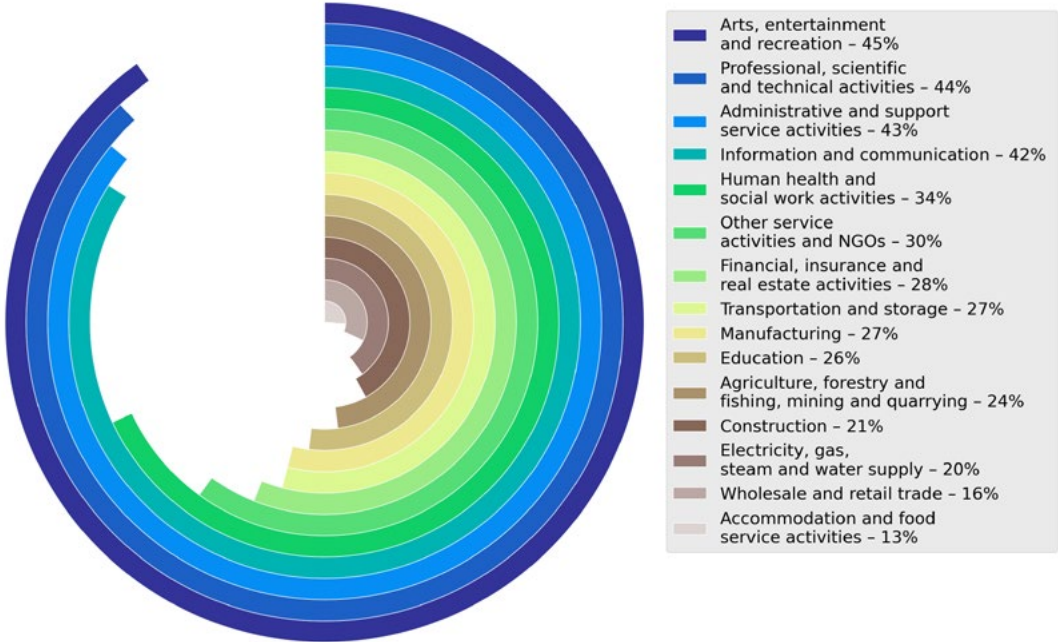
presence at the office is not a must but matters, this percentage reaches over 40% among executives in medium and large companies. This result indicates that in-office work is perceived as very important in larger and more complex organizations.

As may be expected, there are important differences across industries. Over 40% of executives from companies operating in certain sectors affirm that full-time in-office work is not necessary at all in their companies for career advancement and development (figure 7). These industries include art and entertainment, professional, scientific and technical activities, administrative and support services, and ICT. Most executives from companies operating in sectors such as accommodation and food services, wholesale and retail trade, electricity and gas supply, construction, and agriculture differ in their perspectives. They consider remote and hybrid work models detrimental for professional advancements, with just less than a fourth of them stating that flexible work arrangements do not impact career progression.

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At the country level, it is interesting to note how executives' stand towards new models of work relates to some of the fundamental talent competitiveness elements, such as talent attraction and retention, as well as the participation of women in the job market. Figure 8

**Figure 7:** Share of respondents that answered “No” to the question “Is full-time presence in the office a necessary condition for career progression and development in your company?” By company sector. (IMD Executive Survey, 2023).



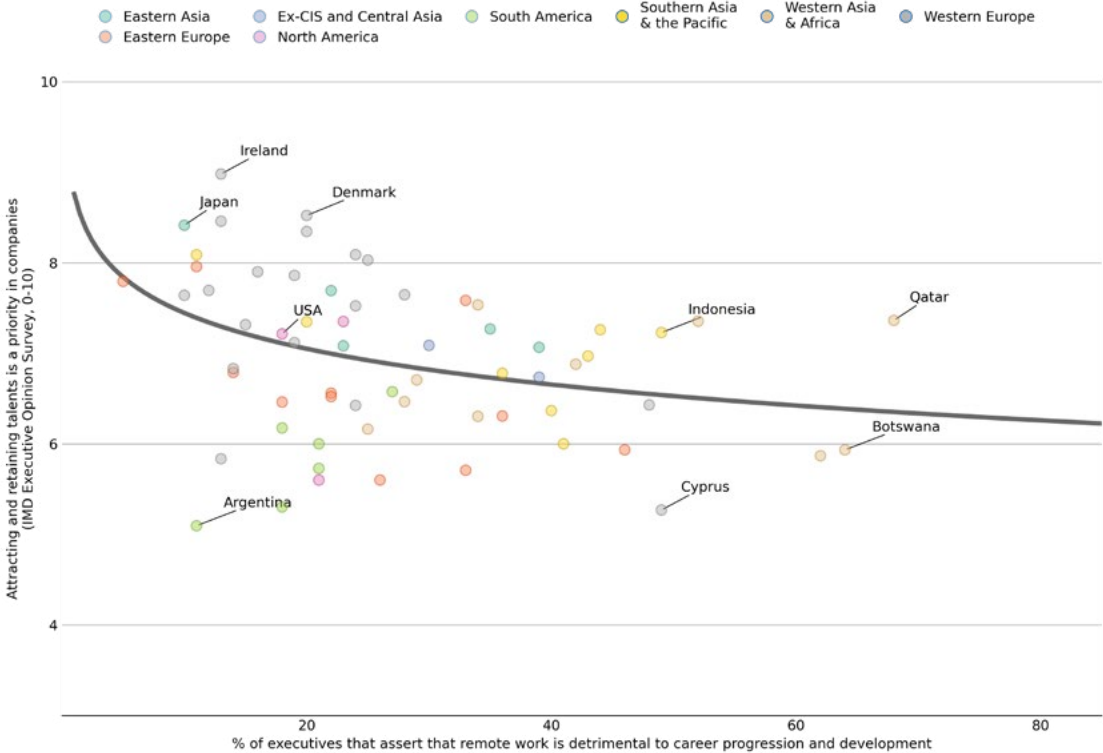
shows the existence of an inverse relationship between the percentage of executives who assert that remote work is detrimental for a successful professional career vis-à-vis the prioritization of talent attraction and retention. Economies where remote work is considered as less harmful for career progression and development are, on average, also those that most excel in the attraction and retention of highly skilled professionals. Similarly, **figure 9** highlights how economies where executives tend to consider in-office presence as not mandatory for professional advancements also show higher levels of female participation in the job market.

To put these findings into context, arguably, both remote work and hybrid models increase the isolation of employees, while at the same time minimizing their in-company visibility. The latter may benefit employees who follow the traditional in-person work model because of proximity biases. That is, managers may see employees with greater in-office presence in a different light and may be more willing to mentor them, thus facilitating their career advancement. Proximity biases can have a

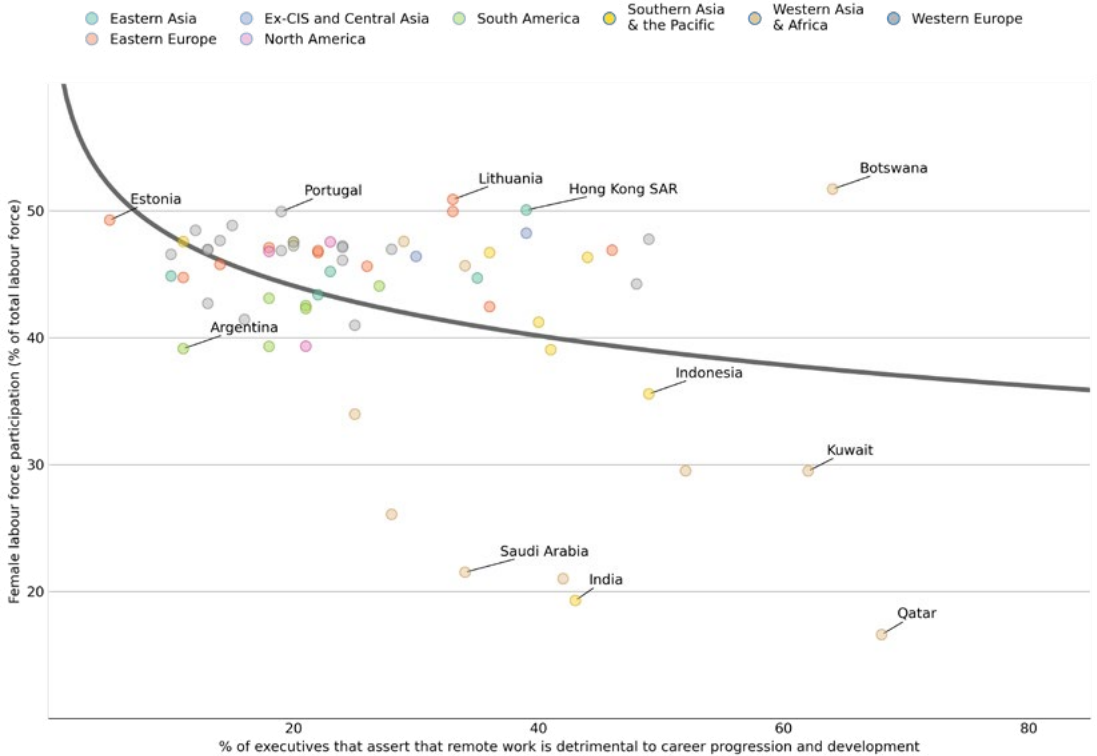
negative impact on performance evaluation, employee rewards and recognition, collaboration with colleagues, lines of communication with management, and inclusion in organizational activities. Such an impact will ultimately affect the possibilities of employee promotion. More broadly, a company that experiences this trend can see its capacity to attract and retain talent diminished. Employees looking for a greater work-life balance may lack incentives to join a particular organization that offers limited opportunities for career progression.

In addition, the lack of career advancement can eventually impact other aspects of talent competitiveness, such as worker motivation and quality of life. Ultimately, it can negatively affect the available talent pool. For instance, as we have seen, in countries where there is greater skepticism about the new work models, the share of women in the labor force is lower. Women, in other words, may be further discouraged to enter the labor force. Such a trend can have strong consequences, not only for the size of the talent pool, but also for its diversity and quality.

**Figure 8:** Relation between the share of executives in the country that consider remote work as detrimental for career development and progression versus attraction and retention of talent in companies. Source: IMD World Competitiveness Center (2023)



**Figure 9:** Relation between the share of executives in the country that consider remote work as detrimental for career development and progression versus female labor force participation (% of total labor force). Source: IMD World Competitiveness Center (2023)



## 5. Concluding remarks

The results show the continuous dominance of the talent competitiveness ranking by Switzerland, at the country level. This year, Belgium and Singapore return to the top 10 of the ranking. At the regional level, Western Europe remains as the global leader of talent competitiveness. Results also show that North America is the region with the highest appeal. North America and Eastern Asia are the second most talent-ready regions.

The 2023 results also highlight a trend of concern among some of the top countries in terms of graduates in sciences. For instance, Luxembourg (50th), Iceland (53rd), and the Netherlands (51st) are placed at the bottom of the ranking in the indicator that captures the percentage of those graduates. This trend may be detrimental for the sustainability of their talent competitiveness, as such graduates are at the core of technological innovation, for example.

Our findings also highlight some of the potential outcomes in terms of the changes in the work model. About 68% of the executives we surveyed believe that in-office presence is important for career development, with 27% indicating that it is detrimental. In the context of hybrid or remote work environments, therefore, proximity bias can have negative consequences for talent development. This is so because some employees may have less visibility and interaction with their managers and colleagues than others. In turn, such conditions can lead to limited opportunities for further training and thus for career advancement. Companies experiencing such a trend may not be able to attract and/or retain talent, potentially affecting their productivity and innovation. In the long run, this trend may affect the effectiveness of the overall talent pipe. The current drive to return to the in-office model among some organizations is likely to exacerbate this situation. Finding solutions for such issues therefore becomes all the more crucial.





# IMD World Talent Ranking 2023

All data are available from the










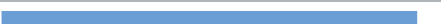
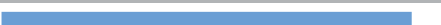



















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# The 2023 IMD World Talent Ranking

## 2023 TALENT RANKING

			Score	
01	Switzerland		100.00	-
02	Luxembourg		84.39	↗ 5
03	Iceland		84.33	-
04	Belgium		83.75	↗ 9
05	Netherlands		83.34	↗ 4
06	Finland		80.55	-
07	Denmark		80.53	↙ 2
08	Singapore		79.96	↗ 4
09	Austria		79.93	↙ 1
10	Sweden		79.93	↙ 8
11	Norway		78.90	↙ 7
12	Germany		78.46	↙ 2
13	Canada		76.73	↙ 2
14	Ireland		76.27	↗ 1
15	USA		74.56	↗ 1
16	Hong Kong SAR		74.35	↙ 2
17	Estonia		73.98	-
18	Australia		73.12	-
19	Israel		71.05	↗ 1
20	Taiwan, China		70.32	↙ 1
21	Czech Republic		69.49	↗ 8
22	UAE		67.92	↙ 1
23	Lithuania		66.77	↗ 3
24	France		66.25	↙ 1
25	Portugal		64.64	↙ 1
26	Slovenia		63.82	↙ 1
27	Bahrain		63.60	↗ 8
28	Kuwait		63.19	-
29	Cyprus		62.94	↙ 7
30	Qatar		62.72	↗ 4

The IMD World Talent Ranking 2023 shows the overall ranking for 64 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.

## 2023 TALENT RANKING

			Score	
31	New Zealand		62.57	-
32	Spain		62.15	-
33	Malaysia		62.03	-
34	Korea Rep.		61.96	↗ 4
35	United Kingdom		60.52	↙ 7
36	Saudi Arabia		60.41	↙ 6
37	Greece		58.88	-
38	Kazakhstan		58.57	↗ 1
39	Latvia		57.53	↙ 12
40	Botswana		57.11	↗ 3
41	China		56.28	↙ 1
42	Italy		56.10	↙ 6
43	Japan		55.72	↙ 2
44	Poland		54.94	↗ 6
45	Thailand		54.31	-
46	Croatia		52.20	↙ 4
47	Indonesia		51.13	↗ 4
48	Hungary		49.48	↙ 4
49	Turkey		49.44	↗ 4
50	Chile		49.02	↙ 3
51	Slovak Republic		48.78	↙ 3
52	Jordan		48.55	↙ 3
53	Romania		45.67	↗ 2
54	Argentina		44.24	↗ 2
55	Peru		41.88	↙ 9
56	India		41.75	↙ 4
57	Colombia		40.90	↗ 4
58	Bulgaria		39.88	↗ 1
59	Mexico		37.31	↙ 1
60	Philippines		35.81	↙ 6
61	South Africa		34.34	↙ 1
62	Venezuela		31.85	↗ 1
63	Brazil		31.57	↙ 6
64	Mongolia		23.18	↙ 2

# The 2023 IMD World Talent Rankings

## Population over 20 million

		Score
01	Germany	78.46
02	Canada	76.73
03	USA	74.56
04	Australia	73.12
05	Taiwan, China	70.32
06	France	66.25
07	Spain	62.15
08	Malaysia	62.03
09	Korea Rep.	61.96
10	United Kingdom	60.52
11	Saudi Arabia	60.41
12	China	56.28
13	Italy	56.10
14	Japan	55.72
15	Poland	54.94
16	Thailand	54.31
17	Indonesia	51.13
18	Turkey	49.44
19	Argentina	44.24
20	Peru	41.88
21	India	41.75
22	Colombia	40.90
23	Mexico	37.31
24	Philippines	35.81
25	South Africa	34.34
26	Venezuela	31.85
27	Brazil	31.57

## Population under 20 million

		Score
01	Switzerland	100.00
02	Luxembourg	84.39
03	Iceland	84.33
04	Belgium	83.75
05	Netherlands	83.34
06	Finland	80.55
07	Denmark	80.53
08	Singapore	79.96
09	Austria	79.93
10	Sweden	79.93
11	Norway	78.90
12	Ireland	76.27
13	Hong Kong SAR	74.35
14	Estonia	73.98
15	Israel	71.05
16	Czech Republic	69.49
17	UAE	67.92
18	Lithuania	66.77
19	Portugal	64.64
20	Slovenia	63.82
21	Bahrain	63.60
22	Kuwait	63.19
23	Cyprus	62.94
24	Qatar	62.72
25	New Zealand	62.57
26	Greece	58.88
27	Kazakhstan	58.57
28	Latvia	57.53
29	Botswana	57.11
30	Croatia	52.20
31	Hungary	49.48
32	Chile	49.02
33	Slovak Republic	48.78
34	Jordan	48.55
35	Romania	45.67
36	Bulgaria	39.88
37	Mongolia	23.18

# Selected Breakdowns

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

		Score
01	Switzerland	100.00
02	Luxembourg	84.39
03	Iceland	84.33
04	Belgium	83.75
05	Netherlands	83.34
06	Finland	80.55
07	Denmark	80.53
08	Singapore	79.96
09	Austria	79.93
10	Sweden	79.93
11	Norway	78.90
12	Germany	78.46
13	Canada	76.73
14	Ireland	76.27
15	USA	74.56
16	Hong Kong SAR	74.35
17	Estonia	73.98
18	Australia	73.12
19	Israel	71.05
20	Taiwan, China	70.32
21	Czech Republic	69.49
22	UAE	67.92
23	Lithuania	66.77
24	France	66.25
25	Portugal	64.64
26	Slovenia	63.82
27	Bahrain	63.60
28	Kuwait	63.19
29	Cyprus	62.94
30	Qatar	62.72
31	New Zealand	62.57
32	Spain	62.15
33	Korea Rep.	61.96
34	United Kingdom	60.52
35	Saudi Arabia	60.41
36	Greece	58.88
37	Latvia	57.53
38	Italy	56.10
39	Japan	55.72
40	Slovak Republic	48.78

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

		Score
01	Malaysia	62.03
02	Kazakhstan	58.57
03	Botswana	57.11
04	China	56.28
05	Poland	54.94
06	Thailand	54.31
07	Croatia	52.20
08	Indonesia	51.13
09	Hungary	49.48
10	Turkey	49.44
11	Chile	49.02
12	Jordan	48.55
13	Romania	45.67
14	Argentina	44.24
15	Peru	41.88
16	India	41.75
17	Colombia	40.90
18	Bulgaria	39.88
19	Mexico	37.31
20	Philippines	35.81
21	South Africa	34.34
22	Venezuela	31.85
23	Brazil	31.57
24	Mongolia	23.18

# The 2023 IMD World Talent Rankings















## Europe - Middle East - Africa

		Score
01	Switzerland	100.00
02	Luxembourg	84.39
03	Iceland	84.33
04	Belgium	83.75
05	Netherlands	83.34
06	Finland	80.55
07	Denmark	80.53
08	Austria	79.93
09	Sweden	79.93
10	Norway	78.90
11	Germany	78.46
12	Ireland	76.27
13	Estonia	73.98
14	Israel	71.05
15	Czech Republic	69.49
16	UAE	67.92
17	Lithuania	66.77
18	France	66.25
19	Portugal	64.64
20	Slovenia	63.82
21	Bahrain	63.60
22	Kuwait	63.19
23	Cyprus	62.94
24	Qatar	62.72
25	Spain	62.15
26	United Kingdom	60.52
27	Saudi Arabia	60.41
28	Greece	58.88
29	Kazakhstan	58.57
30	Latvia	57.53
31	Botswana	57.11
32	Italy	56.10
33	Poland	54.94
34	Croatia	52.20
35	Hungary	49.48
36	Turkey	49.44
37	Slovak Republic	48.78
38	Jordan	48.55
39	Romania	45.67
40	Bulgaria	39.88
41	South Africa	34.34

# Selected Breakdowns










## Asia - Pacific

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			Score
01	Singapore		79.96
02	Hong Kong SAR		74.35
03	Australia		73.12
04	Taiwan, China		70.32
05	New Zealand		62.57
06	Malaysia		62.03
07	Korea Rep.		61.96
08	China		56.28
09	Japan		55.72
10	Thailand		54.31
11	Indonesia		51.13
12	India		41.75
13	Philippines		35.81
14	Mongolia		23.18

## The Americas

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			Score
01	Canada		76.73
02	USA		74.56
03	Chile		49.02
04	Argentina		44.24
05	Peru		41.88
06	Colombia		40.90
07	Mexico		37.31
08	Venezuela		31.85
09	Brazil		31.57

# The 2023 IMD World Talent Rankings

## INVESTMENT & DEVELOPMENT

The investment in and development of home-grown talent

			Score	
01	Switzerland		100.00	-
02	Luxembourg		95.06	↗ 1
03	Iceland		92.45	↗ 1
04	Denmark		88.29	↗ 2
05	Austria		86.29	↗ 1
06	Norway		84.76	↗ 1
07	Israel		83.19	↗ 1
08	Belgium		82.91	↗ 1
09	Sweden		80.37	↗ 2
10	Kuwait		79.95	-
11	Finland		77.01	-
12	Germany		75.04	-
13	Estonia		74.02	↗ 3
14	USA		71.52	↗ 1
15	Hong Kong SAR		69.26	↗ 2
16	Netherlands		68.79	-
17	Lithuania		66.41	↗ 1
18	Australia		66.12	↗ 3
19	Canada		64.29	↗ 1
20	Slovenia		64.28	↗ 1
21	Latvia		64.07	↗ 7
22	Korea Rep.		63.78	↗ 9
23	Taiwan, China		63.76	-
24	Cyprus		63.53	↗ 7
25	Spain		62.93	↗ 1
26	Czech Republic		61.56	↗ 8
27	Portugal		61.09	↗ 5
28	Kazakhstan		60.79	↗ 2
29	Croatia		59.62	↗ 4
30	France		59.32	↗ 6
31	Singapore		57.46	↗ 4
32	Italy		57.16	↗ 4
33	Botswana		56.48	↗ 2
34	Greece		56.45	↗ 5
35	Poland		55.43	↗ 6
36	Japan		54.17	↗ 1
37	Hungary		53.83	↗ 1
38	New Zealand		53.83	↗ 5
39	Ireland		53.47	↗ 1
40	Malaysia		48.92	↗ 1
41	Saudi Arabia		47.19	↗ 9
42	Bulgaria		45.76	↗ 4
43	United Kingdom		45.53	↗ 3
44	Slovak Republic		44.03	↗ 1
45	China		43.59	↗ 3
46	Argentina		39.26	↗ 3
47	Thailand		38.98	-
48	UAE		38.34	↗ 3
49	Qatar		37.60	↗ 5
50	Bahrain		36.95	↗ 2
51	Turkey		35.47	-
52	Indonesia		34.20	↗ 1
53	Romania		33.31	↗ 1
54	Chile		30.70	↗ 4
55	Peru		26.98	↗ 3
56	Brazil		19.43	↗ 1
57	Colombia		18.06	↗ 1
58	Jordan		17.98	↗ 1
59	South Africa		16.70	↗ 3
60	Venezuela		16.66	↗ 1
61	Mongolia		9.69	↗ 1
62	Philippines		3.44	-
63	India		3.42	↗ 2
64	Mexico		0.00	↗ 1



# Selected Breakdowns

## APPEAL

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

			Score	
01	Switzerland		97.06	-
02	Ireland		78.95	↗ 4
03	Netherlands		77.46	-
04	Luxembourg		75.33	↗ 1
05	Germany		71.18	↗ 2
06	Belgium		70.75	↗ 12
07	Canada		70.45	↗ 5
08	Iceland		69.65	-
09	USA		67.89	↙ 5
10	Sweden		66.73	↙ 8
11	Finland		66.36	-
12	Austria		65.48	↙ 2
13	Australia		65.18	↙ 1
14	Singapore		65.15	↙ 1
15	Czech Republic		62.58	↗ 15
16	UAE		62.55	↙ 1
17	France		62.49	↗ 4
18	New Zealand		62.44	↗ 5
19	Estonia		62.24	-
20	Norway		61.78	↙ 11
21	Taiwan, China		60.02	↗ 4
22	Saudi Arabia		59.43	↗ 2
23	Japan		58.37	↗ 4
24	Bahrain		57.51	↙ 8
25	United Kingdom		57.05	↙ 1
26	Spain		56.02	-
27	Lithuania		55.76	↗ 4
28	Qatar		55.39	↙ 6
29	Thailand		55.31	↗ 5
30	Malaysia		55.06	↗ 5
31	Indonesia		54.26	↗ 6
32	Hong Kong SAR		53.09	-
33	Mexico		52.91	↗ 12
34	Denmark		52.42	↙ 17
35	Chile		52.35	↙ 7
36	Botswana		51.64	-
37	Portugal		50.84	↗ 3
38	Slovenia		50.56	↗ 1
39	Colombia		50.53	↗ 8
40	Cyprus		50.25	↙ 11
41	Israel		48.81	↙ 8
42	Kazakhstan		48.51	↙ 1
43	Korea Rep.		47.12	↗ 6
44	Turkey		46.19	↙ 13
45	Italy		45.59	↙ 7
46	Greece		45.54	↙ 4
47	Poland		45.11	↗ 8
48	Romania		44.82	↗ 10
49	Slovak Republic		44.44	↗ 1
50	Jordan		44.27	↙ 2
51	Peru		43.30	-
52	China		42.57	-
53	India		42.25	↗ 3
54	Brazil		42.23	↙ 10
55	Philippines		42.07	↙ 12
56	Hungary		41.90	↙ 3
57	Croatia		39.67	↙ 3
58	Latvia		38.97	↙ 12
59	Kuwait		36.01	-
60	Bulgaria		31.00	↗ 1
61	South Africa		30.56	↙ 2
62	Argentina		29.32	↙ 2
63	Venezuela		27.02	-
64	Mongolia		20.66	↙ 2

# The 2023 IMD World Talent Rankings

## READINESS

The availability of skills and competencies in the talent pool

			Score	
01	Singapore		94.65	-
02	Netherlands		81.13	↗ 7
03	Switzerland		80.31	↘ 1
04	UAE		80.25	↗ 3
05	Denmark		78.24	↗ 3
06	Hong Kong SAR		78.06	↘ 3
07	Finland		75.66	↘ 3
08	Belgium		74.96	↗ 8
09	Ireland		73.76	↘ 4
10	Bahrain		73.70	↗ 23
11	Canada		72.84	↘ 1
12	Qatar		72.53	↗ 18
13	Sweden		70.05	↘ 7
14	Iceland		68.28	↘ 1
15	Norway		67.53	↘ 1
16	Germany		66.54	↘ 4
17	Australia		65.44	-
18	Austria		65.38	↘ 3
19	Taiwan, China		64.57	↘ 8
20	Estonia		63.06	↗ 11
21	Czech Republic		61.69	↗ 7
22	USA		61.64	↗ 4
23	Jordan		60.78	↘ 1
24	Luxembourg		60.16	↗ 1
25	China		60.05	↘ 4
26	Malaysia		59.50	↘ 6
27	Portugal		59.37	↘ 8
28	Israel		58.53	↘ 1
29	India		56.94	↘ 11
30	United Kingdom		56.34	↘ 6
31	Lithuania		55.52	↗ 6
32	France		54.30	-
33	Slovenia		53.99	↘ 4
34	Cyprus		52.40	↘ 11
35	Korea Rep.		52.35	↗ 3
36	Greece		52.00	↗ 4
37	Saudi Arabia		51.97	↗ 4
38	Kuwait		50.97	-
39	New Zealand		48.81	-
40	Latvia		46.91	↘ 4
41	Thailand		46.01	↗ 8
42	Spain		44.88	-
43	Turkey		44.02	↗ 7
44	Kazakhstan		43.80	-
45	Italy		42.94	↘ 2
46	Indonesia		42.30	↗ 6
47	Poland		41.65	↗ 6
48	Argentina		41.50	↗ 11
49	Chile		41.37	↘ 2
50	Botswana		40.59	↗ 6
51	Philippines		39.30	↘ 16
52	Mexico		36.40	↘ 7
53	Romania		36.24	↗ 2
54	Slovak Republic		35.26	↘ 6
55	Croatia		34.68	↘ 9
56	South Africa		33.13	↗ 1
57	Peru		32.74	↘ 23
58	Japan		31.99	↘ 4
59	Colombia		31.47	↗ 3
60	Hungary		30.09	↘ 9
61	Venezuela		29.24	↘ 3
62	Bulgaria		20.27	↘ 1
63	Mongolia		16.55	↘ 3
64	Brazil		10.41	↘ 1



## FACTOR RANKINGS

	OVERALL					INVESTMENT & DEVELOPMENT				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Argentina	48	47	54	56	54	43	43	47	49	46
Australia	16	13	20	18	18	34	18	22	21	18
Austria	04	06	06	08	09	04	06	06	06	05
Bahrain	-	-	-	35	27	-	-	-	48	50
Belgium	14	16	13	13	04	09	08	08	09	08
Botswana	-	-	44	43	40	-	-	38	35	33
Brazil	61	59	60	57	63	52	56	54	55	56
Bulgaria	52	55	58	59	58	46	45	45	46	42
Canada	13	08	15	11	13	26	19	24	20	19
Chile	46	41	48	47	50	50	48	46	50	54
China	42	40	36	40	41	42	42	43	42	45
Colombia	54	58	55	61	57	60	58	58	58	57
Croatia	53	53	49	42	46	36	32	34	25	29
Cyprus	21	17	24	22	29	08	14	15	17	24
Czech Republic	39	39	37	29	21	40	40	41	34	26
Denmark	02	02	05	05	07	01	02	03	02	04
Estonia	27	19	19	17	17	21	10	12	10	13
Finland	08	12	08	06	06	10	12	10	11	11
France	25	28	25	23	24	23	27	21	24	30
Germany	11	11	10	10	12	11	11	11	12	12
Greece	40	37	33	37	37	37	30	29	29	34
Hong Kong SAR	15	14	11	14	16	20	23	14	13	15
Hungary	45	50	42	44	48	33	35	32	36	37
Iceland	07	04	07	03	03	06	04	04	04	03
India	59	62	56	52	56	63	63	64	61	63
Indonesia	41	45	50	51	47	51	52	53	53	52
Ireland	18	18	17	15	14	44	39	39	38	39
Israel	19	22	22	20	19	17	09	09	08	07
Italy	36	36	35	36	42	31	33	31	28	32
Japan	35	38	39	41	43	30	36	36	37	36
Jordan	51	49	40	49	52	57	60	56	57	58
Kazakhstan	38	44	41	39	38	39	41	42	30	28
Korea Rep.	33	31	34	38	34	19	28	28	31	22
Kuwait	-	-	-	-	28	-	-	-	-	10
Latvia	34	33	30	27	39	12	15	16	14	21
Lithuania	28	27	29	26	23	14	13	18	18	17
Luxembourg	05	03	03	07	02	05	03	02	03	02
Malaysia	22	25	28	33	33	32	34	33	39	40
Mexico	60	56	59	58	59	62	62	63	63	64
Mongolia	63	63	61	62	64	59	59	59	60	61
Netherlands	09	10	09	09	05	16	16	17	16	16
New Zealand	17	21	18	31	31	29	29	27	33	38
Norway	06	07	04	04	11	03	05	05	05	06
Peru	56	51	62	46	55	55	54	61	52	55
Philippines	49	48	57	54	60	61	61	62	62	62
Poland	37	35	45	50	44	27	24	35	41	35
Portugal	23	26	26	24	25	13	22	25	22	27
Qatar	26	29	31	34	30	41	44	44	44	49
Romania	55	57	51	55	53	54	53	55	54	53
Saudi Arabia	29	34	38	30	36	28	37	37	32	41
Singapore	10	09	12	12	08	25	21	23	27	31
Slovak Republic	57	61	52	48	51	47	49	48	43	44
Slovenia	31	30	27	25	26	22	20	19	19	20
South Africa	50	52	63	60	61	56	57	60	56	59
Spain	32	32	32	32	32	35	31	30	26	25
Sweden	03	05	02	02	10	07	07	07	07	09
Switzerland	01	01	01	01	01	02	01	01	01	01
Taiwan, China	20	20	16	19	20	24	25	20	23	23
Thailand	43	43	43	45	45	49	51	51	47	47
Turkey	58	46	53	53	49	58	46	52	51	51
UAE	30	24	23	21	22	53	55	50	45	48
United Kingdom	24	23	21	28	35	38	38	40	40	43
USA	12	15	14	16	15	15	17	13	15	14
Venezuela	62	60	64	63	62	48	50	57	59	60

APPEAL

2019	2020	2021	2022	2023
50	52	59	60	62
15	16	19	14	13
13	11	08	10	12
-	-	-	16	24
17	17	17	18	06
-	-	48	36	36
49	45	46	44	54
58	57	61	61	60
05	03	13	12	07
34	30	23	28	35
55	56	51	52	52
36	37	42	47	39
61	61	58	54	57
33	24	28	29	40
45	48	45	30	15
11	08	18	17	34
23	19	20	19	19
16	15	11	11	11
25	25	21	21	17
09	09	09	07	05
51	50	33	42	46
18	18	26	32	32
56	58	53	53	56
06	06	10	08	08
57	55	57	56	53
24	32	37	37	31
08	12	07	06	02
28	34	40	33	41
38	42	38	38	45
26	27	27	27	23
44	43	34	48	50
39	47	39	41	42
41	36	41	49	43
-	-	-	-	59
48	51	49	46	58
35	35	32	31	27
04	05	02	05	04
27	29	29	35	30
40	38	44	45	33
63	63	55	62	64
07	07	05	03	03
14	13	14	23	18
10	10	04	09	20
47	44	50	51	51
31	31	43	43	55
46	49	54	55	47
32	33	30	40	37
21	21	25	22	28
52	53	47	58	48
43	39	35	20	22
20	22	15	13	14
54	54	52	50	49
42	41	36	39	38
37	40	62	59	61
22	23	24	26	26
03	04	03	02	10
01	01	01	01	01
29	26	22	25	21
30	28	31	34	29
53	46	56	57	44
12	14	12	15	16
19	20	16	24	25
02	02	06	04	09
62	59	64	63	63

READINESS

2019	2020	2021	2022	2023	
52	51	56	59	48	Argentina
05	04	24	17	17	Australia
10	12	14	15	18	Austria
-	-	-	33	10	Bahrain
24	22	15	16	08	Belgium
-	-	51	56	50	Botswana
62	63	64	63	64	Brazil
55	57	62	61	62	Bulgaria
15	07	16	10	11	Canada
46	48	58	47	49	Chile
31	26	22	21	25	China
53	60	57	62	59	Colombia
60	62	54	46	55	Croatia
32	14	30	23	34	Cyprus
39	37	38	28	21	Czech Republic
06	06	08	08	05	Denmark
35	32	29	31	20	Estonia
03	10	05	04	07	Finland
29	35	31	32	32	France
14	13	10	12	16	Germany
44	36	37	40	36	Greece
04	02	01	03	06	Hong Kong SAR
57	59	46	51	60	Hungary
18	16	17	13	14	Iceland
25	25	27	18	29	India
42	46	50	52	46	Indonesia
08	09	11	05	09	Ireland
19	28	34	27	28	Israel
37	39	39	43	45	Italy
49	54	48	54	58	Japan
54	42	18	22	23	Jordan
38	50	43	44	44	Kazakhstan
34	29	36	38	35	Korea Rep.
-	-	-	-	38	Kuwait
40	40	33	36	40	Latvia
33	34	32	37	31	Lithuania
17	19	23	25	24	Luxembourg
16	18	21	20	26	Malaysia
47	38	52	45	52	Mexico
63	56	60	60	63	Mongolia
07	08	07	09	02	Netherlands
11	23	20	39	39	New Zealand
21	20	12	14	15	Norway
58	53	61	34	57	Peru
26	33	47	35	51	Philippines
45	44	45	53	47	Poland
27	24	25	19	27	Portugal
20	21	19	30	12	Qatar
50	55	49	55	53	Romania
22	30	42	41	37	Saudi Arabia
01	01	02	01	01	Singapore
59	61	53	48	54	Slovak Republic
30	31	26	29	33	Slovenia
48	52	59	57	56	South Africa
41	43	41	42	42	Spain
09	11	04	06	13	Sweden
02	05	03	02	03	Switzerland
12	15	09	11	19	Taiwan, China
43	45	40	49	41	Thailand
56	41	55	50	43	Turkey
13	03	06	07	04	UAE
23	17	13	24	30	United Kingdom
28	27	28	26	22	USA
61	58	63	58	61	Venezuela



# Talent Country Profiles

All data are available from the

**[IMD WORLD COMPETITIVENESS ONLINE](#)**

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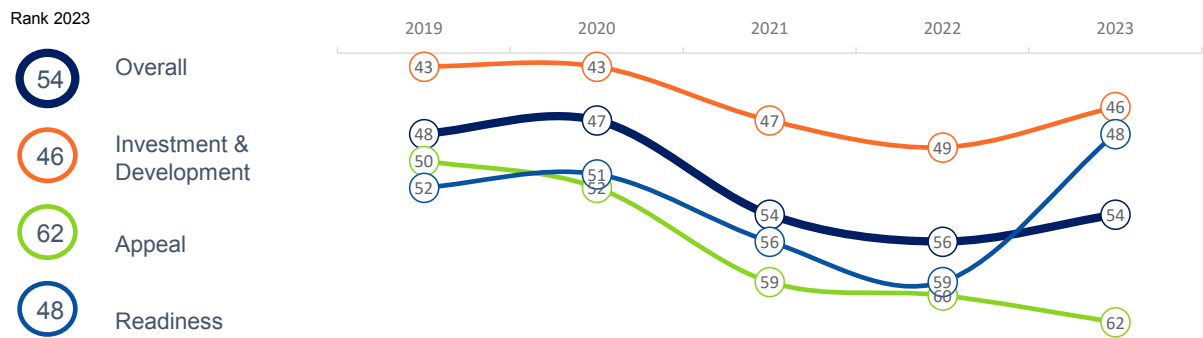
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# ARGENTINA

**OVERALL PERFORMANCE (64 countries)**

- ▶ Overall top strengths
- ▷ Overall top weaknesses



## Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.0 %	29
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	13.80 ratio	27
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.00 ratio	24
Apprenticeships	are sufficiently implemented	4.36 Survey [0..10]	51
▷ Employee training	is a high priority in companies	4.08 Survey [0..10]	64
Female labor force	Percentage of total labor force	39.13 %	54
Health infrastructure	meets the needs of society	4.05 Survey [0..10]	49

## Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	70.73 index	28
▷ Attracting and retaining talents	is a priority in companies	5.10 Survey [0..10]	64
Worker motivation	in companies is high	4.30 Survey [0..10]	60
Brain drain	does not hinder competitiveness in your economy	2.79 Survey [0..10]	58
▷ Quality of life	is high	3.53 Survey [0..10]	62
▷ Foreign highly skilled personnel	are attracted to your country's business environment	2.60 Survey [0..10]	62
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	1.75 %	10
Justice	is fairly administered	2.74 Survey [0..10]	59
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.23 micrograms	38
Statutory minimum wage	Statutory gross monthly minimum wage	443.28 US\$	30

## Readiness

		Value	2023 Rank
▶ Labor force growth	Percentage change	9.20 %	1
Skilled labor	is readily available	4.44 Survey [0..10]	49
Finance skills	are readily available	5.56 Survey [0..10]	48
International experience	of senior managers is generally significant	5.01 Survey [0..10]	50
Competent senior managers	are readily available	4.49 Survey [0..10]	51
▷ Primary and secondary education	meets the needs of a competitive economy	3.07 Survey [0..10]	61
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	14.15 %	60
University education	meets the needs of a competitive economy	5.32 Survey [0..10]	52
Management education	meets the needs of the business community	5.89 Survey [0..10]	43
Language skills	are meeting the needs of enterprises	5.32 Survey [0..10]	49
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.68 number	33
Educational assessment - PISA	PISA survey of 15-year olds	395 Average	54



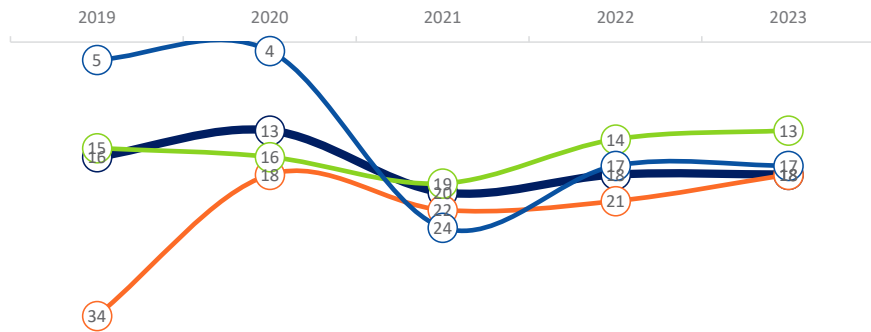
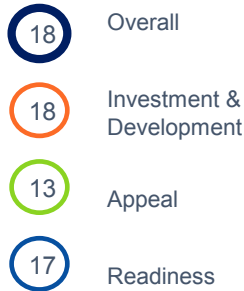


# AUSTRALIA

OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023



## Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.5 %	18
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,127 US\$	15
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.53 ratio	33
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.89 ratio	33
Apprenticeships	are sufficiently implemented	4.95 Survey [0..10]	40
▶ Employee training	is a high priority in companies	5.60 Survey [0..10]	47
Female labor force	Percentage of total labor force	47.52 %	16
Health infrastructure	meets the needs of society	6.36 Survey [0..10]	28

## Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	78.13 index	39
Attracting and retaining talents	is a priority in companies	7.35 Survey [0..10]	23
Worker motivation	in companies is high	5.89 Survey [0..10]	33
Brain drain	does not hinder competitiveness in your economy	5.15 Survey [0..10]	27
▶ Quality of life	is high	8.36 Survey [0..10]	10
▶ Foreign highly skilled personnel	are attracted to your country's business environment	7.03 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	12.02 %	57
Justice	is fairly administered	7.73 Survey [0..10]	16
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	8.25 micrograms	10
▶ Statutory minimum wage	Statutory gross monthly minimum wage	2,442.02 US\$	3

## Readiness

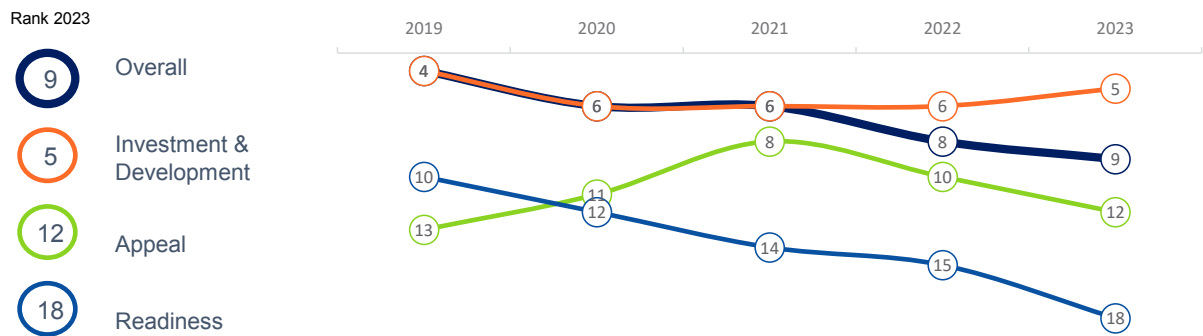
		Value	2023 Rank
Labor force growth	Percentage change	2.94 %	18
▷ Skilled labor	is readily available	4.75 Survey [0..10]	44
Finance skills	are readily available	6.38 Survey [0..10]	29
▷ International experience	of senior managers is generally significant	5.10 Survey [0..10]	46
Competent senior managers	are readily available	5.60 Survey [0..10]	35
Primary and secondary education	meets the needs of a competitive economy	7.14 Survey [0..10]	17
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.55 %	44
University education	meets the needs of a competitive economy	6.94 Survey [0..10]	25
Management education	meets the needs of the business community	6.45 Survey [0..10]	32
Language skills	are meeting the needs of enterprises	6.22 Survey [0..10]	39
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	17.86 number	2
Educational assessment - PISA	PISA survey of 15-year olds	499 Average	20



# AUSTRIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.9 %	32
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,730 US\$	9
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.02 ratio	14
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.26 ratio	8
▶ Apprenticeships	are sufficiently implemented	7.80 Survey [0..10]	3
▶ Employee training	is a high priority in companies	7.84 Survey [0..10]	1
Female labor force	Percentage of total labor force	46.93 %	22
Health infrastructure	meets the needs of society	7.69 Survey [0..10]	11

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	85.04 index	51
▶ Attracting and retaining talents	is a priority in companies	8.46 Survey [0..10]	3
Worker motivation	in companies is high	6.99 Survey [0..10]	13
Brain drain	does not hinder competitiveness in your economy	5.31 Survey [0..10]	25
▶ Quality of life	is high	9.60 Survey [0..10]	2
Foreign highly skilled personnel	are attracted to your country's business environment	5.41 Survey [0..10]	34
▶ 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	9.65 %	48
Justice	is fairly administered	7.12 Survey [0..10]	23
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	11.03 micrograms	21
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	1.61 %	36
▷ Skilled labor	is readily available	3.05 Survey [0..10]	62
Finance skills	are readily available	6.16 Survey [0..10]	34
International experience	of senior managers is generally significant	6.07 Survey [0..10]	20
▷ Competent senior managers	are readily available	4.78 Survey [0..10]	45
Primary and secondary education	meets the needs of a competitive economy	7.13 Survey [0..10]	18
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	30.57 %	8
University education	meets the needs of a competitive economy	7.52 Survey [0..10]	13
Management education	meets the needs of the business community	7.19 Survey [0..10]	16
Language skills	are meeting the needs of enterprises	6.85 Survey [0..10]	29
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	8.51 number	7
Educational assessment - PISA	PISA survey of 15-year olds	491 Average	28



# BAHRAIN

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	2.2 %	63
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,998 US\$	44
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.00 ratio	24
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.50 ratio	18
Apprenticeships	are sufficiently implemented	5.87 Survey [0..10]	17
Employee training	is a high priority in companies	6.71 Survey [0..10]	19
▷ Female labor force	Percentage of total labor force	29.51 %	58
Health infrastructure	meets the needs of society	7.48 Survey [0..10]	17

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	69.84 index	26
Attracting and retaining talents	is a priority in companies	7.35 Survey [0..10]	21
Worker motivation	in companies is high	6.13 Survey [0..10]	29
Brain drain	does not hinder competitiveness in your economy	6.42 Survey [0..10]	14
Quality of life	is high	7.67 Survey [0..10]	25
Foreign highly skilled personnel	are attracted to your country's business environment	7.45 Survey [0..10]	7
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	7.48 Survey [0..10]	18
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	56.74 micrograms	62
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

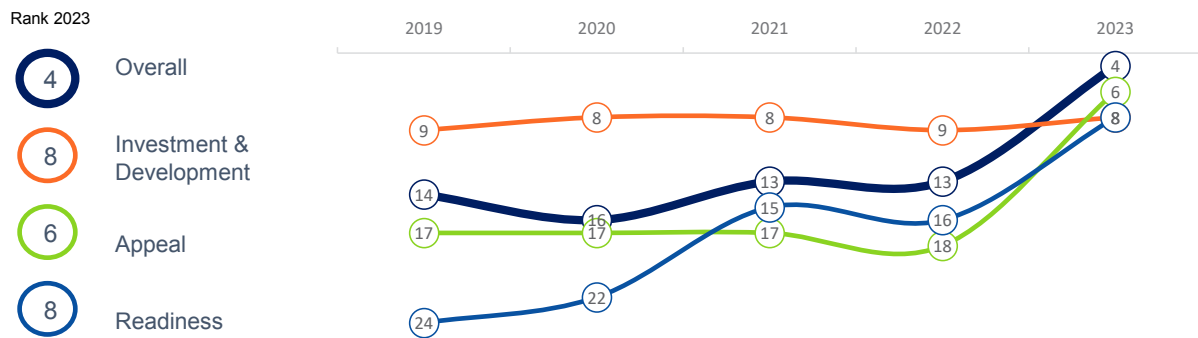
		Value	2023 Rank
▶ Labor force growth	Percentage change	7.85 %	2
▶ Skilled labor	is readily available	7.06 Survey [0..10]	4
▶ Finance skills	are readily available	7.44 Survey [0..10]	6
International experience	of senior managers is generally significant	7.00 Survey [0..10]	13
▶ Competent senior managers	are readily available	6.94 Survey [0..10]	5
Primary and secondary education	meets the needs of a competitive economy	7.29 Survey [0..10]	15
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.49 %	58
University education	meets the needs of a competitive economy	6.87 Survey [0..10]	27
Management education	meets the needs of the business community	6.77 Survey [0..10]	26
Language skills	are meeting the needs of enterprises	8.52 Survey [0..10]	6
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.21 number	23
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-



# BELGIUM

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	6.3 %	7
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,434 US\$	12
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.14 ratio	16
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.77 ratio	5
Apprenticeships	are sufficiently implemented	6.40 Survey [0..10]	9
Employee training	is a high priority in companies	7.13 Survey [0..10]	10
▷ Female labor force	Percentage of total labor force	41.43 %	49
Health infrastructure	meets the needs of society	7.97 Survey [0..10]	5

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	80.35 index	44
Attracting and retaining talents	is a priority in companies	7.90 Survey [0..10]	10
Worker motivation	in companies is high	7.19 Survey [0..10]	9
Brain drain	does not hinder competitiveness in your economy	7.33 Survey [0..10]	5
Quality of life	is high	8.27 Survey [0..10]	12
Foreign highly skilled personnel	are attracted to your country's business environment	6.53 Survey [0..10]	15
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	11.32 %	55
Justice	is fairly administered	7.37 Survey [0..10]	19
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	11.25 micrograms	22
Statutory minimum wage	Statutory gross monthly minimum wage	1,940.01 US\$	7

### Readiness

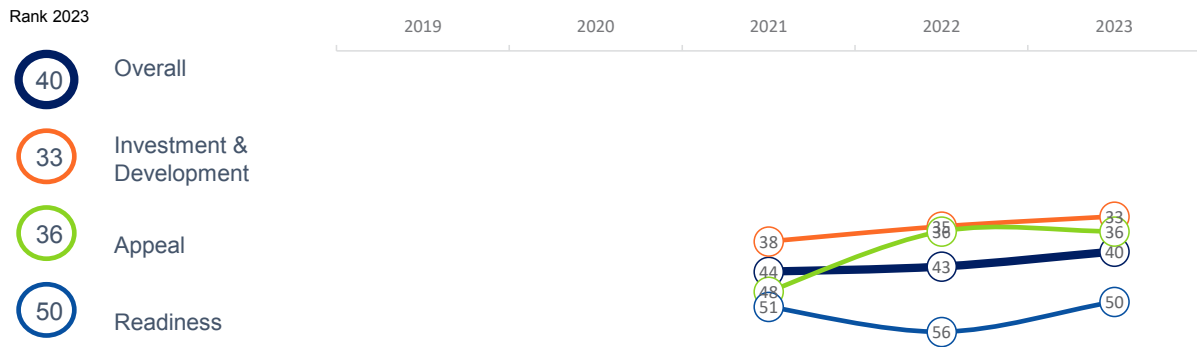
		Value	2023 Rank
▷ Labor force growth	Percentage change	1.62 %	35
▶ Skilled labor	is readily available	7.23 Survey [0..10]	1
▶ Finance skills	are readily available	7.62 Survey [0..10]	2
▶ International experience	of senior managers is generally significant	8.00 Survey [0..10]	2
▶ Competent senior managers	are readily available	7.33 Survey [0..10]	1
Primary and secondary education	meets the needs of a competitive economy	7.87 Survey [0..10]	7
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.58 %	54
University education	meets the needs of a competitive economy	8.00 Survey [0..10]	7
▶ Management education	meets the needs of the business community	7.86 Survey [0..10]	4
Language skills	are meeting the needs of enterprises	8.44 Survey [0..10]	7
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.70 number	17
Educational assessment - PISA	PISA survey of 15-year olds	500 Average	19



# BOTSWANA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 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	2,124 US\$	47
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	25.52 ratio	60
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.48 ratio	27
▷ Apprenticeships	are sufficiently implemented	4.23 Survey [0..10]	55
▷ Employee training	is a high priority in companies	5.03 Survey [0..10]	55
▶ Female labor force	Percentage of total labor force	51.70 %	1
Health infrastructure	meets the needs of society	4.77 Survey [0..10]	44

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	47.81 index	3
Attracting and retaining talents	is a priority in companies	5.93 Survey [0..10]	54
▷ Worker motivation	in companies is high	4.03 Survey [0..10]	64
▶ Brain drain	does not hinder competitiveness in your economy	6.31 Survey [0..10]	15
Quality of life	is high	5.17 Survey [0..10]	50
Foreign highly skilled personnel	are attracted to your country's business environment	6.50 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 %	33
Justice	is fairly administered	5.97 Survey [0..10]	33
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	19.36 micrograms	47
Statutory minimum wage	Statutory gross monthly minimum wage	123.43 US\$	47

### Readiness

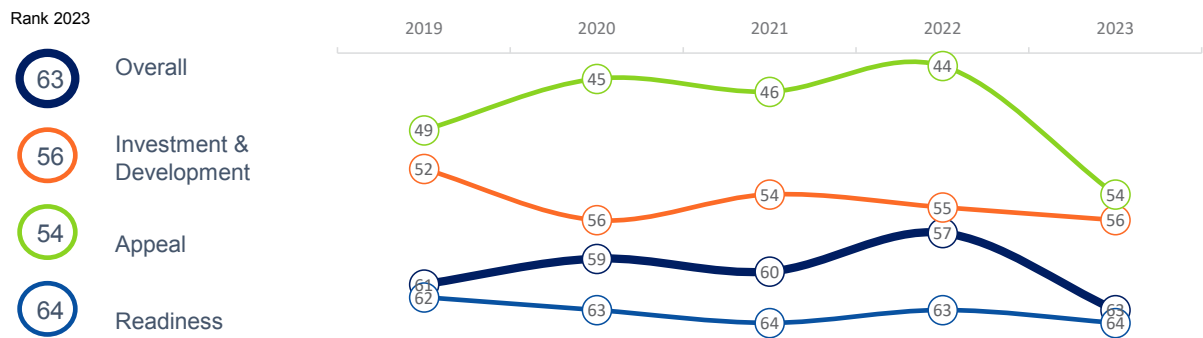
		Value	2023 Rank
▷ Labor force growth	Percentage change	-0.30 %	56
▶ Skilled labor	is readily available	6.40 Survey [0..10]	16
Finance skills	are readily available	5.93 Survey [0..10]	39
International experience	of senior managers is generally significant	6.20 Survey [0..10]	19
Competent senior managers	are readily available	6.34 Survey [0..10]	21
Primary and secondary education	meets the needs of a competitive economy	5.56 Survey [0..10]	44
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.51 %	52
University education	meets the needs of a competitive economy	6.10 Survey [0..10]	37
Management education	meets the needs of the business community	6.43 Survey [0..10]	34
Language skills	are meeting the needs of enterprises	6.63 Survey [0..10]	33
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.50 number	53
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-



# BRAZIL

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
▶ Total public expenditure on education	Percentage of GDP	5.9 %	12
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,866 US\$	51
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	23.63 ratio	56
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	24.07 ratio	59
Apprenticeships	are sufficiently implemented	4.34 Survey [0..10]	52
Employee training	is a high priority in companies	5.03 Survey [0..10]	56
Female labor force	Percentage of total labor force	44.07 %	42
Health infrastructure	meets the needs of society	3.56 Survey [0..10]	56

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	59.74 index	11
Attracting and retaining talents	is a priority in companies	6.58 Survey [0..10]	40
Worker motivation	in companies is high	5.34 Survey [0..10]	43
Brain drain	does not hinder competitiveness in your economy	3.64 Survey [0..10]	49
Quality of life	is high	4.12 Survey [0..10]	58
Foreign highly skilled personnel	are attracted to your country's business environment	2.83 Survey [0..10]	61
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	93,850 US\$	48
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.94 %	21
Justice	is fairly administered	2.58 Survey [0..10]	61
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	12.14 micrograms	23
Statutory minimum wage	Statutory gross monthly minimum wage	234.70 US\$	42

### Readiness

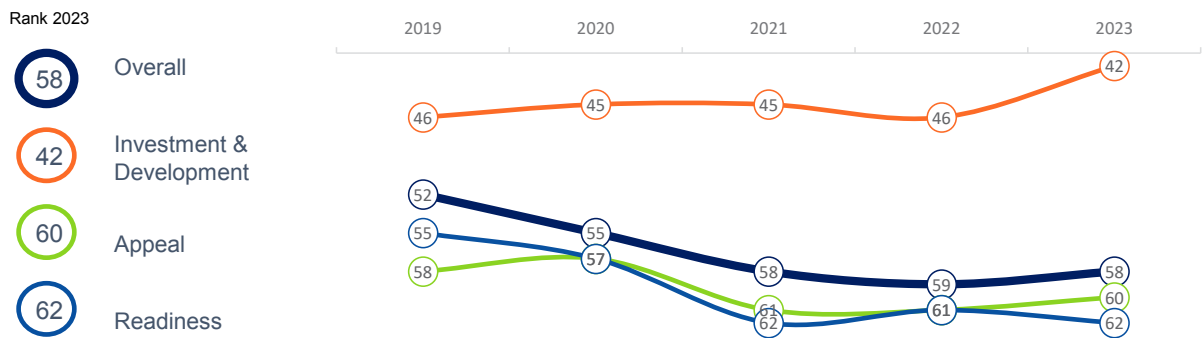
		Value	2023 Rank
▶ Labor force growth	Percentage change	3.83 %	10
Skilled labor	is readily available	3.36 Survey [0..10]	59
Finance skills	are readily available	4.56 Survey [0..10]	60
▷ International experience	of senior managers is generally significant	3.86 Survey [0..10]	63
Competent senior managers	are readily available	3.86 Survey [0..10]	58
▷ Primary and secondary education	meets the needs of a competitive economy	2.44 Survey [0..10]	63
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.50 %	55
▷ University education	meets the needs of a competitive economy	3.51 Survey [0..10]	63
▷ Management education	meets the needs of the business community	3.83 Survey [0..10]	64
▷ Language skills	are meeting the needs of enterprises	3.07 Survey [0..10]	63
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.11 number	58
Educational assessment - PISA	PISA survey of 15-year olds	400 Average	53



# BULGARIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.5 %	41
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,363 US\$	46
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	11.12 ratio	10
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.69 ratio	29
Apprenticeships	are sufficiently implemented	3.59 Survey [0..10]	61
Employee training	is a high priority in companies	4.60 Survey [0..10]	61
▶ Female labor force	Percentage of total labor force	46.89 %	24
Health infrastructure	meets the needs of society	3.53 Survey [0..10]	57

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	58.89 index	10
Attracting and retaining talents	is a priority in companies	5.93 Survey [0..10]	54
Worker motivation	in companies is high	4.14 Survey [0..10]	62
▷ Brain drain	does not hinder competitiveness in your economy	1.80 Survey [0..10]	64
Quality of life	is high	3.87 Survey [0..10]	60
▷ Foreign highly skilled personnel	are attracted to your country's business environment	2.47 Survey [0..10]	63
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	3.49 %	27
Justice	is fairly administered	2.90 Survey [0..10]	58
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	17.49 micrograms	43
Statutory minimum wage	Statutory gross monthly minimum wage	381.69 US\$	32

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	1.34 %	42
Skilled labor	is readily available	3.43 Survey [0..10]	58
▷ Finance skills	are readily available	3.93 Survey [0..10]	63
International experience	of senior managers is generally significant	4.20 Survey [0..10]	61
Competent senior managers	are readily available	4.00 Survey [0..10]	56
Primary and secondary education	meets the needs of a competitive economy	3.67 Survey [0..10]	59
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.51 %	47
▷ University education	meets the needs of a competitive economy	3.67 Survey [0..10]	62
▷ Management education	meets the needs of the business community	3.87 Survey [0..10]	63
Language skills	are meeting the needs of enterprises	5.40 Survey [0..10]	46
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.53 number	35
Educational assessment - PISA	PISA survey of 15-year olds	427 Average	45



# CANADA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

13

Overall

19

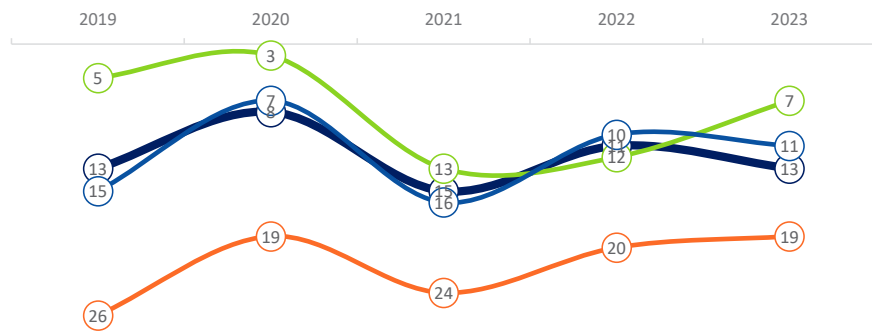
Investment &amp; Development

7

Appeal

11

Readiness



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	4.4 %	42
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,082 US\$	16
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.95 ratio	40
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.25 ratio	45
▶ Apprenticeships	are sufficiently implemented	6.57 Survey [0..10]	7
Employee training	is a high priority in companies	6.78 Survey [0..10]	15
Female labor force	Percentage of total labor force	47.54 %	14
Health infrastructure	meets the needs of society	6.03 Survey [0..10]	33

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	71.33 index	30
Attracting and retaining talents	is a priority in companies	7.35 Survey [0..10]	22
Worker motivation	in companies is high	6.57 Survey [0..10]	21
Brain drain	does not hinder competitiveness in your economy	6.08 Survey [0..10]	19
Quality of life	is high	7.73 Survey [0..10]	23
Foreign highly skilled personnel	are attracted to your country's business environment	7.22 Survey [0..10]	10
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	11.54 %	56
Justice	is fairly administered	7.24 Survey [0..10]	21
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.56 micrograms	7
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,897.73 US\$	8

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	1.50 %	40
Skilled labor	is readily available	6.03 Survey [0..10]	23
Finance skills	are readily available	6.81 Survey [0..10]	16
International experience	of senior managers is generally significant	5.89 Survey [0..10]	28
Competent senior managers	are readily available	6.46 Survey [0..10]	19
Primary and secondary education	meets the needs of a competitive economy	7.41 Survey [0..10]	13
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.71 %	26
University education	meets the needs of a competitive economy	7.38 Survey [0..10]	15
Management education	meets the needs of the business community	6.96 Survey [0..10]	24
Language skills	are meeting the needs of enterprises	7.64 Survey [0..10]	20
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	8.56 number	6
▶ Educational assessment - PISA	PISA survey of 15-year olds	517 Average	7





# CHILE

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

50

Overall

54

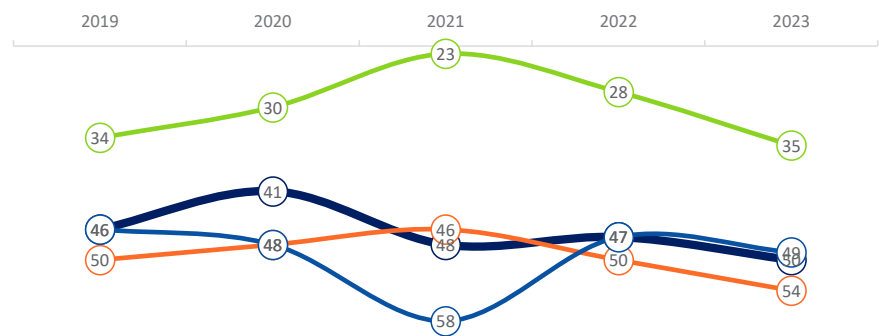
Investment &amp; Development

35

Appeal

49

Readiness



### Investment & Development

		Value	2023 Rank
▶ Total public expenditure on education	Percentage of GDP	5.5 %	17
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,138 US\$	43
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.36 ratio	52
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	19.85 ratio	55
Apprenticeships	are sufficiently implemented	4.52 Survey [0..10]	48
▷ Employee training	is a high priority in companies	4.54 Survey [0..10]	63
Female labor force	Percentage of total labor force	42.52 %	46
Health infrastructure	meets the needs of society	3.90 Survey [0..10]	52

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	67.79 index	22
Attracting and retaining talents	is a priority in companies	6.00 Survey [0..10]	52
▷ Worker motivation	in companies is high	4.86 Survey [0..10]	55
Brain drain	does not hinder competitiveness in your economy	5.08 Survey [0..10]	29
Quality of life	is high	5.77 Survey [0..10]	46
▶ Foreign highly skilled personnel	are attracted to your country's business environment	6.73 Survey [0..10]	13
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	2.40 %	14
Justice	is fairly administered	5.04 Survey [0..10]	44
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	24.19 micrograms	52
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

		Value	2023 Rank
▶ Labor force growth	Percentage change	5.60 %	3
Skilled labor	is readily available	4.27 Survey [0..10]	51
Finance skills	are readily available	5.29 Survey [0..10]	54
International experience	of senior managers is generally significant	5.92 Survey [0..10]	26
Competent senior managers	are readily available	5.19 Survey [0..10]	40
▷ Primary and secondary education	meets the needs of a competitive economy	3.85 Survey [0..10]	57
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.41 %	40
University education	meets the needs of a competitive economy	5.96 Survey [0..10]	41
Management education	meets the needs of the business community	6.35 Survey [0..10]	35
▷ Language skills	are meeting the needs of enterprises	3.17 Survey [0..10]	62
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.66 number	51
Educational assessment - PISA	PISA survey of 15-year olds	438 Average	41



# CHINA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

41

Overall

45

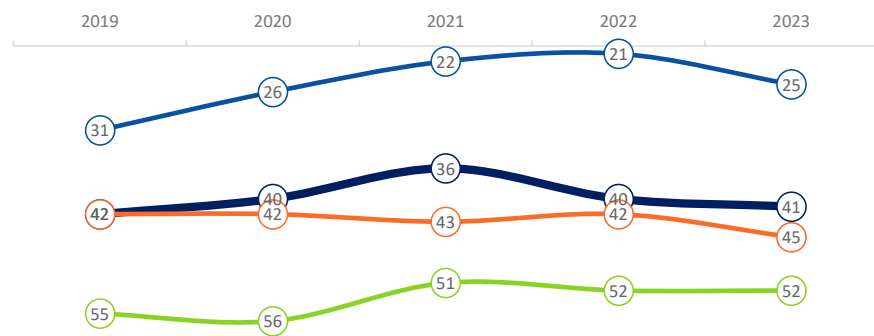
Investment &amp; Development

52

Appeal

25

Readiness



### Investment & Development

		Value	2023 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	1,926 US\$	49
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.12 ratio	42
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.29 ratio	46
Apprenticeships	are sufficiently implemented	5.11 Survey [0..10]	34
Employee training	is a high priority in companies	6.73 Survey [0..10]	18
Female labor force	Percentage of total labor force	45.21 %	37
Health infrastructure	meets the needs of society	6.24 Survey [0..10]	32

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	95.74 index	54
Attracting and retaining talents	is a priority in companies	7.08 Survey [0..10]	31
Worker motivation	in companies is high	6.81 Survey [0..10]	16
Brain drain	does not hinder competitiveness in your economy	4.93 Survey [0..10]	32
Quality of life	is high	6.74 Survey [0..10]	36
Foreign highly skilled personnel	are attracted to your country's business environment	5.04 Survey [0..10]	39
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	1.22 %	6
Justice	is fairly administered	6.06 Survey [0..10]	32
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	34.84 micrograms	58
Statutory minimum wage	Statutory gross monthly minimum wage	286.47 US\$	35

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	-0.47 %	58
▶ Skilled labor	is readily available	6.53 Survey [0..10]	10
Finance skills	are readily available	7.10 Survey [0..10]	12
International experience	of senior managers is generally significant	5.38 Survey [0..10]	39
Competent senior managers	are readily available	6.20 Survey [0..10]	25
▶ Primary and secondary education	meets the needs of a competitive economy	8.08 Survey [0..10]	5
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
▶ University education	meets the needs of a competitive economy	7.56 Survey [0..10]	11
Management education	meets the needs of the business community	6.84 Survey [0..10]	25
Language skills	are meeting the needs of enterprises	6.39 Survey [0..10]	35
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.16 number	56
▶ Educational assessment - PISA	PISA survey of 15-year olds	579 Average	1



# COLOMBIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

57

Overall

57

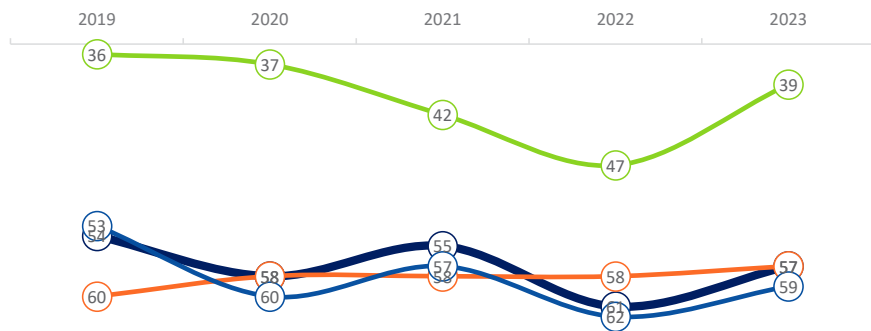
Investment &amp; Development

39

Appeal

59

Readiness



### Investment & Development

		Value	2023 Rank
▶ Total public expenditure on education	Percentage of GDP	5.2 %	23
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,064 US\$	57
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	24.19 ratio	58
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	26.51 ratio	62
▶ Apprenticeships	are sufficiently implemented	5.50 Survey [0..10]	26
Employee training	is a high priority in companies	5.87 Survey [0..10]	38
Female labor force	Percentage of total labor force	42.30 %	48
Health infrastructure	meets the needs of society	5.19 Survey [0..10]	40

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	50.61 index	4
▷ Attracting and retaining talents	is a priority in companies	5.73 Survey [0..10]	58
Worker motivation	in companies is high	5.06 Survey [0..10]	51
Brain drain	does not hinder competitiveness in your economy	4.84 Survey [0..10]	33
Quality of life	is high	4.88 Survey [0..10]	52
Foreign highly skilled personnel	are attracted to your country's business environment	4.54 Survey [0..10]	45
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	128,854 US\$	39
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.30 %	7
Justice	is fairly administered	3.70 Survey [0..10]	52
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.23 micrograms	31
Statutory minimum wage	Statutory gross monthly minimum wage	234.95 US\$	41

### Readiness

		Value	2023 Rank
▶ Labor force growth	Percentage change	3.19 %	15
Skilled labor	is readily available	5.01 Survey [0..10]	38
Finance skills	are readily available	5.45 Survey [0..10]	50
International experience	of senior managers is generally significant	5.27 Survey [0..10]	42
Competent senior managers	are readily available	5.01 Survey [0..10]	43
Primary and secondary education	meets the needs of a competitive economy	4.77 Survey [0..10]	50
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.52 %	30
University education	meets the needs of a competitive economy	5.06 Survey [0..10]	54
Management education	meets the needs of the business community	5.45 Survey [0..10]	54
▷ Language skills	are meeting the needs of enterprises	4.23 Survey [0..10]	58
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.10 number	59
Educational assessment - PISA	PISA survey of 15-year olds	406 Average	50



# CROATIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

46

Overall

29

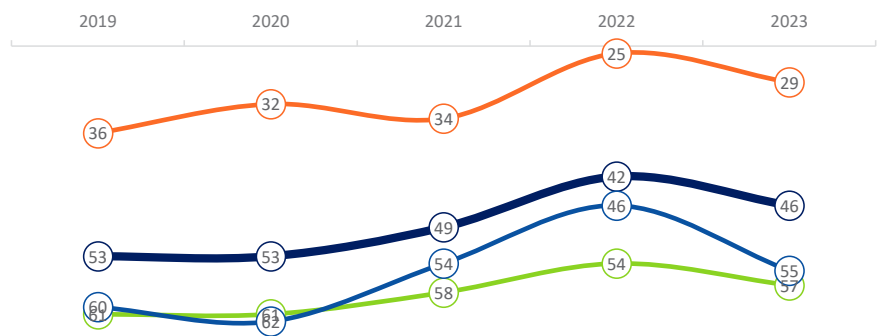
Investment &amp; Development

57

Appeal

55

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.2 %	25
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,258 US\$	39
▶ 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	8.20 ratio	2
▷ Apprenticeships	are sufficiently implemented	3.58 Survey [0..10]	62
Employee training	is a high priority in companies	5.21 Survey [0..10]	49
Female labor force	Percentage of total labor force	46.70 %	28
Health infrastructure	meets the needs of society	4.15 Survey [0..10]	48

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	62.76 index	13
Attracting and retaining talents	is a priority in companies	6.56 Survey [0..10]	41
Worker motivation	in companies is high	5.03 Survey [0..10]	52
▷ Brain drain	does not hinder competitiveness in your economy	1.94 Survey [0..10]	62
Quality of life	is high	6.53 Survey [0..10]	39
Foreign highly skilled personnel	are attracted to your country's business environment	3.47 Survey [0..10]	56
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	87,775 US\$	50
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.04 %	24
Justice	is fairly administered	3.59 Survey [0..10]	53
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	16.04 micrograms	41
Statutory minimum wage	Statutory gross monthly minimum wage	86.89 US\$	48

### Readiness

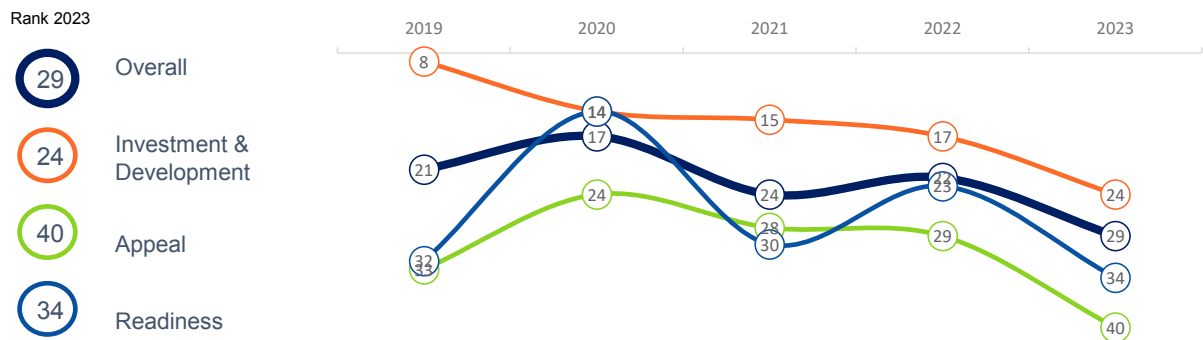
		Value	2023 Rank
Labor force growth	Percentage change	1.03 %	44
▷ Skilled labor	is readily available	3.35 Survey [0..10]	60
▷ Finance skills	are readily available	4.24 Survey [0..10]	62
International experience	of senior managers is generally significant	4.32 Survey [0..10]	59
▷ Competent senior managers	are readily available	3.73 Survey [0..10]	60
Primary and secondary education	meets the needs of a competitive economy	5.00 Survey [0..10]	46
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.49 %	13
University education	meets the needs of a competitive economy	5.21 Survey [0..10]	53
Management education	meets the needs of the business community	4.79 Survey [0..10]	58
Language skills	are meeting the needs of enterprises	6.91 Survey [0..10]	26
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.18 number	48
Educational assessment - PISA	PISA survey of 15-year olds	472 Average	35



# CYPRUS

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.5 %	20
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,480 US\$	28
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.30 ratio	19
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.95 ratio	6
▷ Apprenticeships	are sufficiently implemented	3.69 Survey [0..10]	59
▷ Employee training	is a high priority in companies	5.00 Survey [0..10]	57
▶ Female labor force	Percentage of total labor force	47.75 %	10
Health infrastructure	meets the needs of society	5.84 Survey [0..10]	36

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	60.60 index	12
▷ Attracting and retaining talents	is a priority in companies	5.27 Survey [0..10]	63
▷ Worker motivation	in companies is high	4.92 Survey [0..10]	53
Brain drain	does not hinder competitiveness in your economy	4.81 Survey [0..10]	34
Quality of life	is high	6.92 Survey [0..10]	34
Foreign highly skilled personnel	are attracted to your country's business environment	5.80 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	3.45 %	26
Justice	is fairly administered	4.54 Survey [0..10]	48
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	13.69 micrograms	26
Statutory minimum wage	Statutory gross monthly minimum wage	916.15 US\$	19

### Readiness

		Value	2023 Rank
▶ Labor force growth	Percentage change	3.54 %	12
Skilled labor	is readily available	4.96 Survey [0..10]	40
Finance skills	are readily available	6.23 Survey [0..10]	32
International experience	of senior managers is generally significant	5.08 Survey [0..10]	47
Competent senior managers	are readily available	4.65 Survey [0..10]	47
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	13.11 %	61
University education	meets the needs of a competitive economy	6.69 Survey [0..10]	28
Management education	meets the needs of the business community	5.88 Survey [0..10]	44
Language skills	are meeting the needs of enterprises	7.73 Survey [0..10]	15
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	16.21 number	3
Educational assessment - PISA	PISA survey of 15-year olds	438 Average	40

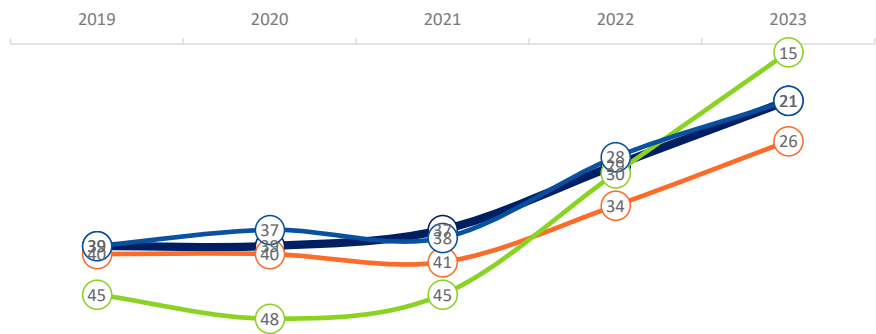


# CZECH REPUBLIC

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.1 %	28
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,895 US\$	34
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.04 ratio	49
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.44 ratio	25
Apprenticeships	are sufficiently implemented	5.96 Survey [0..10]	16
Employee training	is a high priority in companies	7.06 Survey [0..10]	11
Female labor force	Percentage of total labor force	44.74 %	39
▶ Health infrastructure	meets the needs of society	7.91 Survey [0..10]	7

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	77.86 index	38
▶ Attracting and retaining talents	is a priority in companies	7.96 Survey [0..10]	9
▶ Worker motivation	in companies is high	7.32 Survey [0..10]	7
Brain drain	does not hinder competitiveness in your economy	6.77 Survey [0..10]	11
Quality of life	is high	7.73 Survey [0..10]	22
Foreign highly skilled personnel	are attracted to your country's business environment	6.04 Survey [0..10]	21
▷ 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	3.09 %	25
Justice	is fairly administered	7.96 Survey [0..10]	10
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.29 micrograms	32
Statutory minimum wage	Statutory gross monthly minimum wage	693.58 US\$	23

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	-1.98 %	62
Skilled labor	is readily available	6.04 Survey [0..10]	21
Finance skills	are readily available	6.55 Survey [0..10]	26
▶ International experience	of senior managers is generally significant	7.15 Survey [0..10]	9
Competent senior managers	are readily available	6.64 Survey [0..10]	14
Primary and secondary education	meets the needs of a competitive economy	6.62 Survey [0..10]	26
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.88 %	24
University education	meets the needs of a competitive economy	7.06 Survey [0..10]	23
▶ Management education	meets the needs of the business community	7.49 Survey [0..10]	8
Language skills	are meeting the needs of enterprises	7.15 Survey [0..10]	24
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.46 number	19
Educational assessment - PISA	PISA survey of 15-year olds	495 Average	23



# DENMARK

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

7

Overall

4

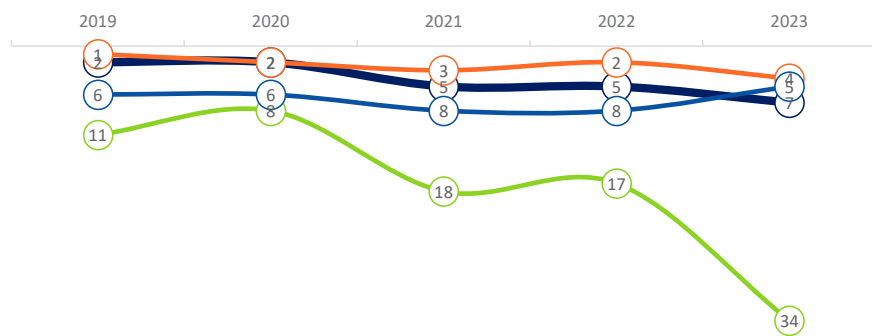
Investment &amp; Development

34

Appeal

5

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	6.0 %	8
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	15,435 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	31
Apprenticeships	are sufficiently implemented	6.66 Survey [0..10]	5
▶ Employee training	is a high priority in companies	7.75 Survey [0..10]	2
Female labor force	Percentage of total labor force	47.54 %	15
Health infrastructure	meets the needs of society	7.51 Survey [0..10]	16

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	96.01 index	55
▶ Attracting and retaining talents	is a priority in companies	8.52 Survey [0..10]	2
▶ Worker motivation	in companies is high	8.09 Survey [0..10]	1
▶ Brain drain	does not hinder competitiveness in your economy	7.86 Survey [0..10]	2
Quality of life	is high	9.53 Survey [0..10]	3
Foreign highly skilled personnel	are attracted to your country's business environment	6.61 Survey [0..10]	14
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	24.49 %	62
▶ Justice	is fairly administered	9.10 Survey [0..10]	1
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.05 micrograms	13
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	2.23 %	24
Skilled labor	is readily available	6.57 Survey [0..10]	6
Finance skills	are readily available	7.45 Survey [0..10]	4
International experience	of senior managers is generally significant	7.02 Survey [0..10]	12
Competent senior managers	are readily available	7.20 Survey [0..10]	2
Primary and secondary education	meets the needs of a competitive economy	8.44 Survey [0..10]	2
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.01 %	33
University education	meets the needs of a competitive economy	8.48 Survey [0..10]	2
Management education	meets the needs of the business community	8.07 Survey [0..10]	3
Language skills	are meeting the needs of enterprises	8.74 Survey [0..10]	2
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.40 number	13
Educational assessment - PISA	PISA survey of 15-year olds	501 Average	17

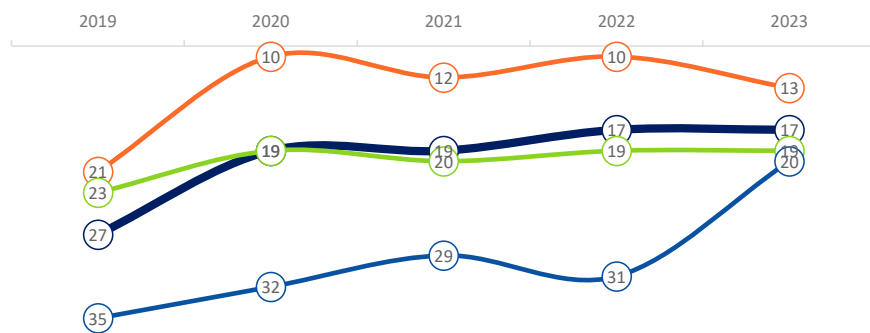


# ESTONIA

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)

Rank 2023



### Investment & Development

		Value	2023 Rank
▶ Total public expenditure on education	Percentage of GDP	5.9 %	10
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,855 US\$	25
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.25 ratio	18
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.69 ratio	41
Apprenticeships	are sufficiently implemented	5.62 Survey [0..10]	24
Employee training	is a high priority in companies	7.03 Survey [0..10]	12
▶ Female labor force	Percentage of total labor force	49.26 %	6
Health infrastructure	meets the needs of society	5.79 Survey [0..10]	37

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	66.27 index	19
Attracting and retaining talents	is a priority in companies	7.79 Survey [0..10]	12
Worker motivation	in companies is high	6.32 Survey [0..10]	25
Brain drain	does not hinder competitiveness in your economy	5.06 Survey [0..10]	30
Quality of life	is high	7.19 Survey [0..10]	29
Foreign highly skilled personnel	are attracted to your country's business environment	5.59 Survey [0..10]	32
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	98,070 US\$	47
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.83 %	38
Justice	is fairly administered	7.79 Survey [0..10]	14
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.30 micrograms	5
Statutory minimum wage	Statutory gross monthly minimum wage	688.69 US\$	24

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	3.52 %	13
▷ Skilled labor	is readily available	3.45 Survey [0..10]	57
▷ Finance skills	are readily available	4.82 Survey [0..10]	59
▷ International experience	of senior managers is generally significant	5.19 Survey [0..10]	45
▷ Competent senior managers	are readily available	4.35 Survey [0..10]	54
▶ Primary and secondary education	meets the needs of a competitive economy	7.47 Survey [0..10]	11
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.48 %	17
University education	meets the needs of a competitive economy	7.21 Survey [0..10]	21
Management education	meets the needs of the business community	7.00 Survey [0..10]	21
Language skills	are meeting the needs of enterprises	7.68 Survey [0..10]	19
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.15 number	24
▶ Educational assessment - PISA	PISA survey of 15-year olds	526 Average	4





Rank 2023

6

Overall

11

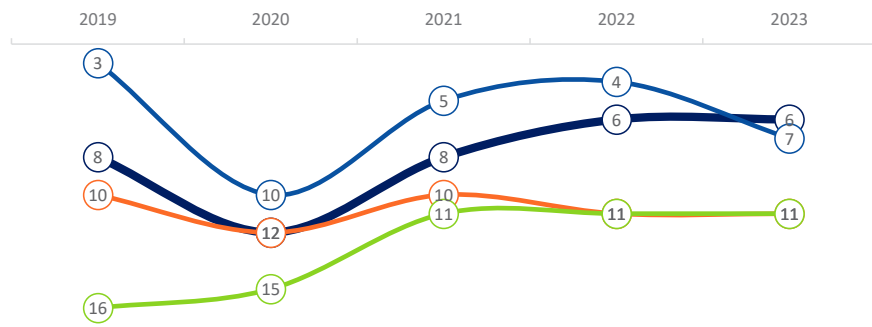
Investment &amp; Development

11

Appeal

7

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.7 %	13
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,232 US\$	14
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	37
Apprenticeships	are sufficiently implemented	5.47 Survey [0..10]	27
► Employee training	is a high priority in companies	7.44 Survey [0..10]	5
Female labor force	Percentage of total labor force	48.45 %	8
Health infrastructure	meets the needs of society	7.64 Survey [0..10]	12

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	79.71 index	43
Attracting and retaining talents	is a priority in companies	7.69 Survey [0..10]	13
► Worker motivation	in companies is high	7.47 Survey [0..10]	5
Brain drain	does not hinder competitiveness in your economy	6.94 Survey [0..10]	8
Quality of life	is high	9.01 Survey [0..10]	6
▷ Foreign highly skilled personnel	are attracted to your country's business environment	5.08 Survey [0..10]	38
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	12.88 %	59
► Justice	is fairly administered	8.94 Survey [0..10]	2
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	4.96 micrograms	1
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

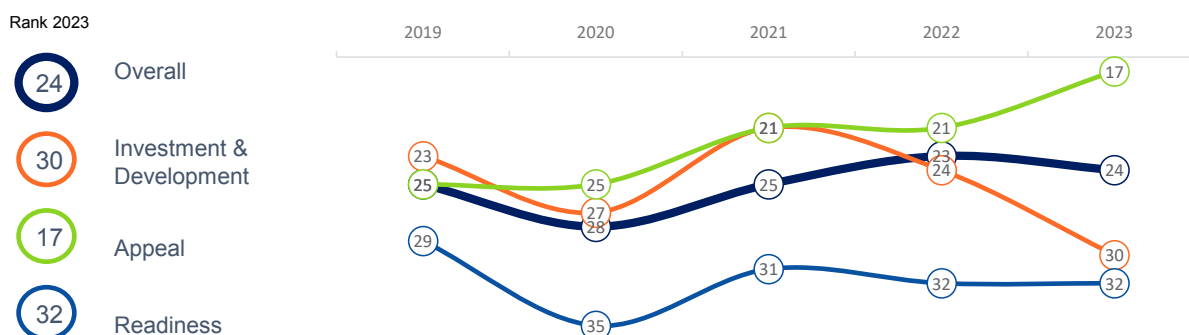
		Value	2023 Rank
▷ Labor force growth	Percentage change	1.55 %	39
Skilled labor	is readily available	6.25 Survey [0..10]	17
Finance skills	are readily available	7.33 Survey [0..10]	8
International experience	of senior managers is generally significant	6.03 Survey [0..10]	22
Competent senior managers	are readily available	6.53 Survey [0..10]	17
Primary and secondary education	meets the needs of a competitive economy	7.86 Survey [0..10]	8
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.94 %	15
► University education	meets the needs of a competitive economy	8.28 Survey [0..10]	4
Management education	meets the needs of the business community	7.78 Survey [0..10]	6
Language skills	are meeting the needs of enterprises	8.36 Survey [0..10]	9
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.27 number	22
Educational assessment - PISA	PISA survey of 15-year olds	516 Average	9



## FRANCE

## OVERALL PERFORMANCE (64 countries)

- Overall top strengths  
▷ Overall top weaknesses



## Investment &amp; Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.2 %	24
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,125 US\$	22
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.26 ratio	51
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.06 ratio	44
Apprenticeships	are sufficiently implemented	5.16 Survey [0..10]	33
Employee training	is a high priority in companies	6.03 Survey [0..10]	36
► Female labor force	Percentage of total labor force	48.84 %	7
Health infrastructure	meets the needs of society	6.41 Survey [0..10]	27

## Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	81.73 index	45
Attracting and retaining talents	is a priority in companies	7.32 Survey [0..10]	24
▷ Worker motivation	in companies is high	5.11 Survey [0..10]	50
Brain drain	does not hinder competitiveness in your economy	5.32 Survey [0..10]	24
► Quality of life	is high	7.92 Survey [0..10]	19
Foreign highly skilled personnel	are attracted to your country's business environment	5.97 Survey [0..10]	22
► 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	9.48 %	47
Justice	is fairly administered	6.33 Survey [0..10]	29
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.61 micrograms	16
► Statutory minimum wage	Statutory gross monthly minimum wage	1,732.88 US\$	12

## Readiness

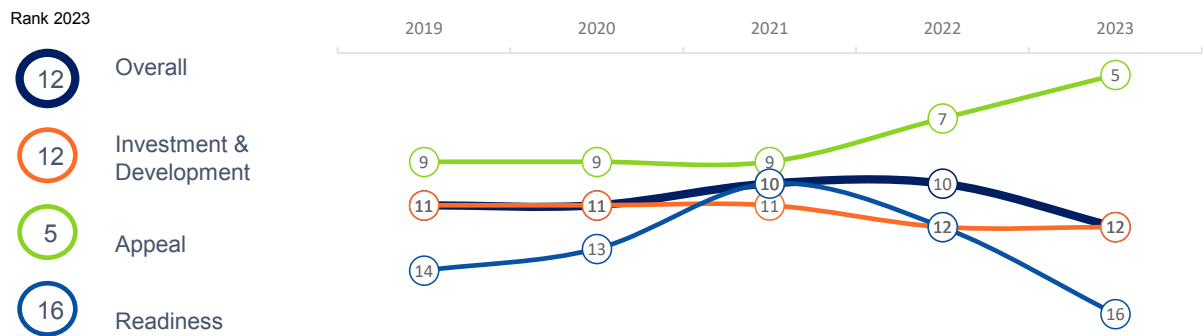
		Value	2023 Rank
Labor force growth	Percentage change	1.61 %	37
▷ Skilled labor	is readily available	4.48 Survey [0..10]	47
Finance skills	are readily available	5.80 Survey [0..10]	41
International experience	of senior managers is generally significant	5.57 Survey [0..10]	33
Competent senior managers	are readily available	5.57 Survey [0..10]	36
Primary and secondary education	meets the needs of a competitive economy	5.95 Survey [0..10]	36
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.89 %	23
University education	meets the needs of a competitive economy	6.28 Survey [0..10]	35
Management education	meets the needs of the business community	6.99 Survey [0..10]	22
▷ Language skills	are meeting the needs of enterprises	4.86 Survey [0..10]	55
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.74 number	27
Educational assessment - PISA	PISA survey of 15-year olds	494 Average	25



# GERMANY

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	4.5 %	40
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,983 US\$	17
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.80 ratio	36
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.57 ratio	40
▶ Apprenticeships	are sufficiently implemented	8.14 Survey [0..10]	2
▶ Employee training	is a high priority in companies	7.58 Survey [0..10]	3
Female labor force	Percentage of total labor force	46.57 %	30
Health infrastructure	meets the needs of society	7.59 Survey [0..10]	13

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	82.15 index	46
Attracting and retaining talents	is a priority in companies	7.64 Survey [0..10]	16
Worker motivation	in companies is high	6.87 Survey [0..10]	14
Brain drain	does not hinder competitiveness in your economy	5.85 Survey [0..10]	20
Quality of life	is high	8.84 Survey [0..10]	7
Foreign highly skilled personnel	are attracted to your country's business environment	5.79 Survey [0..10]	25
▶ 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	10.52 %	51
▶ Justice	is fairly administered	8.29 Survey [0..10]	6
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	10.40 micrograms	19
Statutory minimum wage	Statutory gross monthly minimum wage	1,821.77 US\$	11

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	-1.11 %	60
▷ Skilled labor	is readily available	3.91 Survey [0..10]	54
Finance skills	are readily available	6.55 Survey [0..10]	27
International experience	of senior managers is generally significant	6.31 Survey [0..10]	16
Competent senior managers	are readily available	5.61 Survey [0..10]	34
Primary and secondary education	meets the needs of a competitive economy	7.49 Survey [0..10]	10
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	35.82 %	4
University education	meets the needs of a competitive economy	7.88 Survey [0..10]	8
Management education	meets the needs of the business community	7.25 Survey [0..10]	13
Language skills	are meeting the needs of enterprises	7.23 Survey [0..10]	23
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.43 number	20
Educational assessment - PISA	PISA survey of 15-year olds	500 Average	18



# GREECE

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

37

Overall

34

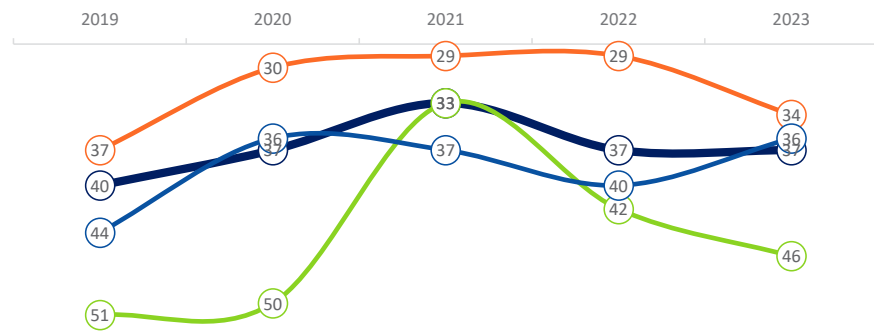
Investment &amp; Development

46

Appeal

36

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.1 %	46
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,610 US\$	42
▶ 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	4.09 Survey [0..10]	57
▷ Employee training	is a high priority in companies	5.17 Survey [0..10]	53
Female labor force	Percentage of total labor force	44.23 %	41
Health infrastructure	meets the needs of society	4.95 Survey [0..10]	43

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	69.19 index	24
Attracting and retaining talents	is a priority in companies	6.43 Survey [0..10]	45
Worker motivation	in companies is high	5.26 Survey [0..10]	45
▷ Brain drain	does not hinder competitiveness in your economy	2.94 Survey [0..10]	55
Quality of life	is high	6.18 Survey [0..10]	44
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.41 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	6.32 %	37
▷ Justice	is fairly administered	4.00 Survey [0..10]	50
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.52 micrograms	35
Statutory minimum wage	Statutory gross monthly minimum wage	875.96 US\$	20

### Readiness

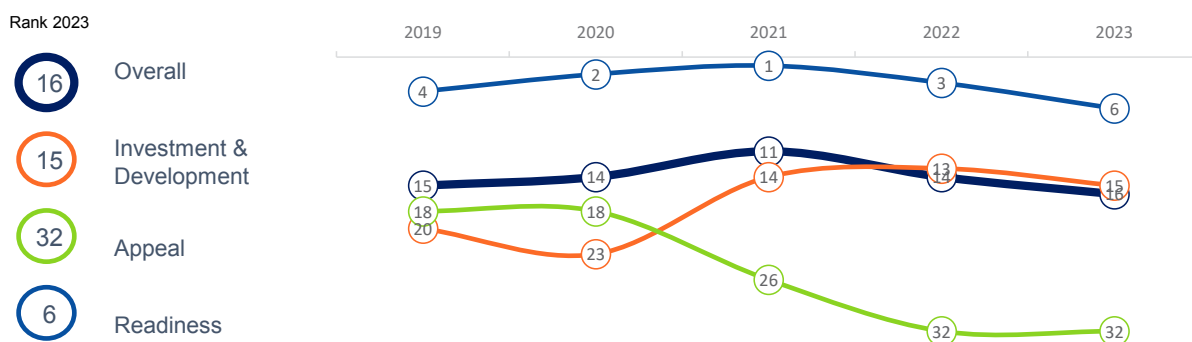
		Value	2023 Rank
▶ Labor force growth	Percentage change	2.67 %	19
Skilled labor	is readily available	4.98 Survey [0..10]	39
Finance skills	are readily available	5.94 Survey [0..10]	38
International experience	of senior managers is generally significant	5.42 Survey [0..10]	38
Competent senior managers	are readily available	4.94 Survey [0..10]	44
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	27.42 %	18
University education	meets the needs of a competitive economy	5.94 Survey [0..10]	42
Management education	meets the needs of the business community	5.82 Survey [0..10]	46
▶ Language skills	are meeting the needs of enterprises	7.69 Survey [0..10]	17
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.09 number	41
Educational assessment - PISA	PISA survey of 15-year olds	453 Average	39



# HONG KONG SAR

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 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	11,636 US\$	11
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.50 ratio	23
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.81 ratio	23
Apprenticeships	are sufficiently implemented	5.58 Survey [0..10]	25
Employee training	is a high priority in companies	6.27 Survey [0..10]	32
▶ Female labor force	Percentage of total labor force	50.06 %	3
Health infrastructure	meets the needs of society	7.28 Survey [0..10]	18

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	121.63 index	61
Attracting and retaining talents	is a priority in companies	7.07 Survey [0..10]	32
Worker motivation	in companies is high	7.00 Survey [0..10]	12
▷ Brain drain	does not hinder competitiveness in your economy	4.53 Survey [0..10]	37
Quality of life	is high	6.84 Survey [0..10]	35
Foreign highly skilled personnel	are attracted to your country's business environment	5.89 Survey [0..10]	23
▶ 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	2.86 %	20
Justice	is fairly administered	8.07 Survey [0..10]	8
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.00 micrograms	36
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	-2.43 %	64
Skilled labor	is readily available	5.73 Survey [0..10]	30
▶ Finance skills	are readily available	7.58 Survey [0..10]	3
International experience	of senior managers is generally significant	7.18 Survey [0..10]	8
Competent senior managers	are readily available	6.47 Survey [0..10]	18
Primary and secondary education	meets the needs of a competitive economy	7.02 Survey [0..10]	19
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	41.11 %	1
University education	meets the needs of a competitive economy	7.62 Survey [0..10]	10
Management education	meets the needs of the business community	7.29 Survey [0..10]	11
Language skills	are meeting the needs of enterprises	7.24 Survey [0..10]	22
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	6.32 number	11
▶ Educational assessment - PISA	PISA survey of 15-year olds	531 Average	3

# HUNGARY

## OVERALL PERFORMANCE (64 countries)

- Overall top strengths  
▷ Overall top weaknesses

Rank 2023

48

Overall

37

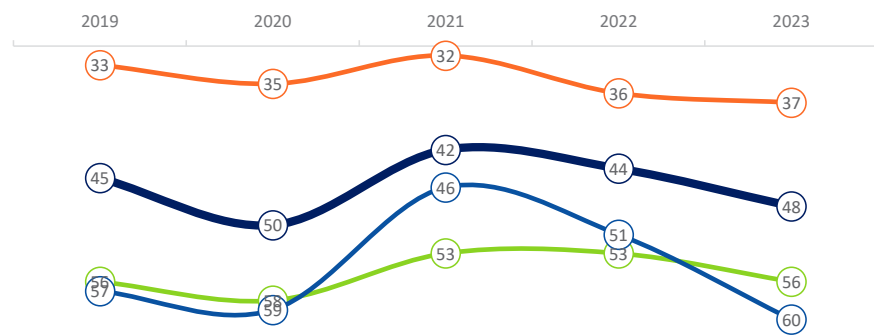
Investment &amp; Development

56

Appeal

60

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.0 %	30
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,095 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	22
Apprenticeships	are sufficiently implemented	3.93 Survey [0..10]	58
Employee training	is a high priority in companies	4.96 Survey [0..10]	59
► Female labor force	Percentage of total labor force	46.86 %	25
▷ Health infrastructure	meets the needs of society	3.25 Survey [0..10]	59

### Appeal

		Value	2023 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	57.02 index	7
Attracting and retaining talents	is a priority in companies	6.52 Survey [0..10]	42
Worker motivation	in companies is high	4.86 Survey [0..10]	56
▷ Brain drain	does not hinder competitiveness in your economy	2.24 Survey [0..10]	60
Quality of life	is high	4.80 Survey [0..10]	53
Foreign highly skilled personnel	are attracted to your country's business environment	3.48 Survey [0..10]	55
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	5.23 %	30
Justice	is fairly administered	5.22 Survey [0..10]	40
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.22 micrograms	30
Statutory minimum wage	Statutory gross monthly minimum wage	536.77 US\$	28

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	0.97 %	45
▷ Skilled labor	is readily available	3.35 Survey [0..10]	61
Finance skills	are readily available	5.23 Survey [0..10]	55
International experience	of senior managers is generally significant	5.22 Survey [0..10]	43
▷ Competent senior managers	are readily available	3.11 Survey [0..10]	63
Primary and secondary education	meets the needs of a competitive economy	4.26 Survey [0..10]	55
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.50 %	57
University education	meets the needs of a competitive economy	5.44 Survey [0..10]	48
Management education	meets the needs of the business community	5.32 Survey [0..10]	56
▷ Language skills	are meeting the needs of enterprises	4.02 Survey [0..10]	59
► Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.93 number	25
Educational assessment - PISA	PISA survey of 15-year olds	479 Average	32



# ICELAND

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

3

Overall

3

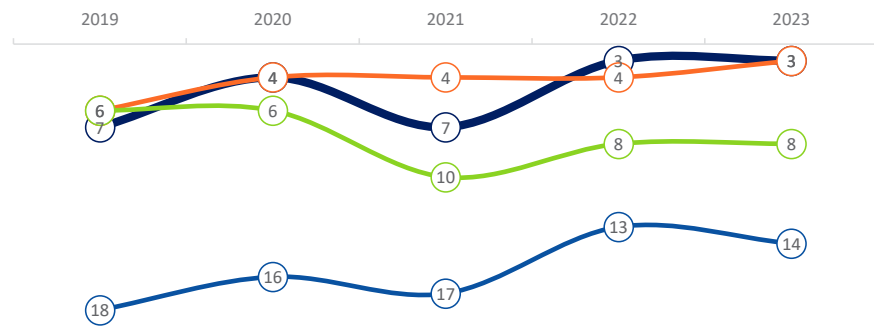
Investment &amp; Development

8

Appeal

14

Readiness



### Investment & Development

		Value	2023 Rank	
▶ Total public expenditure on education	Percentage of GDP	7.7 %	3	
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	17,456 US\$	4	
	Pupil-teacher ratio (primary education)	10.20 ratio	6	
	Pupil-teacher ratio (secondary education)	10.00 ratio	14	
▷ Apprenticeships	are sufficiently implemented	4.96 Survey [0..10]	39	
	Employee training	is a high priority in companies	6.33 Survey [0..10]	30
	Female labor force	Percentage of total labor force	46.10 %	33
	Health infrastructure	meets the needs of society	6.67 Survey [0..10]	24

### Appeal

		Value	2023 Rank	
	Cost-of-living index	Index of a basket of goods & services in the main city	- index	-
	Attracting and retaining talents	is a priority in companies	8.09 Survey [0..10]	6
	Worker motivation	in companies is high	7.16 Survey [0..10]	10
	Brain drain	does not hinder competitiveness in your economy	7.07 Survey [0..10]	6
▶ Quality of life	is high	9.49 Survey [0..10]	4	
	Foreign highly skilled personnel	are attracted to your country's business environment	5.10 Survey [0..10]	37
▷ 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	14.54 %	61	
	Justice	is fairly administered	7.73 Survey [0..10]	15
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.64 micrograms	2	
▶ Statutory minimum wage	Statutory gross monthly minimum wage	2,594.62 US\$	2	

### Readiness

		Value	2023 Rank	
	Labor force growth	Percentage change	4.61 %	6
	Skilled labor	is readily available	6.54 Survey [0..10]	9
	Finance skills	are readily available	7.45 Survey [0..10]	4
▷ International experience	of senior managers is generally significant	5.04 Survey [0..10]	49	
	Competent senior managers	are readily available	6.21 Survey [0..10]	24
	Primary and secondary education	meets the needs of a competitive economy	7.43 Survey [0..10]	12
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.17 %	53	
	University education	meets the needs of a competitive economy	7.34 Survey [0..10]	17
	Management education	meets the needs of the business community	7.31 Survey [0..10]	10
	Language skills	are meeting the needs of enterprises	8.63 Survey [0..10]	5
	Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.49 number	18
	Educational assessment - PISA	PISA survey of 15-year olds	481 Average	30



## INDIA

► Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)

Rank 2023

56

Overall

63

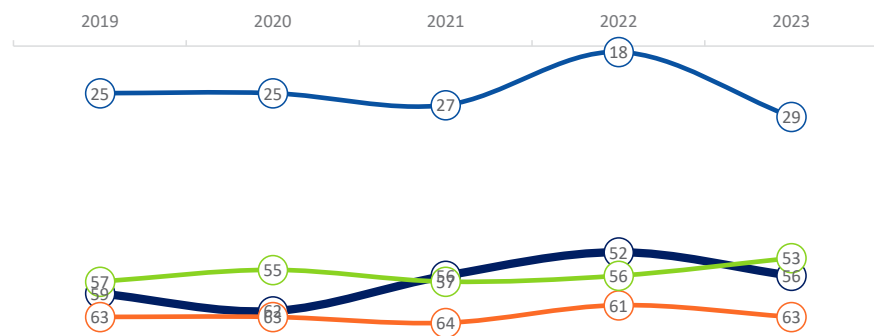
Investment &amp; Development

53

Appeal

29

Readiness



## Investment &amp; Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	39
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	430 US\$	62
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	26.25 ratio	61
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	20.86 ratio	57
► Apprenticeships	are sufficiently implemented	6.24 Survey [0..10]	13
Employee training	is a high priority in companies	6.29 Survey [0..10]	31
▷ Female labor force	Percentage of total labor force	19.29 %	63
Health infrastructure	meets the needs of society	5.28 Survey [0..10]	39

## Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	68.98 index	23
Attracting and retaining talents	is a priority in companies	6.97 Survey [0..10]	33
Worker motivation	in companies is high	6.52 Survey [0..10]	22
Brain drain	does not hinder competitiveness in your economy	5.82 Survey [0..10]	21
Quality of life	is high	5.53 Survey [0..10]	48
Foreign highly skilled personnel	are attracted to your country's business environment	5.56 Survey [0..10]	33
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	3.00 %	22
Justice	is fairly administered	6.11 Survey [0..10]	31
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	48.30 micrograms	60
Statutory minimum wage	Statutory gross monthly minimum wage	58.88 US\$	49

## Readiness

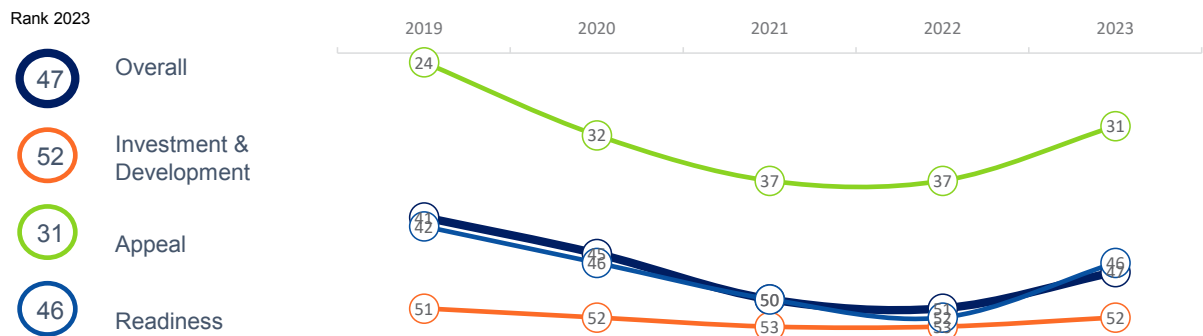
		Value	2023 Rank
Labor force growth	Percentage change	1.82 %	32
► Skilled labor	is readily available	6.55 Survey [0..10]	8
► Finance skills	are readily available	6.80 Survey [0..10]	17
International experience	of senior managers is generally significant	5.76 Survey [0..10]	29
► Competent senior managers	are readily available	6.41 Survey [0..10]	20
Primary and secondary education	meets the needs of a competitive economy	5.91 Survey [0..10]	38
► Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	33.71 %	5
University education	meets the needs of a competitive economy	5.88 Survey [0..10]	44
Management education	meets the needs of the business community	6.60 Survey [0..10]	30
Language skills	are meeting the needs of enterprises	6.88 Survey [0..10]	28
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.04 number	60
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-



# INDONESIA

► Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank	
▷ Total public expenditure on education	Percentage of GDP	3.2 %	55	
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,383 US\$	55	
	Pupil-teacher ratio (primary education)	15.95 ratio	39	
	Pupil-teacher ratio (secondary education)	16.84 ratio	53	
► Apprenticeships	are sufficiently implemented	6.39 Survey [0..10]	10	
► Employee training	is a high priority in companies	6.88 Survey [0..10]	14	
▷ Female labor force	Percentage of total labor force	35.57 %	56	
	Health infrastructure	meets the needs of society	6.29 Survey [0..10]	29

### Appeal

		Value	2023 Rank	
► Cost-of-living index	Index of a basket of goods & services in the main city	64.09 index	15	
	Attracting and retaining talents	is a priority in companies	7.23 Survey [0..10]	27
	Worker motivation	in companies is high	6.72 Survey [0..10]	18
	Brain drain	does not hinder competitiveness in your economy	6.22 Survey [0..10]	17
	Quality of life	is high	6.36 Survey [0..10]	40
	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\$	84,341 US\$	53
	Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.78 %	19
	Justice	is fairly administered	5.15 Survey [0..10]	42
	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	18.07 micrograms	45
	Statutory minimum wage	Statutory gross monthly minimum wage	180.46 US\$	43

### Readiness

		Value	2023 Rank	
	Labor force growth	Percentage change	2.55 %	20
► Skilled labor	is readily available	6.48 Survey [0..10]	13	
	Finance skills	are readily available	6.67 Survey [0..10]	24
	International experience	of senior managers is generally significant	5.95 Survey [0..10]	24
► Competent senior managers	are readily available	6.70 Survey [0..10]	12	
	Primary and secondary education	meets the needs of a competitive economy	6.65 Survey [0..10]	25
	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.16 %	45
	University education	meets the needs of a competitive economy	6.67 Survey [0..10]	29
	Management education	meets the needs of the business community	6.53 Survey [0..10]	31
	Language skills	are meeting the needs of enterprises	6.31 Survey [0..10]	37
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.03 number	61	
▷ Educational assessment - PISA	PISA survey of 15-year olds	382 Average	56	

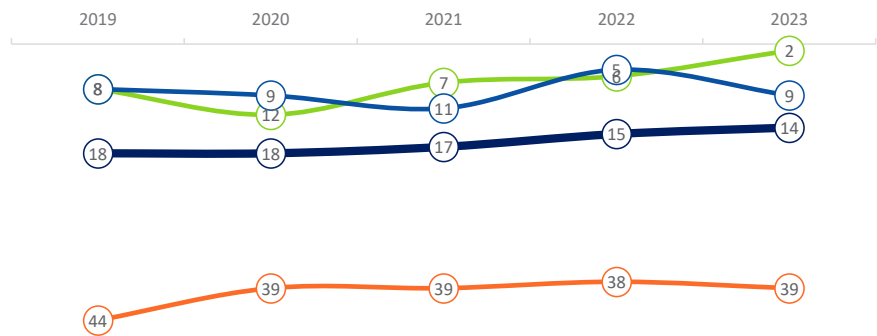


# IRELAND

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	3.0 %	60
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,901 US\$	20
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.28 ratio	31
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.42 ratio	38
▷ Apprenticeships	are sufficiently implemented	4.86 Survey [0..10]	43
Employee training	is a high priority in companies	7.18 Survey [0..10]	8
Female labor force	Percentage of total labor force	46.92 %	23
▷ Health infrastructure	meets the needs of society	4.16 Survey [0..10]	47

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	78.95 index	41
▶ Attracting and retaining talents	is a priority in companies	8.98 Survey [0..10]	1
▶ Worker motivation	in companies is high	7.33 Survey [0..10]	6
Brain drain	does not hinder competitiveness in your economy	6.27 Survey [0..10]	16
Quality of life	is high	8.27 Survey [0..10]	11
Foreign highly skilled personnel	are attracted to your country's business environment	7.45 Survey [0..10]	8
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	6.90 %	40
▶ Justice	is fairly administered	8.35 Survey [0..10]	5
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	8.13 micrograms	9
Statutory minimum wage	Statutory gross monthly minimum wage	1,868.63 US\$	9

### Readiness

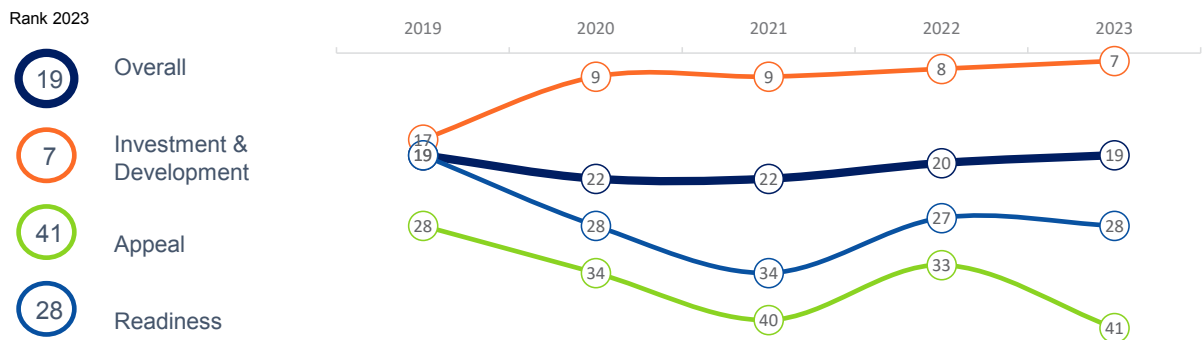
		Value	2023 Rank
Labor force growth	Percentage change	2.05 %	28
Skilled labor	is readily available	5.92 Survey [0..10]	27
Finance skills	are readily available	6.82 Survey [0..10]	15
International experience	of senior managers is generally significant	7.14 Survey [0..10]	10
Competent senior managers	are readily available	6.63 Survey [0..10]	16
▶ Primary and secondary education	meets the needs of a competitive economy	8.04 Survey [0..10]	6
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	26.41 %	21
▶ University education	meets the needs of a competitive economy	8.04 Survey [0..10]	6
Management education	meets the needs of the business community	7.57 Survey [0..10]	7
Language skills	are meeting the needs of enterprises	6.16 Survey [0..10]	40
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.85 number	15
Educational assessment - PISA	PISA survey of 15-year olds	505 Average	11



## ISRAEL

## OVERALL PERFORMANCE (64 countries)

- Overall top strengths  
▷ Overall top weaknesses



## Investment &amp; Development

		Value	2023 Rank
► Total public expenditure on education	Percentage of GDP	7.5 %	4
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,320 US\$	19
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.61 ratio	34
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.40 ratio	17
► Apprenticeships	are sufficiently implemented	6.59 Survey [0..10]	6
Employee training	is a high priority in companies	6.20 Survey [0..10]	33
► Female labor force	Percentage of total labor force	47.57 %	12
Health infrastructure	meets the needs of society	6.84 Survey [0..10]	22

## Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	100.01 index	59
▷ Attracting and retaining talents	is a priority in companies	6.71 Survey [0..10]	39
Worker motivation	in companies is high	6.67 Survey [0..10]	19
Brain drain	does not hinder competitiveness in your economy	5.16 Survey [0..10]	26
Quality of life	is high	6.93 Survey [0..10]	33
Foreign highly skilled personnel	are attracted to your country's business environment	5.77 Survey [0..10]	26
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	181,516 US\$	24
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	7.35 %	41
Justice	is fairly administered	5.82 Survey [0..10]	36
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	18.73 micrograms	46
► Statutory minimum wage	Statutory gross monthly minimum wage	1,607.33 US\$	13

## Readiness

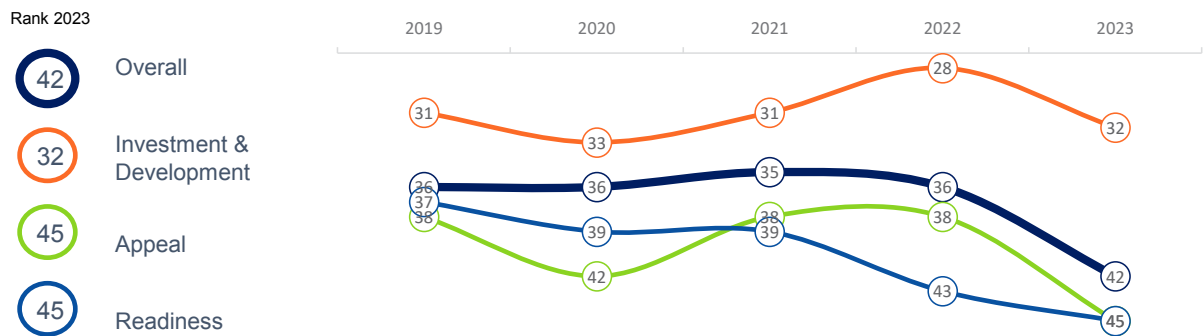
		Value	2023 Rank
Labor force growth	Percentage change	1.90 %	30
► Skilled labor	is readily available	6.55 Survey [0..10]	7
Finance skills	are readily available	6.64 Survey [0..10]	25
International experience	of senior managers is generally significant	6.50 Survey [0..10]	15
Competent senior managers	are readily available	6.64 Survey [0..10]	15
Primary and secondary education	meets the needs of a competitive economy	5.94 Survey [0..10]	37
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	26.92 %	20
University education	meets the needs of a competitive economy	7.01 Survey [0..10]	24
Management education	meets the needs of the business community	6.23 Survey [0..10]	37
Language skills	are meeting the needs of enterprises	6.26 Survey [0..10]	38
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.43 number	47
Educational assessment - PISA	PISA survey of 15-year olds	465 Average	37



# ITALY

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.1 %	45
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,444 US\$	29
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.98 ratio	9
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.35 ratio	16
Apprenticeships	are sufficiently implemented	4.96 Survey [0..10]	38
▷ Employee training	is a high priority in companies	5.18 Survey [0..10]	52
Female labor force	Percentage of total labor force	42.70 %	45
Health infrastructure	meets the needs of society	6.25 Survey [0..10]	31

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	79.24 index	42
▷ Attracting and retaining talents	is a priority in companies	5.84 Survey [0..10]	57
Worker motivation	in companies is high	5.56 Survey [0..10]	39
Brain drain	does not hinder competitiveness in your economy	3.81 Survey [0..10]	45
▶ Quality of life	is high	7.64 Survey [0..10]	27
Foreign highly skilled personnel	are attracted to your country's business environment	3.95 Survey [0..10]	52
▶ 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	11.15 %	54
Justice	is fairly administered	5.18 Survey [0..10]	41
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.42 micrograms	34
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	-1.16 %	61
Skilled labor	is readily available	5.86 Survey [0..10]	28
Finance skills	are readily available	6.00 Survey [0..10]	36
▷ International experience	of senior managers is generally significant	4.60 Survey [0..10]	57
Competent senior managers	are readily available	5.70 Survey [0..10]	32
Primary and secondary education	meets the needs of a competitive economy	6.60 Survey [0..10]	27
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.68 %	36
▶ University education	meets the needs of a competitive economy	7.37 Survey [0..10]	16
Management education	meets the needs of the business community	6.74 Survey [0..10]	27
Language skills	are meeting the needs of enterprises	5.21 Survey [0..10]	51
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.98 number	49
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	33



# JAPAN

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)

Rank 2023

43

Overall

36

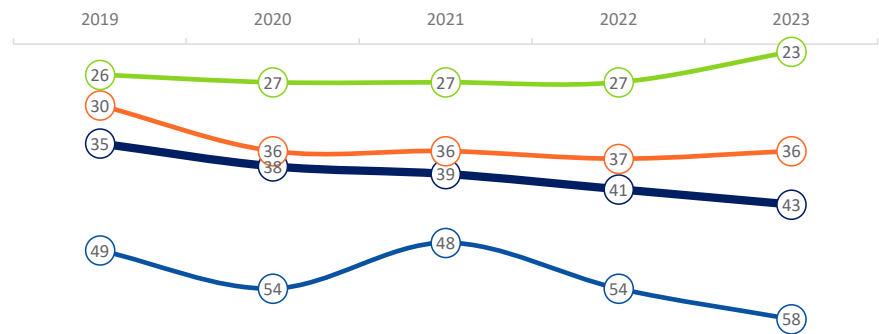
Investment &amp; Development

23

Appeal

58

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	3.3 %	53
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,601 US\$	26
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.34 ratio	38
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.93 ratio	35
Apprenticeships	are sufficiently implemented	5.68 Survey [0..10]	23
Employee training	is a high priority in companies	6.18 Survey [0..10]	35
Female labor force	Percentage of total labor force	44.86 %	38
Health infrastructure	meets the needs of society	6.95 Survey [0..10]	21

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	97.97 index	56
▶ Attracting and retaining talents	is a priority in companies	8.41 Survey [0..10]	4
Worker motivation	in companies is high	6.36 Survey [0..10]	24
Brain drain	does not hinder competitiveness in your economy	4.02 Survey [0..10]	44
Quality of life	is high	7.68 Survey [0..10]	24
Foreign highly skilled personnel	are attracted to your country's business environment	3.80 Survey [0..10]	54
▶ 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	6.14 %	36
▶ Justice	is fairly administered	7.95 Survey [0..10]	11
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	12.95 micrograms	25
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,225.87 US\$	17

### Readiness

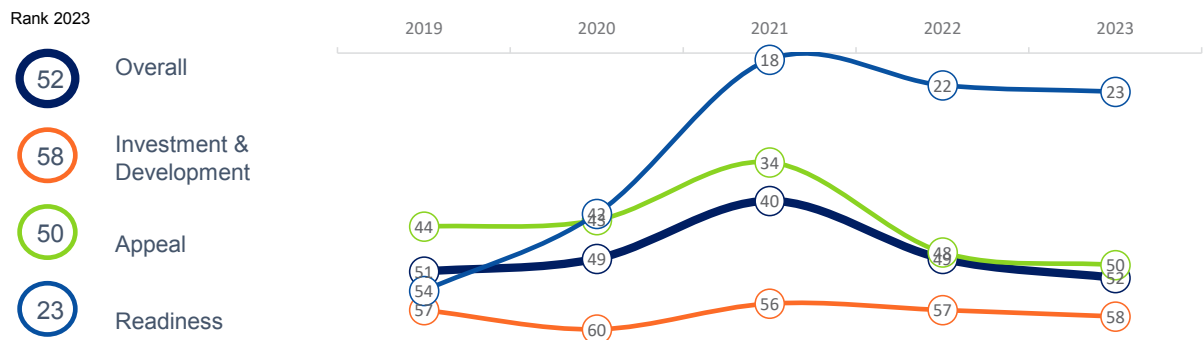
		Value	2023 Rank
Labor force growth	Percentage change	-0.07 %	54
Skilled labor	is readily available	4.58 Survey [0..10]	46
Finance skills	are readily available	5.67 Survey [0..10]	43
▷ International experience	of senior managers is generally significant	3.18 Survey [0..10]	64
▷ Competent senior managers	are readily available	3.16 Survey [0..10]	62
Primary and secondary education	meets the needs of a competitive economy	6.44 Survey [0..10]	30
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.77 %	39
University education	meets the needs of a competitive economy	4.83 Survey [0..10]	56
▷ Management education	meets the needs of the business community	4.65 Survey [0..10]	60
▷ Language skills	are meeting the needs of enterprises	3.51 Survey [0..10]	60
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.77 number	43
▶ Educational assessment - PISA	PISA survey of 15-year olds	520 Average	5



# JORDAN

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 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	579 US\$	61	
	Pupil-teacher ratio (primary education)	18.25 ratio	50	
	Pupil-teacher ratio (secondary education)	15.37 ratio	51	
▶ Apprenticeships	are sufficiently implemented	5.80 Survey [0..10]	20	
	Employee training	is a high priority in companies	6.48 Survey [0..10]	25
▷ Female labor force	Percentage of total labor force	21.01 %	62	
	Health infrastructure	meets the needs of society	6.56 Survey [0..10]	25

### Appeal

		Value	2023 Rank	
	Cost-of-living index	Index of a basket of goods & services in the main city	70.48 index	27
	Attracting and retaining talents	is a priority in companies	6.88 Survey [0..10]	34
	Worker motivation	in companies is high	5.92 Survey [0..10]	32
	Brain drain	does not hinder competitiveness in your economy	4.73 Survey [0..10]	35
	Quality of life	is high	5.80 Survey [0..10]	45
	Foreign highly skilled personnel	are attracted to your country's business environment	5.02 Survey [0..10]	41
▷ 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	0.86 %	5	
	Justice	is fairly administered	6.20 Survey [0..10]	30
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	28.54 micrograms	55	
	Statutory minimum wage	Statutory gross monthly minimum wage	366.20 US\$	33

### Readiness

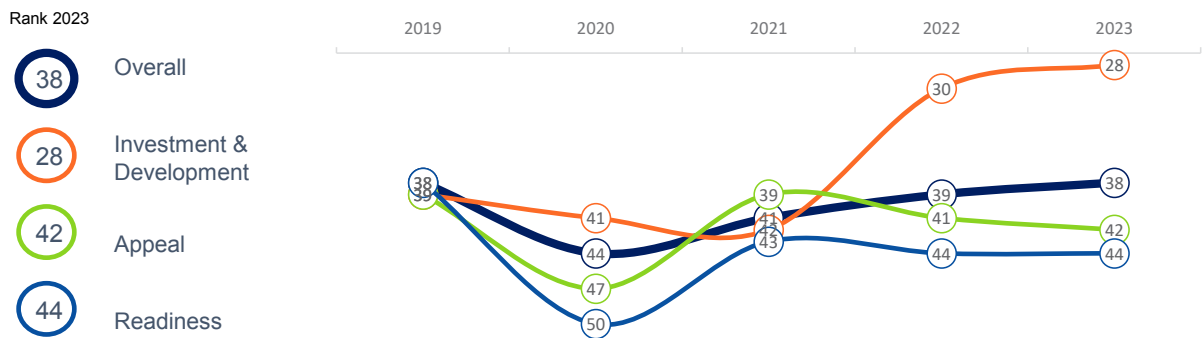
		Value	2023 Rank	
	Labor force growth	Percentage change	1.75 %	34
▶ Skilled labor	is readily available	7.12 Survey [0..10]	2	
	Finance skills	are readily available	6.68 Survey [0..10]	23
▶ International experience	of senior managers is generally significant	6.24 Survey [0..10]	18	
	Competent senior managers	are readily available	5.76 Survey [0..10]	31
	Primary and secondary education	meets the needs of a competitive economy	6.96 Survey [0..10]	21
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.42 %	14	
	University education	meets the needs of a competitive economy	6.88 Survey [0..10]	26
	Management education	meets the needs of the business community	6.96 Survey [0..10]	23
	Language skills	are meeting the needs of enterprises	6.88 Survey [0..10]	27
	Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.67 number	28
	Educational assessment - PISA	PISA survey of 15-year olds	416 Average	47



# KAZAKHSTAN

► Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.2 %	27
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,538 US\$	53
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.80 ratio	45
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.28 ratio	3
Apprenticeships	are sufficiently implemented	5.74 Survey [0..10]	22
► Employee training	is a high priority in companies	6.75 Survey [0..10]	17
► Female labor force	Percentage of total labor force	48.24 %	9
Health infrastructure	meets the needs of society	5.16 Survey [0..10]	41

### Appeal

		Value	2023 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	45.75 index	2
Attracting and retaining talents	is a priority in companies	6.74 Survey [0..10]	38
Worker motivation	in companies is high	5.74 Survey [0..10]	36
Brain drain	does not hinder competitiveness in your economy	3.72 Survey [0..10]	47
Quality of life	is high	5.19 Survey [0..10]	49
Foreign highly skilled personnel	are attracted to your country's business environment	5.69 Survey [0..10]	30
▷ 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	1.35 %	9
Justice	is fairly administered	5.62 Survey [0..10]	38
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	20.51 micrograms	49
Statutory minimum wage	Statutory gross monthly minimum wage	130.39 US\$	46

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	1.87 %	31
Skilled labor	is readily available	5.94 Survey [0..10]	26
Finance skills	are readily available	6.73 Survey [0..10]	21
International experience	of senior managers is generally significant	5.59 Survey [0..10]	32
Competent senior managers	are readily available	5.86 Survey [0..10]	30
Primary and secondary education	meets the needs of a competitive economy	5.61 Survey [0..10]	43
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	24.06 %	28
University education	meets the needs of a competitive economy	5.48 Survey [0..10]	47
▷ Management education	meets the needs of the business community	5.45 Survey [0..10]	55
Language skills	are meeting the needs of enterprises	5.36 Survey [0..10]	48
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.17 number	39
▷ Educational assessment - PISA	PISA survey of 15-year olds	402 Average	51



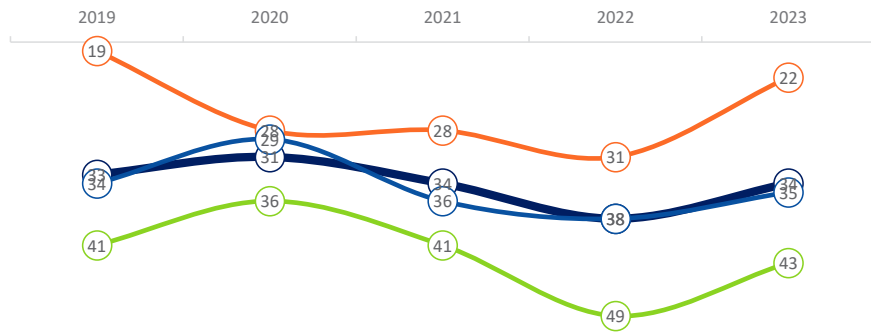
# KOREA REP.

## OVERALL PERFORMANCE (64 countries)

▶ Overall top strengths  
▷ Overall top weaknesses

Rank 2023

- 34 Overall
- 22 Investment & Development
- 43 Appeal
- 35 Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.2 %	26
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,953 US\$	24
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.11 ratio	41
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.92 ratio	34
Apprenticeships	are sufficiently implemented	5.85 Survey [0..10]	18
Employee training	is a high priority in companies	6.57 Survey [0..10]	23
Female labor force	Percentage of total labor force	43.38 %	43
▶ Health infrastructure	meets the needs of society	7.54 Survey [0..10]	14

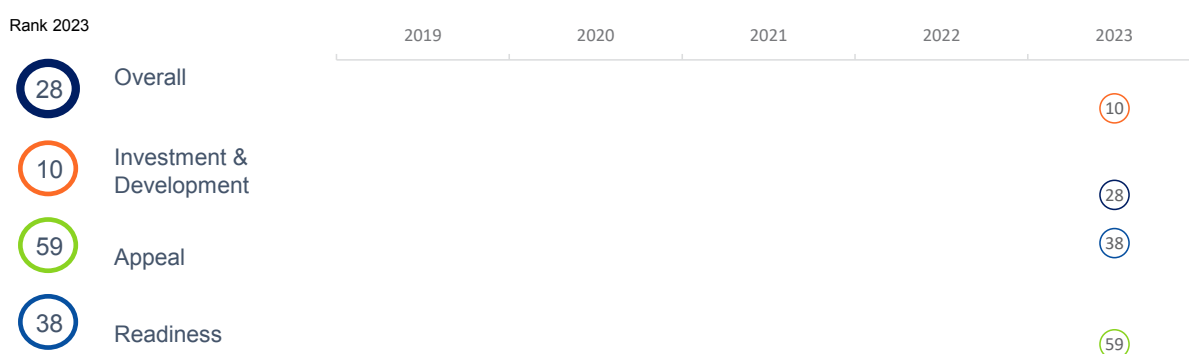
### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	91.64 index	53
▶ Attracting and retaining talents	is a priority in companies	7.69 Survey [0..10]	14
▷ Worker motivation	in companies is high	4.75 Survey [0..10]	58
Brain drain	does not hinder competitiveness in your economy	4.66 Survey [0..10]	36
Quality of life	is high	6.29 Survey [0..10]	42
Foreign highly skilled personnel	are attracted to your country's business environment	4.46 Survey [0..10]	47
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	6.09 %	35
Justice	is fairly administered	5.04 Survey [0..10]	43
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	25.85 micrograms	53
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,482.40 US\$	14

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	2.16 %	27
Skilled labor	is readily available	4.95 Survey [0..10]	41
Finance skills	are readily available	5.41 Survey [0..10]	51
▷ International experience	of senior managers is generally significant	4.84 Survey [0..10]	51
▷ Competent senior managers	are readily available	4.09 Survey [0..10]	55
Primary and secondary education	meets the needs of a competitive economy	5.82 Survey [0..10]	39
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	30.18 %	9
University education	meets the needs of a competitive economy	5.36 Survey [0..10]	49
Management education	meets the needs of the business community	5.53 Survey [0..10]	49
Language skills	are meeting the needs of enterprises	6.11 Survey [0..10]	42
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.15 number	40
▶ Educational assessment - PISA	PISA survey of 15-year olds	520 Average	6





### Investment & Development

		Value	2023 Rank
► Total public expenditure on education	Percentage of GDP	6.5 %	6
► 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	4.92 Survey [0..10]	41
Employee training	is a high priority in companies	6.18 Survey [0..10]	34
▷ Female labor force	Percentage of total labor force	29.49 %	59
Health infrastructure	meets the needs of society	5.61 Survey [0..10]	38

### Appeal

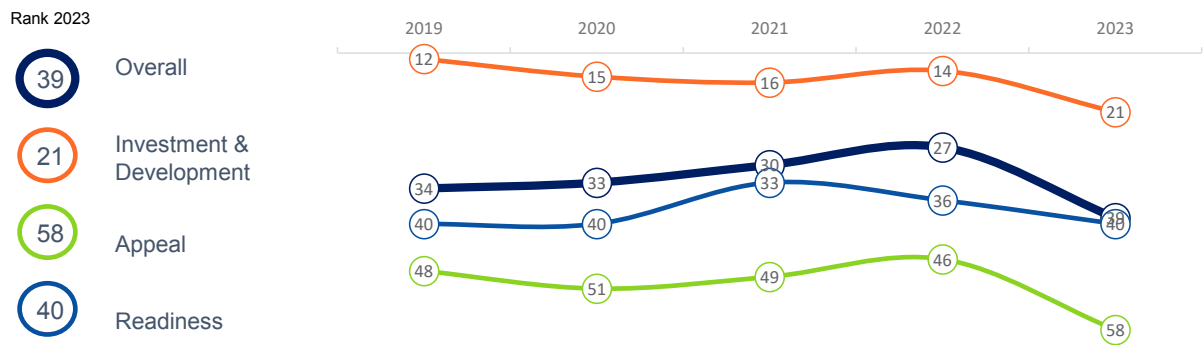
		Value	2023 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	67.73 index	21
▷ Attracting and retaining talents	is a priority in companies	5.87 Survey [0..10]	56
Worker motivation	in companies is high	5.21 Survey [0..10]	49
Brain drain	does not hinder competitiveness in your economy	5.11 Survey [0..10]	28
Quality of life	is high	6.24 Survey [0..10]	43
Foreign highly skilled personnel	are attracted to your country's business environment	4.89 Survey [0..10]	43
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	5.84 Survey [0..10]	35
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	55.17 micrograms	61
Statutory minimum wage	Statutory gross monthly minimum wage	244.90 US\$	40

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	2.18 %	26
Skilled labor	is readily available	4.82 Survey [0..10]	42
Finance skills	are readily available	5.92 Survey [0..10]	40
International experience	of senior managers is generally significant	5.89 Survey [0..10]	27
Competent senior managers	are readily available	5.32 Survey [0..10]	39
Primary and secondary education	meets the needs of a competitive economy	4.95 Survey [0..10]	47
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
▷ University education	meets the needs of a competitive economy	5.33 Survey [0..10]	50
▷ Management education	meets the needs of the business community	5.50 Survey [0..10]	51
Language skills	are meeting the needs of enterprises	6.71 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	-



## OVERALL PERFORMANCE (64 countries)



## Investment &amp; Development

		Value	2023 Rank
► Total public expenditure on education	Percentage of GDP	5.6 %	16
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,965 US\$	37
► Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.31 ratio	21
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.53 ratio	20
Apprenticeships	are sufficiently implemented	5.25 Survey [0..10]	30
Employee training	is a high priority in companies	5.63 Survey [0..10]	45
► Female labor force	Percentage of total labor force	49.94 %	4
▷ Health infrastructure	meets the needs of society	4.04 Survey [0..10]	51

## Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	74.95 index	36
▷ Attracting and retaining talents	is a priority in companies	5.71 Survey [0..10]	59
Worker motivation	in companies is high	5.25 Survey [0..10]	46
Brain drain	does not hinder competitiveness in your economy	3.67 Survey [0..10]	48
▷ Quality of life	is high	4.29 Survey [0..10]	57
Foreign highly skilled personnel	are attracted to your country's business environment	4.21 Survey [0..10]	49
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	5.98 %	34
Justice	is fairly administered	5.54 Survey [0..10]	39
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	12.38 micrograms	24
Statutory minimum wage	Statutory gross monthly minimum wage	526.52 US\$	29

## Readiness

		Value	2023 Rank
Labor force growth	Percentage change	1.79 %	33
Skilled labor	is readily available	5.04 Survey [0..10]	36
Finance skills	are readily available	5.63 Survey [0..10]	45
▷ International experience	of senior managers is generally significant	4.77 Survey [0..10]	54
Competent senior managers	are readily available	4.77 Survey [0..10]	46
Primary and secondary education	meets the needs of a competitive economy	5.33 Survey [0..10]	45
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.33 %	49
University education	meets the needs of a competitive economy	5.58 Survey [0..10]	46
Management education	meets the needs of the business community	5.71 Survey [0..10]	47
Language skills	are meeting the needs of enterprises	6.50 Survey [0..10]	34
► Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.32 number	14
Educational assessment - PISA	PISA survey of 15-year olds	487 Average	29



# LITHUANIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

23

Overall

17

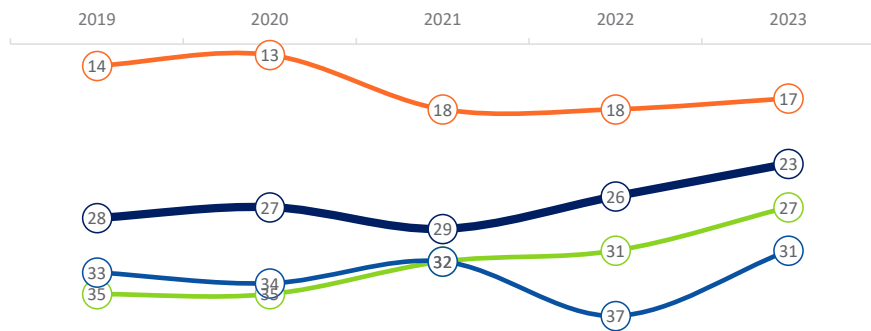
Investment &amp; Development

27

Appeal

31

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	34
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,210 US\$	36
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.15 ratio	30
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.86 ratio	12
▶ Apprenticeships	are sufficiently implemented	6.12 Survey [0..10]	15
Employee training	is a high priority in companies	6.55 Survey [0..10]	24
▶ Female labor force	Percentage of total labor force	50.88 %	2
▷ Health infrastructure	meets the needs of society	5.06 Survey [0..10]	42

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	65.02 index	17
Attracting and retaining talents	is a priority in companies	7.58 Survey [0..10]	17
Worker motivation	in companies is high	6.38 Survey [0..10]	23
▷ Brain drain	does not hinder competitiveness in your economy	3.78 Survey [0..10]	46
Quality of life	is high	7.05 Survey [0..10]	31
Foreign highly skilled personnel	are attracted to your country's business environment	5.31 Survey [0..10]	35
▷ 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	7.56 %	42
Justice	is fairly administered	5.80 Survey [0..10]	37
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.34 micrograms	15
Statutory minimum wage	Statutory gross monthly minimum wage	768.73 US\$	22

### Readiness

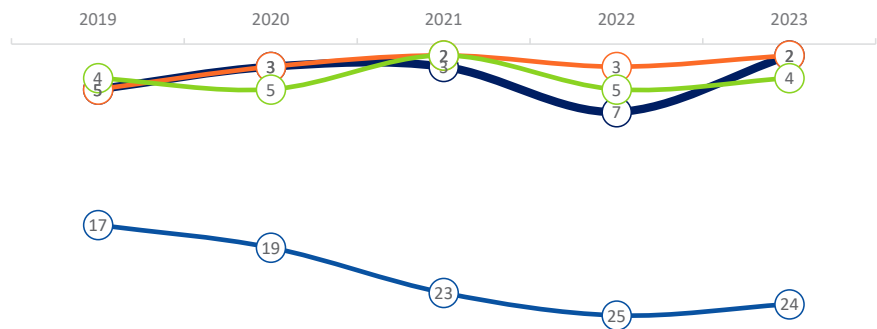
		Value	2023 Rank
Labor force growth	Percentage change	2.49 %	21
Skilled labor	is readily available	5.02 Survey [0..10]	37
▷ Finance skills	are readily available	5.66 Survey [0..10]	44
International experience	of senior managers is generally significant	5.72 Survey [0..10]	30
Competent senior managers	are readily available	5.86 Survey [0..10]	29
Primary and secondary education	meets the needs of a competitive economy	5.82 Survey [0..10]	40
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	26.03 %	22
University education	meets the needs of a competitive economy	6.14 Survey [0..10]	36
Management education	meets the needs of the business community	6.06 Survey [0..10]	40
Language skills	are meeting the needs of enterprises	7.68 Survey [0..10]	18
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.35 number	37
Educational assessment - PISA	PISA survey of 15-year olds	480 Average	31

# LUXEMBOURG

**OVERALL PERFORMANCE (64 countries)**

► Overall top strengths  
▷ Overall top weaknesses

Rank 2023



## Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.7 %	36
► Total public exp. on education per student	Spending per enrolled pupil/student, all levels	31,514 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	10
Apprenticeships	are sufficiently implemented	5.33 Survey [0..10]	28
Employee training	is a high priority in companies	6.76 Survey [0..10]	16
▷ Female labor force	Percentage of total labor force	40.98 %	51
Health infrastructure	meets the needs of society	7.76 Survey [0..10]	10

## Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	78.62 index	40
Attracting and retaining talents	is a priority in companies	8.03 Survey [0..10]	8
Worker motivation	in companies is high	6.23 Survey [0..10]	28
Brain drain	does not hinder competitiveness in your economy	5.68 Survey [0..10]	22
Quality of life	is high	8.77 Survey [0..10]	8
Foreign highly skilled personnel	are attracted to your country's business environment	7.24 Survey [0..10]	9
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	10.12 %	49
Justice	is fairly administered	7.26 Survey [0..10]	20
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	8.67 micrograms	12
► Statutory minimum wage	Statutory gross monthly minimum wage	2,436.10 US\$	4

## Readiness

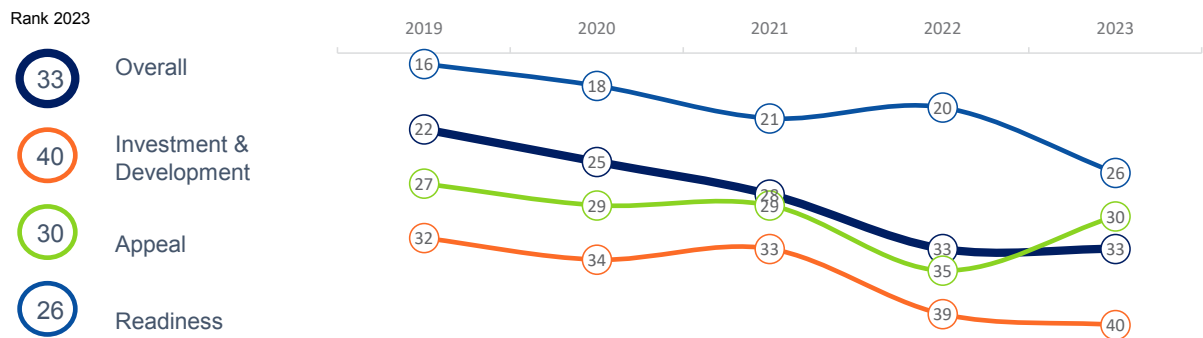
		Value	2023 Rank
Labor force growth	Percentage change	3.17 %	16
▷ Skilled labor	is readily available	3.88 Survey [0..10]	55
Finance skills	are readily available	6.39 Survey [0..10]	28
► International experience	of senior managers is generally significant	7.35 Survey [0..10]	5
▷ Competent senior managers	are readily available	5.05 Survey [0..10]	42
Primary and secondary education	meets the needs of a competitive economy	6.55 Survey [0..10]	29
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.24 %	50
University education	meets the needs of a competitive economy	6.30 Survey [0..10]	34
Management education	meets the needs of the business community	6.61 Survey [0..10]	29
► Language skills	are meeting the needs of enterprises	8.63 Survey [0..10]	4
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.75 number	12
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	34



# MALAYSIA

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	4.2 %	44
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,060 US\$	48
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.30 ratio	19
	Pupil-teacher ratio (secondary education)	11.50 ratio	28
	Apprenticeships	are sufficiently implemented	5.28 Survey [0..10] 29
	Employee training	is a high priority in companies	5.71 Survey [0..10] 39
▷ Female labor force	Percentage of total labor force	39.05 %	55
	Health infrastructure	meets the needs of society	6.81 Survey [0..10] 23

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	56.99 index	6
▷ Attracting and retaining talents	is a priority in companies	6.00 Survey [0..10]	52
	Worker motivation	in companies is high	5.87 Survey [0..10] 34
	Brain drain	does not hinder competitiveness in your economy	4.42 Survey [0..10] 39
	Quality of life	is high	6.57 Survey [0..10] 38
	Foreign highly skilled personnel	are attracted to your country's business environment	5.77 Survey [0..10] 27
	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	1.75 %	11
	Justice	is fairly administered	6.65 Survey [0..10] 26
	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	16.29 micrograms 42
	Statutory minimum wage	Statutory gross monthly minimum wage	340.83 US\$ 34

### Readiness

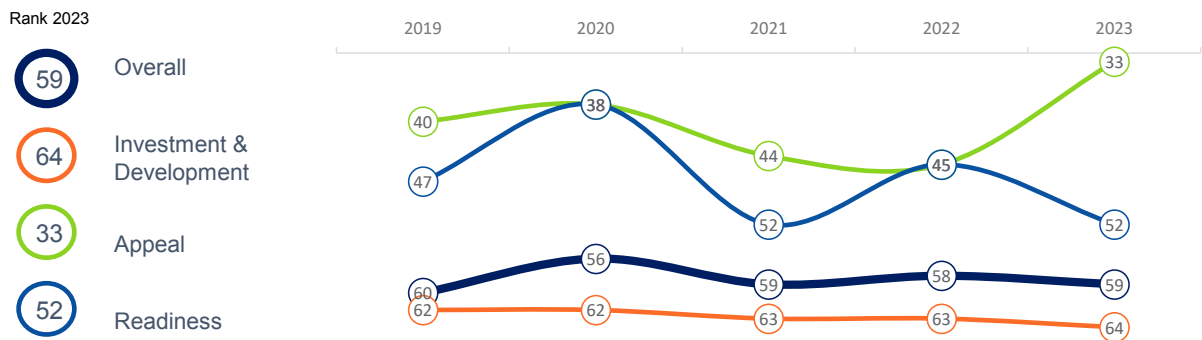
		Value	2023 Rank
▷ Labor force growth	Percentage change	0.83 %	48
	Skilled labor	is readily available	5.57 Survey [0..10] 31
	Finance skills	are readily available	6.29 Survey [0..10] 31
	International experience	of senior managers is generally significant	5.56 Survey [0..10] 34
▶ Competent senior managers	are readily available	6.29 Survey [0..10] 22	
	Primary and secondary education	meets the needs of a competitive economy	6.16 Survey [0..10] 33
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	38.90 %	2
	University education	meets the needs of a competitive economy	6.05 Survey [0..10] 39
	Management education	meets the needs of the business community	6.21 Survey [0..10] 38
	Language skills	are meeting the needs of enterprises	6.68 Survey [0..10] 32
	Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.75 number 32
	Educational assessment - PISA	PISA survey of 15-year olds	431 Average 43



# MEXICO

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 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	958 US\$	59
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	24.11 ratio	57
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	25.89 ratio	61
Apprenticeships	are sufficiently implemented	4.98 Survey [0..10]	37
Employee training	is a high priority in companies	5.18 Survey [0..10]	51
Female labor force	Percentage of total labor force	39.33 %	52
▶ Health infrastructure	meets the needs of society	2.82 Survey [0..10]	60

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	64.62 index	16
▶ Attracting and retaining talents	is a priority in companies	5.60 Survey [0..10]	60
Worker motivation	in companies is high	5.78 Survey [0..10]	35
Brain drain	does not hinder competitiveness in your economy	4.04 Survey [0..10]	42
Quality of life	is high	5.56 Survey [0..10]	47
Foreign highly skilled personnel	are attracted to your country's business environment	5.66 Survey [0..10]	31
▶ 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	3.58 %	28
▶ Justice	is fairly administered	2.58 Survey [0..10]	60
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.05 micrograms	37
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

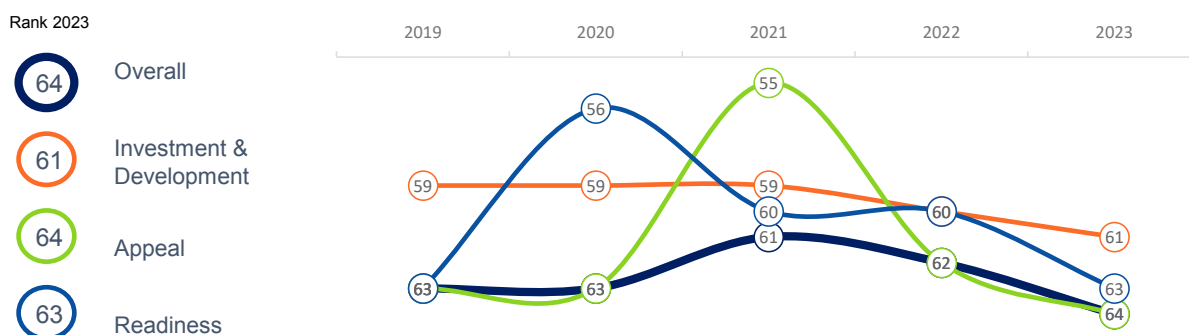
		Value	2023 Rank
▶ Labor force growth	Percentage change	2.36 %	23
Skilled labor	is readily available	5.18 Survey [0..10]	35
Finance skills	are readily available	5.38 Survey [0..10]	52
▶ International experience	of senior managers is generally significant	5.92 Survey [0..10]	25
Competent senior managers	are readily available	5.12 Survey [0..10]	41
Primary and secondary education	meets the needs of a competitive economy	4.06 Survey [0..10]	56
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.82 %	25
University education	meets the needs of a competitive economy	5.64 Survey [0..10]	45
Management education	meets the needs of the business community	5.52 Survey [0..10]	50
Language skills	are meeting the needs of enterprises	4.84 Survey [0..10]	56
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.34 number	55
Educational assessment - PISA	PISA survey of 15-year olds	416 Average	46



# MONGOLIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.0 %	47
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	617 US\$	60
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	31.70 ratio	63
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	20.00 ratio	56
Apprenticeships	are sufficiently implemented	4.25 Survey [0..10]	54
▶ Employee training	is a high priority in companies	6.46 Survey [0..10]	26
▶ Female labor force	Percentage of total labor force	46.40 %	31
Health infrastructure	meets the needs of society	2.18 Survey [0..10]	62

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	- index	-
▶ Attracting and retaining talents	is a priority in companies	7.09 Survey [0..10]	30
Worker motivation	in companies is high	4.11 Survey [0..10]	63
Brain drain	does not hinder competitiveness in your economy	2.53 Survey [0..10]	59
▷ Quality of life	is high	2.35 Survey [0..10]	63
Foreign highly skilled personnel	are attracted to your country's business environment	3.09 Survey [0..10]	60
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	2.65 %	18
Justice	is fairly administered	2.39 Survey [0..10]	63
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	32.62 micrograms	57
Statutory minimum wage	Statutory gross monthly minimum wage	147.40 US\$	45

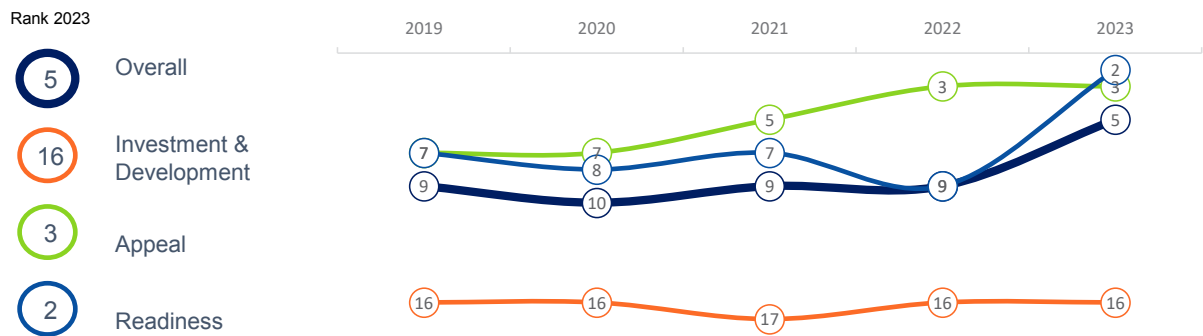
### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	-0.30 %	57
Skilled labor	is readily available	2.81 Survey [0..10]	63
▷ Finance skills	are readily available	3.61 Survey [0..10]	64
International experience	of senior managers is generally significant	4.14 Survey [0..10]	62
▷ Competent senior managers	are readily available	3.07 Survey [0..10]	64
Primary and secondary education	meets the needs of a competitive economy	3.72 Survey [0..10]	58
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.15 %	32
▷ University education	meets the needs of a competitive economy	3.12 Survey [0..10]	64
Management education	meets the needs of the business community	4.07 Survey [0..10]	62
Language skills	are meeting the needs of enterprises	4.67 Survey [0..10]	57
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.69 number	50
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

# NETHERLANDS

**OVERALL PERFORMANCE (64 countries)**

► Overall top strengths  
▷ Overall top weaknesses



## Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.3 %	22
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,350 US\$	13
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.25 ratio	43
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	16.57 ratio	52
Apprenticeships	are sufficiently implemented	6.73 Survey [0..10]	4
Employee training	is a high priority in companies	7.42 Survey [0..10]	6
Female labor force	Percentage of total labor force	47.24 %	17
Health infrastructure	meets the needs of society	8.09 Survey [0..10]	4

## Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	83.62 index	50
Attracting and retaining talents	is a priority in companies	8.35 Survey [0..10]	5
Worker motivation	in companies is high	7.49 Survey [0..10]	3
► Brain drain	does not hinder competitiveness in your economy	7.65 Survey [0..10]	3
Quality of life	is high	9.13 Survey [0..10]	5
► Foreign highly skilled personnel	are attracted to your country's business environment	7.93 Survey [0..10]	2
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	8.83 %	45
Justice	is fairly administered	8.58 Survey [0..10]	4
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	10.88 micrograms	20
Statutory minimum wage	Statutory gross monthly minimum wage	1,849.36 US\$	10

## Readiness

		Value	2023 Rank
Labor force growth	Percentage change	3.77 %	11
Skilled labor	is readily available	5.96 Survey [0..10]	25
Finance skills	are readily available	7.35 Survey [0..10]	7
► International experience	of senior managers is generally significant	7.47 Survey [0..10]	3
Competent senior managers	are readily available	7.04 Survey [0..10]	3
Primary and secondary education	meets the needs of a competitive economy	8.37 Survey [0..10]	3
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.83 %	51
University education	meets the needs of a competitive economy	8.46 Survey [0..10]	3
► Management education	meets the needs of the business community	8.13 Survey [0..10]	2
► Language skills	are meeting the needs of enterprises	9.05 Survey [0..10]	1
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	7.17 number	9
Educational assessment - PISA	PISA survey of 15-year olds	502 Average	16





# NEW ZEALAND

► Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)

Rank 2023

31

Overall

38

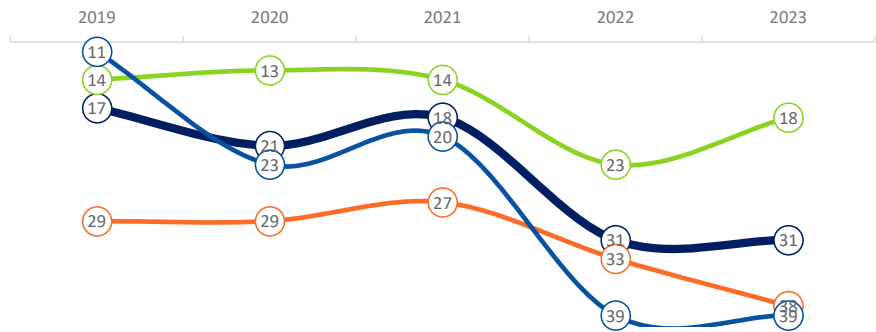
Investment &amp; Development

18

Appeal

39

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.5 %	19
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,954 US\$	23
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.37 ratio	44
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	14.50 ratio	49
Apprenticeships	are sufficiently implemented	4.84 Survey [0..10]	44
Employee training	is a high priority in companies	5.68 Survey [0..10]	43
Female labor force	Percentage of total labor force	47.57 %	13
▷ Health infrastructure	meets the needs of society	3.60 Survey [0..10]	55

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	73.00 index	34
► Attracting and retaining talents	is a priority in companies	8.09 Survey [0..10]	7
Worker motivation	in companies is high	5.96 Survey [0..10]	31
▷ Brain drain	does not hinder competitiveness in your economy	2.80 Survey [0..10]	57
Quality of life	is high	8.04 Survey [0..10]	17
Foreign highly skilled personnel	are attracted to your country's business environment	5.02 Survey [0..10]	40
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	14.09 %	60
► Justice	is fairly administered	8.18 Survey [0..10]	7
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.49 micrograms	6
► Statutory minimum wage	Statutory gross monthly minimum wage	2,329.89 US\$	5

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	1.09 %	43
▷ Skilled labor	is readily available	2.76 Survey [0..10]	64
Finance skills	are readily available	5.47 Survey [0..10]	49
▷ International experience	of senior managers is generally significant	4.76 Survey [0..10]	55
Competent senior managers	are readily available	4.64 Survey [0..10]	48
Primary and secondary education	meets the needs of a competitive economy	4.67 Survey [0..10]	51
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.63 %	29
University education	meets the needs of a competitive economy	6.49 Survey [0..10]	31
Management education	meets the needs of the business community	5.91 Survey [0..10]	41
Language skills	are meeting the needs of enterprises	6.09 Survey [0..10]	43
► Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	8.59 number	5
Educational assessment - PISA	PISA survey of 15-year olds	503 Average	14



# NORWAY

OVERALL PERFORMANCE (64 countries)

► Overall top strengths  
▷ Overall top weaknesses

Rank 2023

11

Overall

6

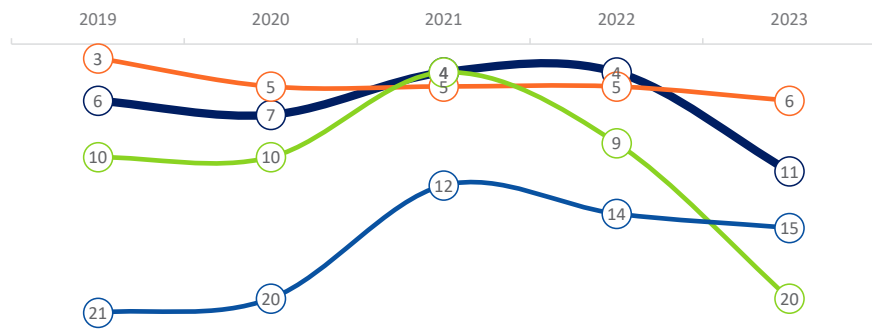
Investment & Development

20

Appeal

15

Readiness



## Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.0 %	31
► Total public exp. on education per student	Spending per enrolled pupil/student, all levels	15,517 US\$	6
► 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	6.16 Survey [0..10]	14
Employee training	is a high priority in companies	6.94 Survey [0..10]	13
Female labor force	Percentage of total labor force	46.96 %	21
Health infrastructure	meets the needs of society	7.12 Survey [0..10]	20

## Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	83.26 index	49
Attracting and retaining talents	is a priority in companies	7.65 Survey [0..10]	15
Worker motivation	in companies is high	7.29 Survey [0..10]	8
Brain drain	does not hinder competitiveness in your economy	6.82 Survey [0..10]	9
Quality of life	is high	8.20 Survey [0..10]	16
Foreign highly skilled personnel	are attracted to your country's business environment	6.08 Survey [0..10]	20
▷ 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	10.55 %	52
Justice	is fairly administered	7.14 Survey [0..10]	22
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.02 micrograms	4
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

## Readiness

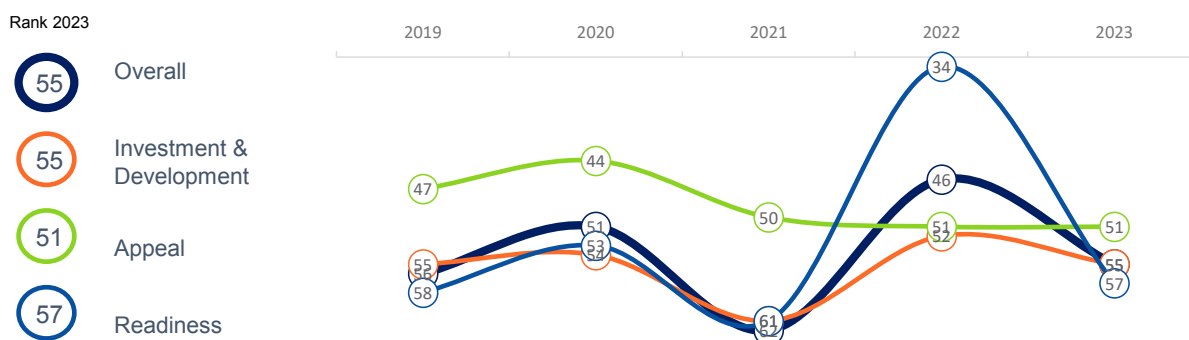
		Value	2023 Rank
Labor force growth	Percentage change	3.48 %	14
► Skilled labor	is readily available	7.06 Survey [0..10]	5
Finance skills	are readily available	7.02 Survey [0..10]	13
International experience	of senior managers is generally significant	6.04 Survey [0..10]	21
Competent senior managers	are readily available	6.67 Survey [0..10]	13
Primary and secondary education	meets the needs of a competitive economy	6.98 Survey [0..10]	20
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.23 %	41
University education	meets the needs of a competitive economy	7.53 Survey [0..10]	12
Management education	meets the needs of the business community	7.14 Survey [0..10]	18
Language skills	are meeting the needs of enterprises	7.73 Survey [0..10]	16
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.39 number	36
Educational assessment - PISA	PISA survey of 15-year olds	497 Average	22



# PERU

► Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 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	1,031 US\$	58
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.02 ratio	48
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.91 ratio	48
Apprenticeships	are sufficiently implemented	4.42 Survey [0..10]	49
▷ Employee training	is a high priority in companies	4.58 Survey [0..10]	62
► Female labor force	Percentage of total labor force	43.10 %	44
▷ Health infrastructure	meets the needs of society	1.97 Survey [0..10]	63

### Appeal

		Value	2023 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	58.50 index	9
▷ Attracting and retaining talents	is a priority in companies	5.30 Survey [0..10]	62
Worker motivation	in companies is high	5.39 Survey [0..10]	42
Brain drain	does not hinder competitiveness in your economy	4.03 Survey [0..10]	43
Quality of life	is high	3.94 Survey [0..10]	59
Foreign highly skilled personnel	are attracted to your country's business environment	4.91 Survey [0..10]	42
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	1.32 %	8
▷ Justice	is fairly administered	2.58 Survey [0..10]	62
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	27.18 micrograms	54
Statutory minimum wage	Statutory gross monthly minimum wage	267.26 US\$	37

### Readiness

		Value	2023 Rank
► Labor force growth	Percentage change	2.21 %	25
Skilled labor	is readily available	4.12 Survey [0..10]	53
Finance skills	are readily available	5.35 Survey [0..10]	53
International experience	of senior managers is generally significant	5.45 Survey [0..10]	35
Competent senior managers	are readily available	4.00 Survey [0..10]	56
Primary and secondary education	meets the needs of a competitive economy	3.15 Survey [0..10]	60
► Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	29.64 %	10
University education	meets the needs of a competitive economy	4.00 Survey [0..10]	61
Management education	meets the needs of the business community	4.85 Survey [0..10]	57
▷ Language skills	are meeting the needs of enterprises	3.33 Survey [0..10]	61
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	402 Average	52



# PHILIPPINES

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

60

Overall

62

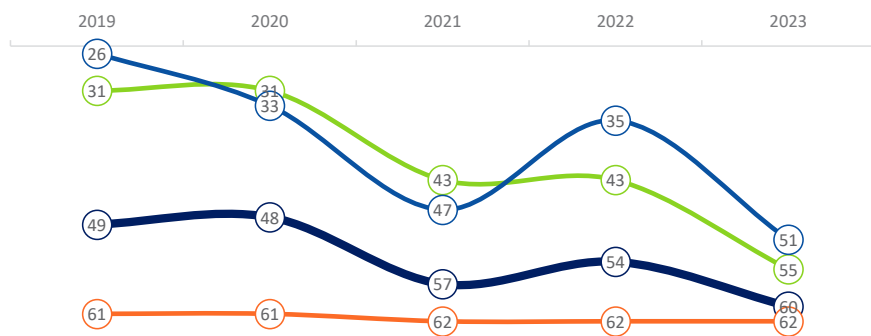
Investment &amp; Development

55

Appeal

51

Readiness



### Investment & Development

		Value	2023 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	367 US\$	63
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	25.19 ratio	59
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	24.64 ratio	60
Apprenticeships	are sufficiently implemented	4.66 Survey [0..10]	47
Employee training	is a high priority in companies	5.95 Survey [0..10]	37
Female labor force	Percentage of total labor force	41.22 %	50
Health infrastructure	meets the needs of society	3.60 Survey [0..10]	54

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	69.45 index	25
Attracting and retaining talents	is a priority in companies	6.37 Survey [0..10]	47
Worker motivation	in companies is high	5.57 Survey [0..10]	38
Brain drain	does not hinder competitiveness in your economy	3.37 Survey [0..10]	52
Quality of life	is high	4.58 Survey [0..10]	54
Foreign highly skilled personnel	are attracted to your country's business environment	4.50 Survey [0..10]	46
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	2.64 %	17
Justice	is fairly administered	3.71 Survey [0..10]	51
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	20.15 micrograms	48
Statutory minimum wage	Statutory gross monthly minimum wage	147.95 US\$	44

### Readiness

		Value	2023 Rank
▶ Labor force growth	Percentage change	3.89 %	9
▶ Skilled labor	is readily available	7.08 Survey [0..10]	3
Finance skills	are readily available	6.08 Survey [0..10]	35
International experience	of senior managers is generally significant	5.22 Survey [0..10]	44
Competent senior managers	are readily available	5.89 Survey [0..10]	28
Primary and secondary education	meets the needs of a competitive economy	4.93 Survey [0..10]	48
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.83 %	34
University education	meets the needs of a competitive economy	5.92 Survey [0..10]	43
Management education	meets the needs of the business community	6.35 Survey [0..10]	36
▶ Language skills	are meeting the needs of enterprises	7.10 Survey [0..10]	25
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.11 number	57
▶ Educational assessment - PISA	PISA survey of 15-year olds	350 Average	57

# POLAND

## OVERALL PERFORMANCE (64 countries)

► Overall top strengths  
▷ Overall top weaknesses

Rank 2023

44

Overall

35

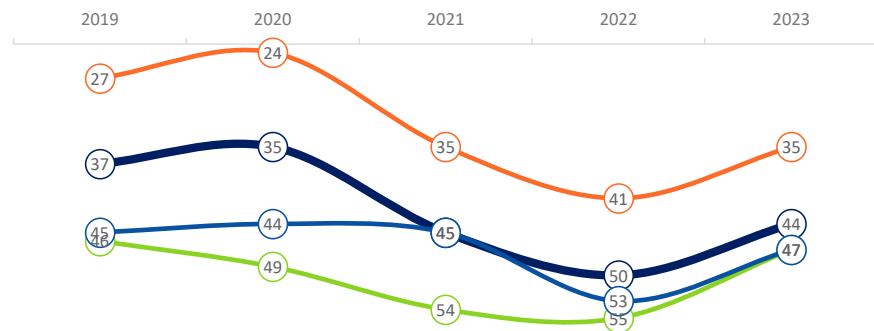
Investment &amp; Development

47

Appeal

47

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.9 %	33
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,998 US\$	41
► 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	19
Apprenticeships	are sufficiently implemented	4.88 Survey [0..10]	42
Employee training	is a high priority in companies	5.60 Survey [0..10]	46
Female labor force	Percentage of total labor force	45.62 %	36
▷ Health infrastructure	meets the needs of society	3.39 Survey [0..10]	58

### Appeal

		Value	2023 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	58.03 index	8
▷ Attracting and retaining talents	is a priority in companies	5.60 Survey [0..10]	60
Worker motivation	in companies is high	5.73 Survey [0..10]	37
Brain drain	does not hinder competitiveness in your economy	4.45 Survey [0..10]	38
▷ Quality of life	is high	5.01 Survey [0..10]	51
Foreign highly skilled personnel	are attracted to your country's business environment	4.13 Survey [0..10]	50
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	5.36 %	31
▷ Justice	is fairly administered	3.10 Survey [0..10]	56
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	18.02 micrograms	44
Statutory minimum wage	Statutory gross monthly minimum wage	675.23 US\$	26

### Readiness

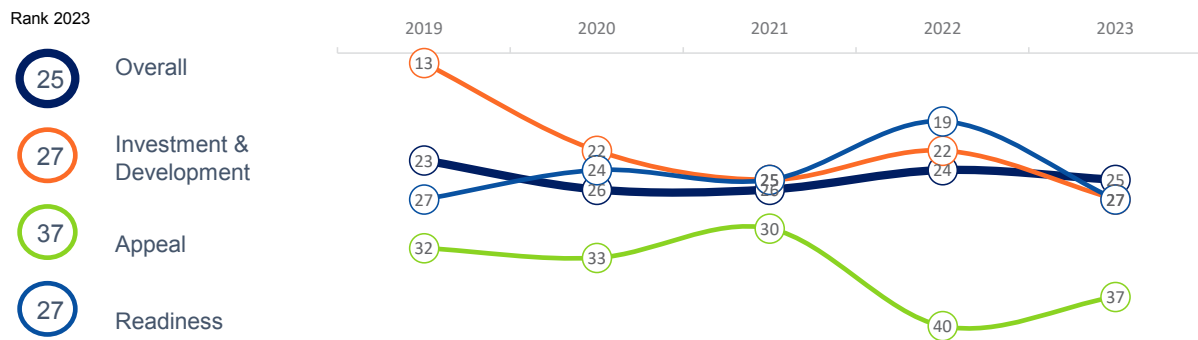
		Value	2023 Rank
▷ Labor force growth	Percentage change	-0.12 %	55
Skilled labor	is readily available	5.25 Survey [0..10]	34
Finance skills	are readily available	5.95 Survey [0..10]	37
International experience	of senior managers is generally significant	5.45 Survey [0..10]	36
Competent senior managers	are readily available	5.54 Survey [0..10]	37
Primary and secondary education	meets the needs of a competitive economy	4.78 Survey [0..10]	49
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.45 %	48
University education	meets the needs of a competitive economy	5.32 Survey [0..10]	51
Management education	meets the needs of the business community	5.87 Survey [0..10]	45
Language skills	are meeting the needs of enterprises	5.44 Survey [0..10]	45
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.62 number	46
► Educational assessment - PISA	PISA survey of 15-year olds	513 Average	10



# PORTUGAL

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 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	5,469 US\$	35
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.00 ratio	13
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.87 ratio	13
Apprenticeships	are sufficiently implemented	4.82 Survey [0..10]	45
▷ Employee training	is a high priority in companies	4.90 Survey [0..10]	60
▶ Female labor force	Percentage of total labor force	49.93 %	5
Health infrastructure	meets the needs of society	5.97 Survey [0..10]	34

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	71.07 index	29
Attracting and retaining talents	is a priority in companies	7.12 Survey [0..10]	29
▷ Worker motivation	in companies is high	4.76 Survey [0..10]	57
▷ Brain drain	does not hinder competitiveness in your economy	3.31 Survey [0..10]	54
Quality of life	is high	7.09 Survey [0..10]	30
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\$	157,932 US\$	33
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.90 %	39
▷ Justice	is fairly administered	3.06 Survey [0..10]	57
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	8.30 micrograms	11
Statutory minimum wage	Statutory gross monthly minimum wage	866.13 US\$	21

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	1.39 %	41
Skilled labor	is readily available	5.26 Survey [0..10]	33
Finance skills	are readily available	5.59 Survey [0..10]	47
▷ International experience	of senior managers is generally significant	4.71 Survey [0..10]	56
Competent senior managers	are readily available	4.41 Survey [0..10]	52
Primary and secondary education	meets the needs of a competitive economy	6.69 Survey [0..10]	24
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.82 %	16
University education	meets the needs of a competitive economy	7.29 Survey [0..10]	19
Management education	meets the needs of the business community	7.01 Survey [0..10]	20
▶ Language skills	are meeting the needs of enterprises	8.18 Survey [0..10]	10
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.28 number	21
Educational assessment - PISA	PISA survey of 15-year olds	492 Average	26



# QATAR

► Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)

Rank 2023

30

Overall

49

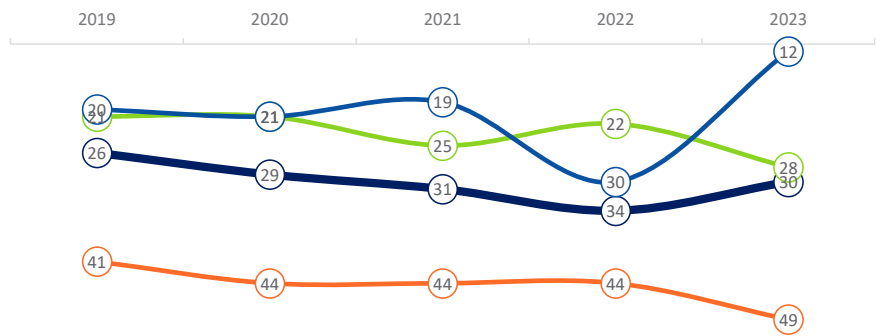
Investment &amp; Development

28

Appeal

12

Readiness



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	2.5 %	61
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,671 US\$	10
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.49 ratio	22
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.54 ratio	39
Apprenticeships	are sufficiently implemented	6.26 Survey [0..10]	12
Employee training	is a high priority in companies	6.59 Survey [0..10]	22
▷ Female labor force	Percentage of total labor force	16.61 %	64
► Health infrastructure	meets the needs of society	8.24 Survey [0..10]	3

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	67.31 index	20
Attracting and retaining talents	is a priority in companies	7.36 Survey [0..10]	20
Worker motivation	in companies is high	6.61 Survey [0..10]	20
Brain drain	does not hinder competitiveness in your economy	6.15 Survey [0..10]	18
Quality of life	is high	8.26 Survey [0..10]	14
► Foreign highly skilled personnel	are attracted to your country's business environment	7.62 Survey [0..10]	5
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	7.97 Survey [0..10]	9
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	76.70 micrograms	64
Statutory minimum wage	Statutory gross monthly minimum wage	274.73 US\$	36

### Readiness

		Value	2023 Rank
► Labor force growth	Percentage change	5.39 %	5
Skilled labor	is readily available	6.44 Survey [0..10]	14
Finance skills	are readily available	6.80 Survey [0..10]	17
International experience	of senior managers is generally significant	7.34 Survey [0..10]	6
Competent senior managers	are readily available	6.82 Survey [0..10]	8
► 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	21.09 %	42
University education	meets the needs of a competitive economy	8.09 Survey [0..10]	5
Management education	meets the needs of the business community	7.80 Survey [0..10]	5
Language skills	are meeting the needs of enterprises	7.91 Survey [0..10]	12
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.84 number	16
▷ Educational assessment - PISA	PISA survey of 15-year olds	413 Average	48



# ROMANIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

53

Overall

53

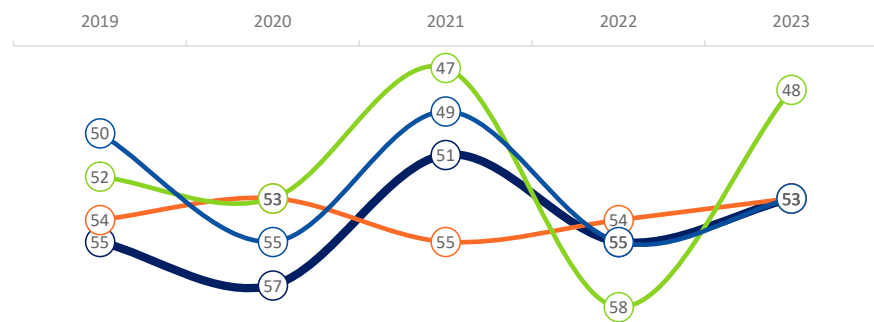
Investment &amp; Development

48

Appeal

53

Readiness



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	3.2 %	56
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,623 US\$	45
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.60 ratio	53
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.10 ratio	15
▷ Apprenticeships	are sufficiently implemented	3.67 Survey [0..10]	60
Employee training	is a high priority in companies	5.69 Survey [0..10]	42
Female labor force	Percentage of total labor force	42.44 %	47
Health infrastructure	meets the needs of society	4.05 Survey [0..10]	50

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	62.91 index	14
Attracting and retaining talents	is a priority in companies	6.31 Survey [0..10]	48
Worker motivation	in companies is high	4.87 Survey [0..10]	54
Brain drain	does not hinder competitiveness in your economy	3.58 Survey [0..10]	50
▷ Quality of life	is high	4.38 Survey [0..10]	56
Foreign highly skilled personnel	are attracted to your country's business environment	4.42 Survey [0..10]	48
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	90,522 US\$	49
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.36 %	13
Justice	is fairly administered	4.55 Survey [0..10]	47
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.21 micrograms	29
Statutory minimum wage	Statutory gross monthly minimum wage	543.89 US\$	27

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	0.57 %	50
Skilled labor	is readily available	4.44 Survey [0..10]	50
▷ Finance skills	are readily available	5.10 Survey [0..10]	56
International experience	of senior managers is generally significant	5.35 Survey [0..10]	41
Competent senior managers	are readily available	4.40 Survey [0..10]	53
Primary and secondary education	meets the needs of a competitive economy	4.67 Survey [0..10]	51
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	29.09 %	11
University education	meets the needs of a competitive economy	4.85 Survey [0..10]	55
▷ Management education	meets the needs of the business community	4.62 Survey [0..10]	61
Language skills	are meeting the needs of enterprises	6.79 Survey [0..10]	30
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.68 number	45
Educational assessment - PISA	PISA survey of 15-year olds	428 Average	44

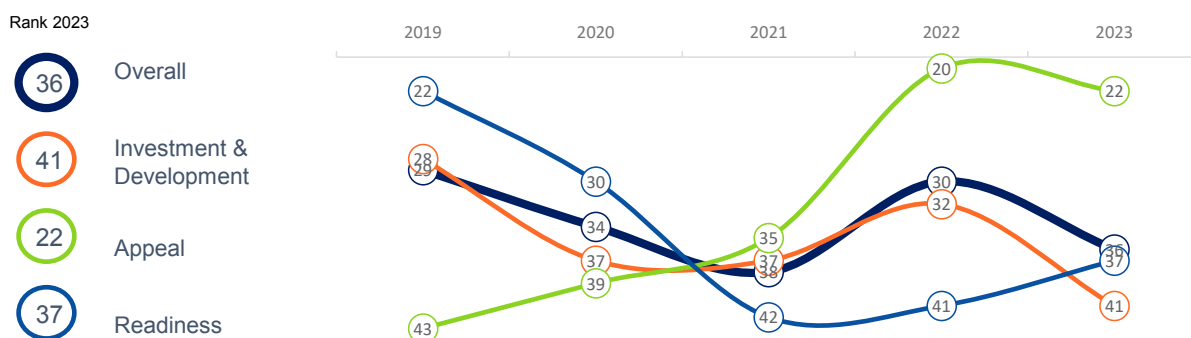




# SAUDI ARABIA

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.9 %	11
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,906 US\$	33
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.80 ratio	35
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.32 ratio	47
▶ Apprenticeships	are sufficiently implemented	6.47 Survey [0..10]	8
Employee training	is a high priority in companies	6.61 Survey [0..10]	21
▷ Female labor force	Percentage of total labor force	21.52 %	61
▶ Health infrastructure	meets the needs of society	7.96 Survey [0..10]	6

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	72.16 index	33
Attracting and retaining talents	is a priority in companies	7.54 Survey [0..10]	18
Worker motivation	in companies is high	7.05 Survey [0..10]	11
Brain drain	does not hinder competitiveness in your economy	6.55 Survey [0..10]	13
Quality of life	is high	7.84 Survey [0..10]	20
Foreign highly skilled personnel	are attracted to your country's business environment	7.21 Survey [0..10]	11
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	7.84 Survey [0..10]	13
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	56.78 micrograms	63
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

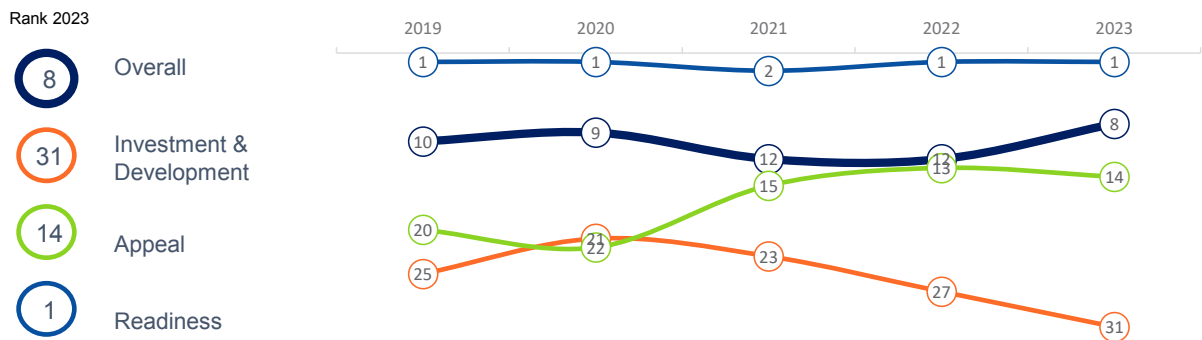
		Value	2023 Rank
▷ Labor force growth	Percentage change	0.47 %	51
Skilled labor	is readily available	6.16 Survey [0..10]	19
Finance skills	are readily available	6.71 Survey [0..10]	22
▶ International experience	of senior managers is generally significant	7.23 Survey [0..10]	7
▶ Competent senior managers	are readily available	6.88 Survey [0..10]	7
Primary and secondary education	meets the needs of a competitive economy	6.83 Survey [0..10]	22
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.34 %	31
University education	meets the needs of a competitive economy	7.33 Survey [0..10]	18
Management education	meets the needs of the business community	7.15 Survey [0..10]	17
Language skills	are meeting the needs of enterprises	7.56 Survey [0..10]	21
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.97 number	42
▷ Educational assessment - PISA	PISA survey of 15-year olds	386 Average	55



# SINGAPORE

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	2.3 %	62
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,929 US\$	18
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.92 ratio	28
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.48 ratio	26
Apprenticeships	are sufficiently implemented	5.83 Survey [0..10]	19
Employee training	is a high priority in companies	6.41 Survey [0..10]	27
Female labor force	Percentage of total labor force	46.70 %	29
Health infrastructure	meets the needs of society	7.52 Survey [0..10]	15

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	99.87 index	57
▷ Attracting and retaining talents	is a priority in companies	6.78 Survey [0..10]	37
Worker motivation	in companies is high	6.10 Survey [0..10]	30
Brain drain	does not hinder competitiveness in your economy	6.81 Survey [0..10]	10
Quality of life	is high	7.66 Survey [0..10]	26
▶ Foreign highly skilled personnel	are attracted to your country's business environment	7.49 Survey [0..10]	6
▶ 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	2.50 %	16
Justice	is fairly administered	7.61 Survey [0..10]	17
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.01 micrograms	27
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

### Readiness

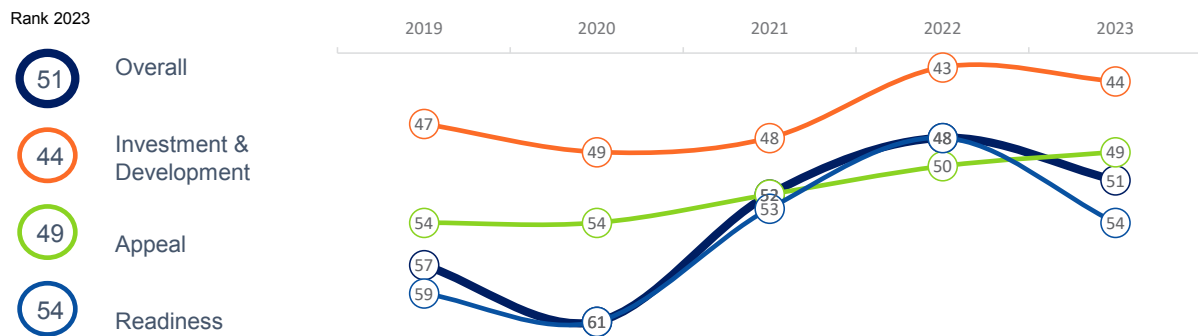
		Value	2023 Rank
Labor force growth	Percentage change	4.06 %	8
Skilled labor	is readily available	6.44 Survey [0..10]	15
Finance skills	are readily available	7.32 Survey [0..10]	9
International experience	of senior managers is generally significant	7.08 Survey [0..10]	11
Competent senior managers	are readily available	6.88 Survey [0..10]	6
Primary and secondary education	meets the needs of a competitive economy	7.66 Survey [0..10]	9
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	36.27 %	3
University education	meets the needs of a competitive economy	7.76 Survey [0..10]	9
Management education	meets the needs of the business community	7.22 Survey [0..10]	14
Language skills	are meeting the needs of enterprises	7.80 Survey [0..10]	14
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	9.67 number	4
▶ Educational assessment - PISA	PISA survey of 15-year olds	556 Average	2



# SLOVAK REPUBLIC

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.3 %	43
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,753 US\$	38
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	17.35 ratio	47
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.05 ratio	43
Apprenticeships	are sufficiently implemented	4.32 Survey [0..10]	53
Employee training	is a high priority in companies	5.69 Survey [0..10]	41
▶ Female labor force	Percentage of total labor force	47.09 %	20
Health infrastructure	meets the needs of society	4.27 Survey [0..10]	46

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	71.74 index	32
Attracting and retaining talents	is a priority in companies	6.46 Survey [0..10]	44
Worker motivation	in companies is high	5.49 Survey [0..10]	40
▷ Brain drain	does not hinder competitiveness in your economy	2.15 Survey [0..10]	61
Quality of life	is high	6.31 Survey [0..10]	41
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.28 Survey [0..10]	58
▶ 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	3.85 %	29
Justice	is fairly administered	3.33 Survey [0..10]	55
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.46 micrograms	39
Statutory minimum wage	Statutory gross monthly minimum wage	680.27 US\$	25

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	0.94 %	46
Skilled labor	is readily available	4.74 Survey [0..10]	45
▷ Finance skills	are readily available	4.95 Survey [0..10]	58
International experience	of senior managers is generally significant	4.77 Survey [0..10]	53
▷ Competent senior managers	are readily available	3.85 Survey [0..10]	59
Primary and secondary education	meets the needs of a competitive economy	4.41 Survey [0..10]	54
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.18 %	37
▷ University education	meets the needs of a competitive economy	4.67 Survey [0..10]	59
Management education	meets the needs of the business community	5.49 Survey [0..10]	52
Language skills	are meeting the needs of enterprises	5.54 Survey [0..10]	44
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.61 number	34
Educational assessment - PISA	PISA survey of 15-year olds	469 Average	36



# SLOVENIA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

26

Overall

20

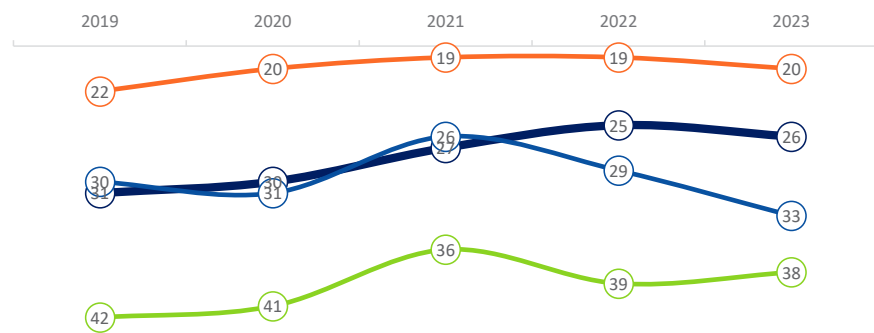
Investment &amp; Development

38

Appeal

33

Readiness



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.7 %	15
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,289 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	9.40 ratio	9
▷ Apprenticeships	are sufficiently implemented	3.11 Survey [0..10]	64
Employee training	is a high priority in companies	6.39 Survey [0..10]	29
Female labor force	Percentage of total labor force	45.76 %	34
▷ Health infrastructure	meets the needs of society	3.80 Survey [0..10]	53

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	65.70 index	18
Attracting and retaining talents	is a priority in companies	6.79 Survey [0..10]	36
Worker motivation	in companies is high	5.25 Survey [0..10]	47
▷ Brain drain	does not hinder competitiveness in your economy	3.50 Survey [0..10]	51
Quality of life	is high	8.20 Survey [0..10]	15
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.19 Survey [0..10]	59
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	5.44 %	32
Justice	is fairly administered	4.93 Survey [0..10]	45
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.36 micrograms	33
Statutory minimum wage	Statutory gross monthly minimum wage	1,131.43 US\$	18

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	0.69 %	49
Skilled labor	is readily available	4.46 Survey [0..10]	48
Finance skills	are readily available	5.69 Survey [0..10]	42
International experience	of senior managers is generally significant	5.05 Survey [0..10]	48
Competent senior managers	are readily available	4.54 Survey [0..10]	49
Primary and secondary education	meets the needs of a competitive economy	6.33 Survey [0..10]	31
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.64 %	12
University education	meets the needs of a competitive economy	6.09 Survey [0..10]	38
Management education	meets the needs of the business community	6.44 Survey [0..10]	33
▶ Language skills	are meeting the needs of enterprises	7.80 Survey [0..10]	13
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.84 number	31
▶ Educational assessment - PISA	PISA survey of 15-year olds	504 Average	12



# SOUTH AFRICA

OVERALL PERFORMANCE (64 countries)

► Overall top strengths  
▷ Overall top weaknesses

Rank 2023

61

Overall

59

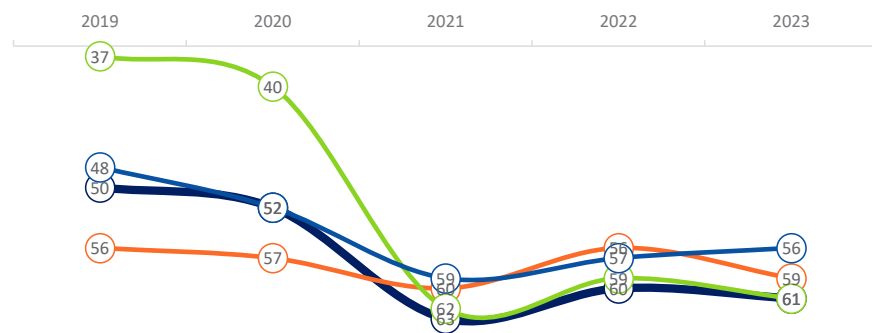
Investment & Development

61

Appeal

56

Readiness



## Investment & Development

		Value	2023 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\$	50
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	30.30 ratio	62
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	27.15 ratio	63
▷ Apprenticeships	are sufficiently implemented	3.14 Survey [0..10]	63
Employee training	is a high priority in companies	5.06 Survey [0..10]	54
► Female labor force	Percentage of total labor force	45.66 %	35
Health infrastructure	meets the needs of society	2.76 Survey [0..10]	61

## Appeal

		Value	2023 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	53.32 index	5
Attracting and retaining talents	is a priority in companies	6.30 Survey [0..10]	49
▷ Worker motivation	in companies is high	4.25 Survey [0..10]	61
Brain drain	does not hinder competitiveness in your economy	2.86 Survey [0..10]	56
Quality of life	is high	3.77 Survey [0..10]	61
Foreign highly skilled personnel	are attracted to your country's business environment	3.90 Survey [0..10]	53
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	8.95 %	46
Justice	is fairly administered	4.13 Survey [0..10]	49
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	23.34 micrograms	51
Statutory minimum wage	Statutory gross monthly minimum wage	248.12 US\$	39

## Readiness

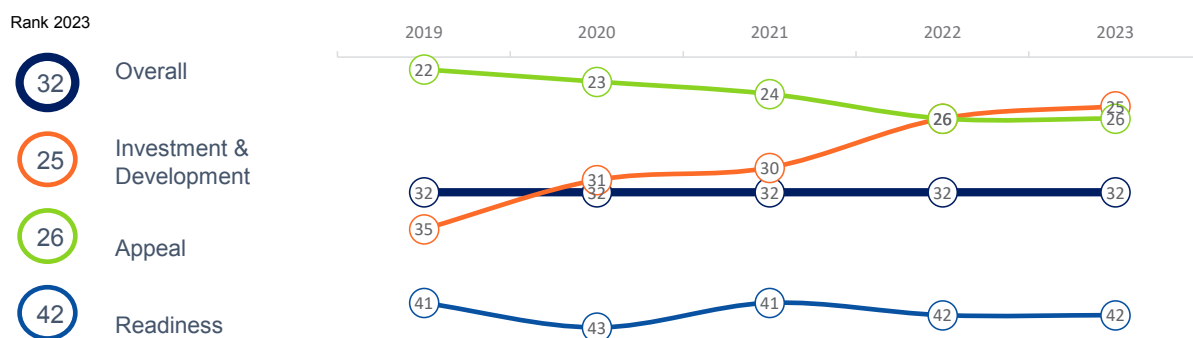
		Value	2023 Rank
► Labor force growth	Percentage change	5.44 %	4
Skilled labor	is readily available	3.65 Survey [0..10]	56
Finance skills	are readily available	4.96 Survey [0..10]	57
International experience	of senior managers is generally significant	4.54 Survey [0..10]	58
Competent senior managers	are readily available	4.51 Survey [0..10]	50
▷ Primary and secondary education	meets the needs of a competitive economy	2.89 Survey [0..10]	62
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.41 %	56
University education	meets the needs of a competitive economy	4.68 Survey [0..10]	58
Management education	meets the needs of the business community	5.49 Survey [0..10]	52
Language skills	are meeting the needs of enterprises	5.22 Survey [0..10]	50
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.60 number	52
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-



# SPAIN

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	38
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,987 US\$	32
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.21 ratio	17
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.55 ratio	21
Apprenticeships	are sufficiently implemented	5.08 Survey [0..10]	35
Employee training	is a high priority in companies	5.69 Survey [0..10]	40
▶ Female labor force	Percentage of total labor force	47.22 %	18
Health infrastructure	meets the needs of society	7.18 Survey [0..10]	19

### Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	75.03 index	37
▷ Attracting and retaining talents	is a priority in companies	6.42 Survey [0..10]	46
Worker motivation	in companies is high	5.29 Survey [0..10]	44
Brain drain	does not hinder competitiveness in your economy	4.41 Survey [0..10]	40
▶ Quality of life	is high	8.27 Survey [0..10]	13
Foreign highly skilled personnel	are attracted to your country's business environment	6.25 Survey [0..10]	18
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	8.74 %	44
▷ Justice	is fairly administered	4.79 Survey [0..10]	46
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.77 micrograms	17
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,228.56 US\$	16

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	0.91 %	47
Skilled labor	is readily available	4.79 Survey [0..10]	43
▷ Finance skills	are readily available	5.61 Survey [0..10]	46
International experience	of senior managers is generally significant	5.63 Survey [0..10]	31
Competent senior managers	are readily available	5.35 Survey [0..10]	38
Primary and secondary education	meets the needs of a competitive economy	5.79 Survey [0..10]	41
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.81 %	43
University education	meets the needs of a competitive economy	5.96 Survey [0..10]	40
Management education	meets the needs of the business community	6.71 Survey [0..10]	28
▷ Language skills	are meeting the needs of enterprises	5.17 Survey [0..10]	52
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.74 number	44
Educational assessment - PISA	PISA survey of 15-year olds	492 Average	27



# SWEDEN

- Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)

Rank 2023

10

Overall

9

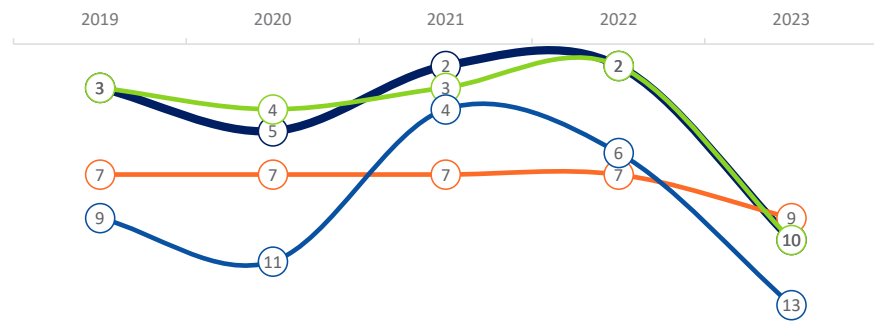
Investment &amp; Development

10

Appeal

13

Readiness



### Investment & Development

		Value	2023 Rank
► Total public expenditure on education	Percentage of GDP	6.7 %	5
► Total public exp. on education per student	Spending per enrolled pupil/student, all levels	13,702 US\$	8
	Pupil-teacher ratio (primary education)	13.04 ratio	25
	Pupil-teacher ratio (secondary education)	12.34 ratio	36
▷ Apprenticeships	are sufficiently implemented	5.21 Survey [0..10]	31
► Employee training	is a high priority in companies	7.14 Survey [0..10]	9
	Female labor force	47.11 %	19
	Health infrastructure	6.51 Survey [0..10]	26

### Appeal

		Value	2023 Rank
	Cost-of-living index	73.80 index	35
	Attracting and retaining talents	7.52 Survey [0..10]	19
	Worker motivation	6.86 Survey [0..10]	15
► Brain drain	does not hinder competitiveness in your economy	6.98 Survey [0..10]	7
	Quality of life	7.97 Survey [0..10]	18
	Foreign highly skilled personnel	5.71 Survey [0..10]	29
	Remuneration of management	208,113 US\$	18
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.32 %	58
	Justice	7.90 Survey [0..10]	12
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.70 micrograms	3
	Statutory minimum wage	- US\$	-

### Readiness

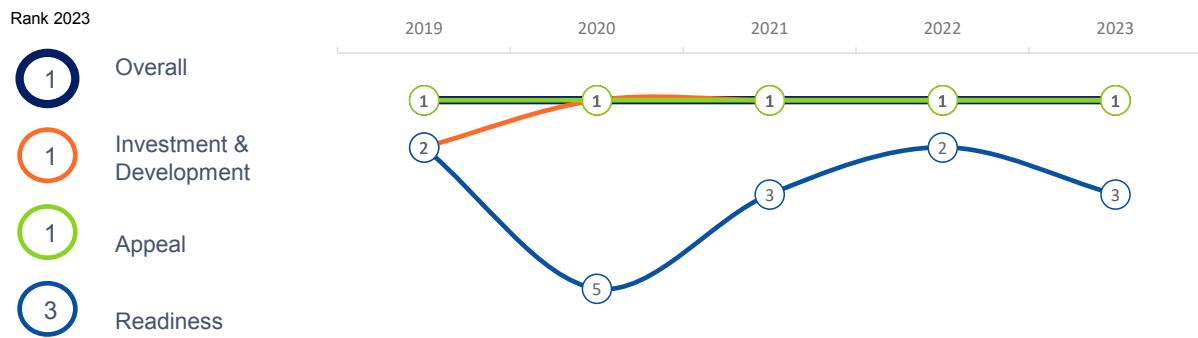
		Value	2023 Rank
▷ Labor force growth	Percentage change	1.59 %	38
	Skilled labor	6.03 Survey [0..10]	22
	Finance skills	7.27 Survey [0..10]	10
	International experience	6.95 Survey [0..10]	14
	Competent senior managers	6.73 Survey [0..10]	11
	Primary and secondary education	6.83 Survey [0..10]	23
	Graduates in Sciences	27.01 %	19
	University education	7.40 Survey [0..10]	14
	Management education	7.21 Survey [0..10]	15
	Language skills	7.97 Survey [0..10]	11
	Student mobility inbound	3.08 number	29
	Educational assessment - PISA	503 Average	15



# SWITZERLAND

► Overall top strengths  
▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.7 %	14
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	26,286 US\$	2
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.92 ratio	37
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.89 ratio	32
► Apprenticeships	are sufficiently implemented	8.64 Survey [0..10]	1
Employee training	is a high priority in companies	7.52 Survey [0..10]	4
Female labor force	Percentage of total labor force	46.86 %	26
Health infrastructure	meets the needs of society	8.59 Survey [0..10]	1

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	107.34 index	60
Attracting and retaining talents	is a priority in companies	7.86 Survey [0..10]	11
Worker motivation	in companies is high	7.60 Survey [0..10]	2
Brain drain	does not hinder competitiveness in your economy	7.92 Survey [0..10]	1
Quality of life	is high	9.64 Survey [0..10]	1
► Foreign highly skilled personnel	are attracted to your country's business environment	9.06 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	8.68 %	43
Justice	is fairly administered	8.58 Survey [0..10]	3
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.16 micrograms	14
► Statutory minimum wage	Statutory gross monthly minimum wage	4,221.01 US\$	1

### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	0.04 %	53
Skilled labor	is readily available	6.07 Survey [0..10]	20
Finance skills	are readily available	7.85 Survey [0..10]	1
► International experience	of senior managers is generally significant	8.01 Survey [0..10]	1
Competent senior managers	are readily available	6.75 Survey [0..10]	9
Primary and secondary education	meets the needs of a competitive economy	8.64 Survey [0..10]	1
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.17 %	27
University education	meets the needs of a competitive economy	8.90 Survey [0..10]	1
Management education	meets the needs of the business community	8.58 Survey [0..10]	1
Language skills	are meeting the needs of enterprises	8.68 Survey [0..10]	3
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	6.74 number	10
Educational assessment - PISA	PISA survey of 15-year olds	498 Average	21



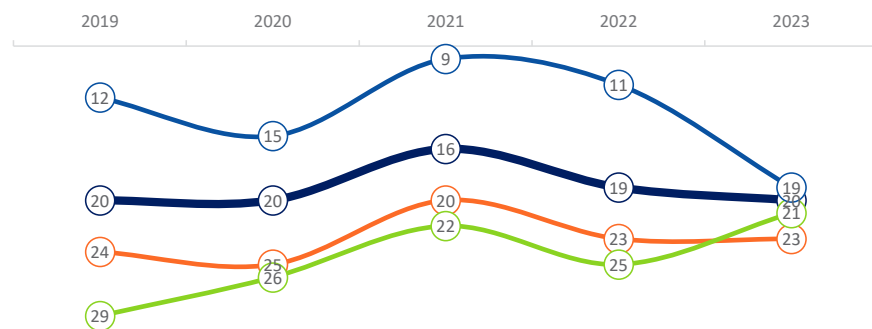


# TAIWAN, CHINA

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)

Rank 2023



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	3.5 %	52
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,540 US\$	31
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.10 ratio	15
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.80 ratio	30
Apprenticeships	are sufficiently implemented	6.29 Survey [0..10]	11
▶ Employee training	is a high priority in companies	7.21 Survey [0..10]	7
Female labor force	Percentage of total labor force	44.70 %	40
▶ Health infrastructure	meets the needs of society	8.58 Survey [0..10]	2

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	83.02 index	48
Attracting and retaining talents	is a priority in companies	7.27 Survey [0..10]	25
▶ Worker motivation	in companies is high	7.49 Survey [0..10]	4
▷ Brain drain	does not hinder competitiveness in your economy	4.11 Survey [0..10]	41
Quality of life	is high	7.81 Survey [0..10]	21
▷ Foreign highly skilled personnel	are attracted to your country's business environment	4.72 Survey [0..10]	44
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	2.44 %	15
Justice	is fairly administered	6.50 Survey [0..10]	27
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.10 micrograms	28
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

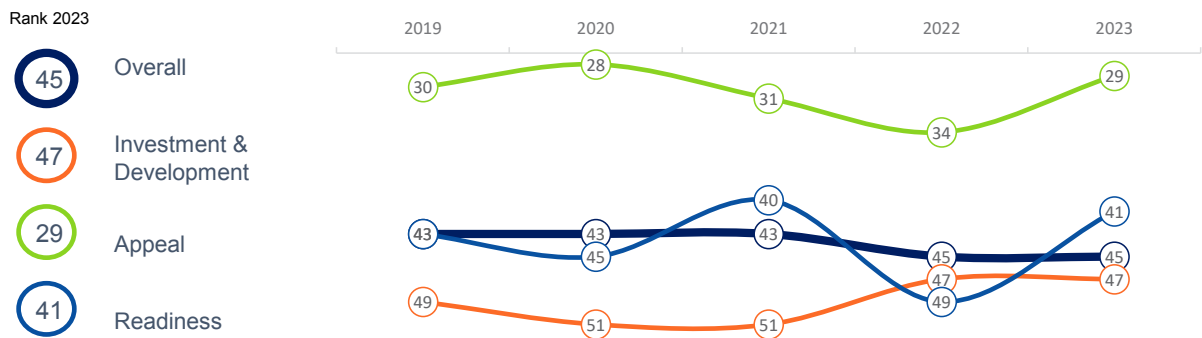
### Readiness

		Value	2023 Rank
▷ Labor force growth	Percentage change	-0.55 %	59
Skilled labor	is readily available	5.83 Survey [0..10]	29
Finance skills	are readily available	6.74 Survey [0..10]	20
International experience	of senior managers is generally significant	5.35 Survey [0..10]	40
Competent senior managers	are readily available	5.93 Survey [0..10]	26
Primary and secondary education	meets the needs of a competitive economy	7.14 Survey [0..10]	16
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	31.46 %	7
University education	meets the needs of a competitive economy	7.26 Survey [0..10]	20
Management education	meets the needs of the business community	7.28 Survey [0..10]	12
Language skills	are meeting the needs of enterprises	6.15 Survey [0..10]	41
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.86 number	26
▶ Educational assessment - PISA	PISA survey of 15-year olds	516 Average	8

# THAILAND

## OVERALL PERFORMANCE (64 countries)

- Overall top strengths  
▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	3.6 %	51
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,600 US\$	52
	Pupil-teacher ratio (primary education)	14.37 ratio	32
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	22.86 ratio	58
	Apprenticeships	are sufficiently implemented	5.77 Survey [0..10] 21
	Employee training	is a high priority in companies	6.67 Survey [0..10] 20
	Female labor force	Percentage of total labor force	46.32 % 32
► Health infrastructure	meets the needs of society	7.91 Survey [0..10]	8

### Appeal

		Value	2023 Rank
	Cost-of-living index	Index of a basket of goods & services in the main city	71.72 index 31
	Attracting and retaining talents	is a priority in companies	7.26 Survey [0..10] 26
► Worker motivation	in companies is high	6.79 Survey [0..10]	17
	Brain drain	does not hinder competitiveness in your economy	5.67 Survey [0..10] 23
	Quality of life	is high	6.98 Survey [0..10] 32
	Foreign highly skilled personnel	are attracted to your country's business environment	6.16 Survey [0..10] 19
	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	1.83 %	12
	Justice	is fairly administered	5.91 Survey [0..10] 34
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	30.83 micrograms	56
	Statutory minimum wage	Statutory gross monthly minimum wage	248.42 US\$ 38

### Readiness

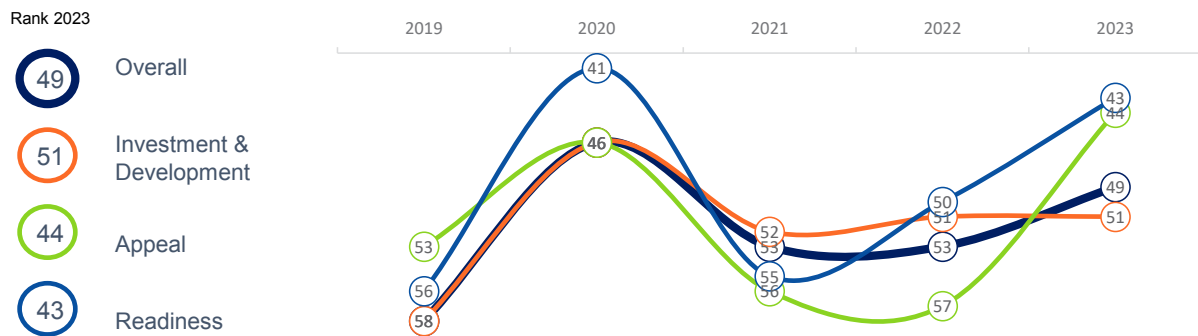
		Value	2023 Rank
► Labor force growth	Percentage change	3.11 %	17
	Skilled labor	is readily available	6.00 Survey [0..10] 24
	Finance skills	are readily available	6.23 Survey [0..10] 33
	International experience	of senior managers is generally significant	5.98 Survey [0..10] 23
	Competent senior managers	are readily available	6.24 Survey [0..10] 23
	Primary and secondary education	meets the needs of a competitive economy	6.26 Survey [0..10] 32
	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.06 % 38
	University education	meets the needs of a competitive economy	6.34 Survey [0..10] 33
► Management education	meets the needs of the business community	7.07 Survey [0..10]	19
	Language skills	are meeting the needs of enterprises	5.38 Survey [0..10] 47
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.38 number	54
	Educational assessment - PISA	PISA survey of 15-year olds	412 Average 49



# TURKEY

- ▶ Overall top strengths
- ▷ Overall top weaknesses

## OVERALL PERFORMANCE (64 countries)



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	35
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,474 US\$	54
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	17.07 ratio	46
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.93 ratio	42
Apprenticeships	are sufficiently implemented	4.82 Survey [0..10]	46
Employee training	is a high priority in companies	5.39 Survey [0..10]	48
▷ Female labor force	Percentage of total labor force	33.97 %	57
▶ Health infrastructure	meets the needs of society	6.29 Survey [0..10]	30

### Appeal

		Value	2023 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city	43.55 index	1
Attracting and retaining talents	is a priority in companies	6.16 Survey [0..10]	51
Worker motivation	in companies is high	5.22 Survey [0..10]	48
Brain drain	does not hinder competitiveness in your economy	3.33 Survey [0..10]	53
▷ Quality of life	is high	4.49 Survey [0..10]	55
Foreign highly skilled personnel	are attracted to your country's business environment	4.00 Survey [0..10]	51
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	3.03 %	23
Justice	is fairly administered	3.39 Survey [0..10]	54
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	22.55 micrograms	50
Statutory minimum wage	Statutory gross monthly minimum wage	390.47 US\$	31

### Readiness

		Value	2023 Rank
▶ Labor force growth	Percentage change	4.59 %	7
▶ Skilled labor	is readily available	6.16 Survey [0..10]	18
Finance skills	are readily available	6.37 Survey [0..10]	30
International experience	of senior managers is generally significant	4.82 Survey [0..10]	52
Competent senior managers	are readily available	5.63 Survey [0..10]	33
Primary and secondary education	meets the needs of a competitive economy	4.61 Survey [0..10]	53
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.21 %	59
▷ University education	meets the needs of a competitive economy	4.69 Survey [0..10]	57
Management education	meets the needs of the business community	5.55 Survey [0..10]	48
Language skills	are meeting the needs of enterprises	5.14 Survey [0..10]	53
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.21 number	38
Educational assessment - PISA	PISA survey of 15-year olds	462 Average	38

## OVERALL PERFORMANCE (64 countries)

► Overall top strengths  
▷ Overall top weaknesses

Rank 2023

22

Overall

48

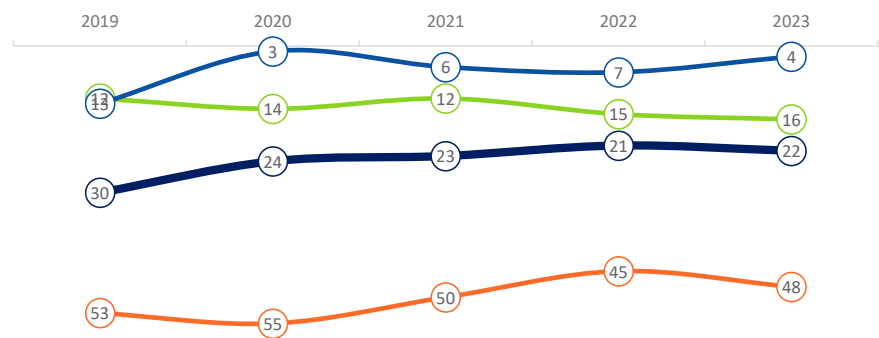
Investment &amp; Development

16

Appeal

4

Readiness



## Investment &amp; Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	3.9 %	48
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,441 US\$	27
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.76 ratio	54
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.59 ratio	11
Apprenticeships	are sufficiently implemented	5.07 Survey [0..10]	36
Employee training	is a high priority in companies	5.67 Survey [0..10]	44
▷ Female labor force	Percentage of total labor force	26.08 %	60
Health infrastructure	meets the needs of society	7.86 Survey [0..10]	9

## Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	82.20 index	47
Attracting and retaining talents	is a priority in companies	6.47 Survey [0..10]	43
Worker motivation	in companies is high	6.25 Survey [0..10]	27
Brain drain	does not hinder competitiveness in your economy	6.68 Survey [0..10]	12
Quality of life	is high	8.44 Survey [0..10]	9
► Foreign highly skilled personnel	are attracted to your country's business environment	7.77 Survey [0..10]	3
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	7.04 Survey [0..10]	24
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	36.13 micrograms	59
Statutory minimum wage	Statutory gross monthly minimum wage	- US\$	-

## Readiness

		Value	2023 Rank
Labor force growth	Percentage change	2.45 %	22
Skilled labor	is readily available	6.49 Survey [0..10]	11
Finance skills	are readily available	7.15 Survey [0..10]	11
► International experience	of senior managers is generally significant	7.38 Survey [0..10]	4
► Competent senior managers	are readily available	7.01 Survey [0..10]	4
Primary and secondary education	meets the needs of a competitive economy	7.40 Survey [0..10]	14
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	33.15 %	6
University education	meets the needs of a competitive economy	6.49 Survey [0..10]	30
Management education	meets the needs of the business community	6.16 Survey [0..10]	39
Language skills	are meeting the needs of enterprises	8.38 Survey [0..10]	8
► Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	23.27 number	1
Educational assessment - PISA	PISA survey of 15-year olds	433 Average	42



# UNITED KINGDOM

OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses

Rank 2023

35

Overall

43

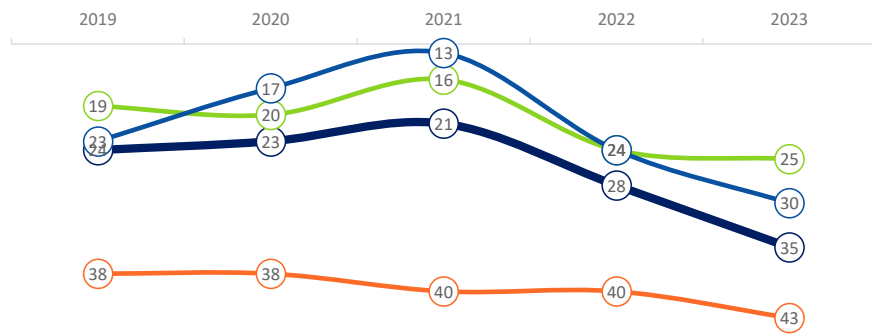
Investment & Development

25

Appeal

30

Readiness



## Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	5.4 %	21
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,810 US\$	21
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	19.22 ratio	55
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	17.60 ratio	54
Apprenticeships	are sufficiently implemented	4.38 Survey [0..10]	50
Employee training	is a high priority in companies	5.20 Survey [0..10]	50
▶ Female labor force	Percentage of total labor force	47.65 %	11
Health infrastructure	meets the needs of society	4.68 Survey [0..10]	45

## Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	90.98 index	52
Attracting and retaining talents	is a priority in companies	6.83 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	4.98 Survey [0..10]	31
Quality of life	is high	6.58 Survey [0..10]	37
Foreign highly skilled personnel	are attracted to your country's business environment	5.72 Survey [0..10]	28
▶ 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	10.14 %	50
Justice	is fairly administered	6.98 Survey [0..10]	25
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.84 micrograms	18
▶ Statutory minimum wage	Statutory gross monthly minimum wage	1,940.40 US\$	6

## Readiness

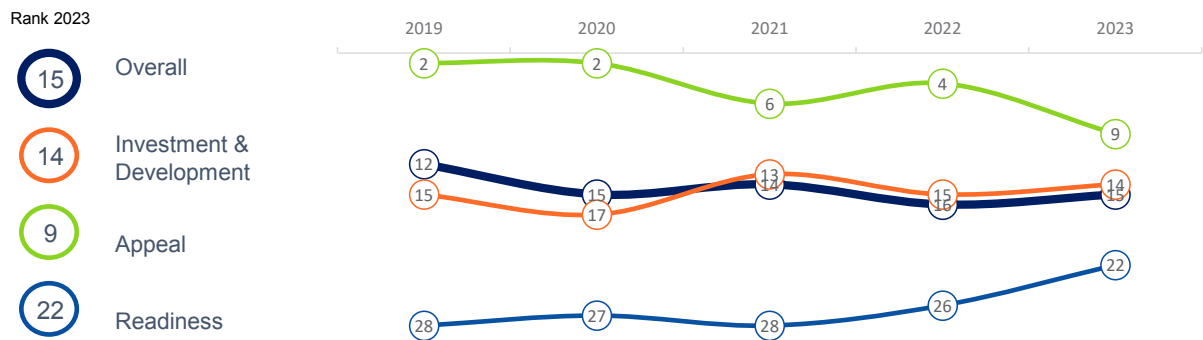
		Value	2023 Rank
▷ Labor force growth	Percentage change	0.22 %	52
Skilled labor	is readily available	5.35 Survey [0..10]	32
Finance skills	are readily available	6.92 Survey [0..10]	14
International experience	of senior managers is generally significant	5.45 Survey [0..10]	37
Competent senior managers	are readily available	5.91 Survey [0..10]	27
Primary and secondary education	meets the needs of a competitive economy	6.00 Survey [0..10]	34
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.75 %	35
University education	meets the needs of a competitive economy	6.37 Survey [0..10]	32
Management education	meets the needs of the business community	5.91 Survey [0..10]	42
▷ Language skills	are meeting the needs of enterprises	5.05 Survey [0..10]	54
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	8.21 number	8
▶ Educational assessment - PISA	PISA survey of 15-year olds	503 Average	13



# USA

## OVERALL PERFORMANCE (64 countries)

- ▶ Overall top strengths
- ▷ Overall top weaknesses



### Investment & Development

		Value	2023 Rank
Total public expenditure on education	Percentage of GDP	6.0 %	9
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	16,116 US\$	5
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.05 ratio	29
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	15.14 ratio	50
Apprenticeships	are sufficiently implemented	5.19 Survey [0..10]	32
Employee training	is a high priority in companies	6.40 Survey [0..10]	28
Female labor force	Percentage of total labor force	46.79 %	27
Health infrastructure	meets the needs of society	5.94 Survey [0..10]	35

### Appeal

		Value	2023 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	100.00 index	58
Attracting and retaining talents	is a priority in companies	7.21 Survey [0..10]	28
Worker motivation	in companies is high	6.26 Survey [0..10]	26
▶ Brain drain	does not hinder competitiveness in your economy	7.35 Survey [0..10]	4
Quality of life	is high	7.44 Survey [0..10]	28
▶ Foreign highly skilled personnel	are attracted to your country's business environment	7.72 Survey [0..10]	4
▶ 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	11.04 %	53
Justice	is fairly administered	6.40 Survey [0..10]	28
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	7.84 micrograms	8
Statutory minimum wage	Statutory gross monthly minimum wage	1,256.67 US\$	15

### Readiness

		Value	2023 Rank
Labor force growth	Percentage change	1.91 %	29
Skilled labor	is readily available	6.49 Survey [0..10]	12
Finance skills	are readily available	6.75 Survey [0..10]	19
International experience	of senior managers is generally significant	6.26 Survey [0..10]	17
Competent senior managers	are readily available	6.75 Survey [0..10]	10
Primary and secondary education	meets the needs of a competitive economy	6.60 Survey [0..10]	28
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.55 %	46
University education	meets the needs of a competitive economy	7.18 Survey [0..10]	22
Management education	meets the needs of the business community	7.38 Survey [0..10]	9
▷ Language skills	are meeting the needs of enterprises	6.32 Survey [0..10]	36
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.89 number	30
Educational assessment - PISA	PISA survey of 15-year olds	495 Average	24



# VENEZUELA

OVERALL PERFORMANCE (64 countries)

► Overall top strengths  
▷ Overall top weaknesses

Rank 2023

62

Overall

60

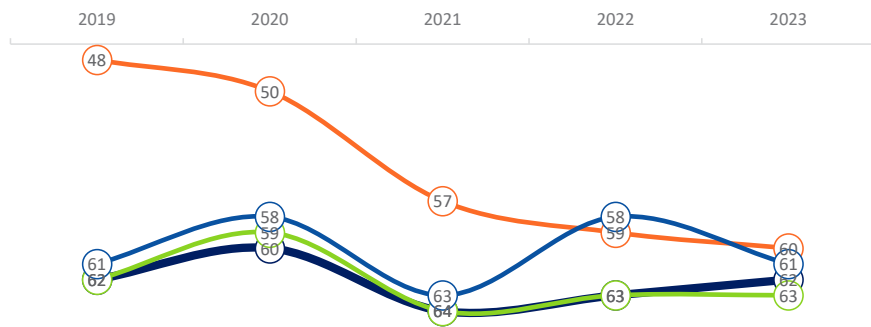
Investment & Development

63

Appeal

61

Readiness



## Investment & Development

		Value	2023 Rank
▷ Total public expenditure on education	Percentage of GDP	1.5 %	64
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	4.21 Survey [0..10]	56
Employee training	is a high priority in companies	4.98 Survey [0..10]	58
Female labor force	Percentage of total labor force	39.31 %	53
▷ Health infrastructure	meets the needs of society	1.33 Survey [0..10]	64

## Appeal

		Value	2023 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	- index	-
Attracting and retaining talents	is a priority in companies	6.18 Survey [0..10]	50
Worker motivation	in companies is high	4.46 Survey [0..10]	59
Brain drain	does not hinder competitiveness in your economy	1.86 Survey [0..10]	63
▷ Quality of life	is high	1.86 Survey [0..10]	64
Foreign highly skilled personnel	are attracted to your country's business environment	1.65 Survey [0..10]	64
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	0.84 Survey [0..10]	64
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.53 micrograms	40
Statutory minimum wage	Statutory gross monthly minimum wage	18.76 US\$	50

## Readiness

		Value	2023 Rank
Labor force growth	Percentage change	-2.31 %	63
Skilled labor	is readily available	4.25 Survey [0..10]	52
Finance skills	are readily available	4.35 Survey [0..10]	61
International experience	of senior managers is generally significant	4.25 Survey [0..10]	60
Competent senior managers	are readily available	3.65 Survey [0..10]	61
▷ Primary and secondary education	meets the needs of a competitive economy	2.18 Survey [0..10]	64
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	4.04 Survey [0..10]	60
Management education	meets the needs of the business community	4.77 Survey [0..10]	59
Language skills	are meeting the needs of enterprises	2.84 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	-

# 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 (3x33.3 ~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.



## 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.

## 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.

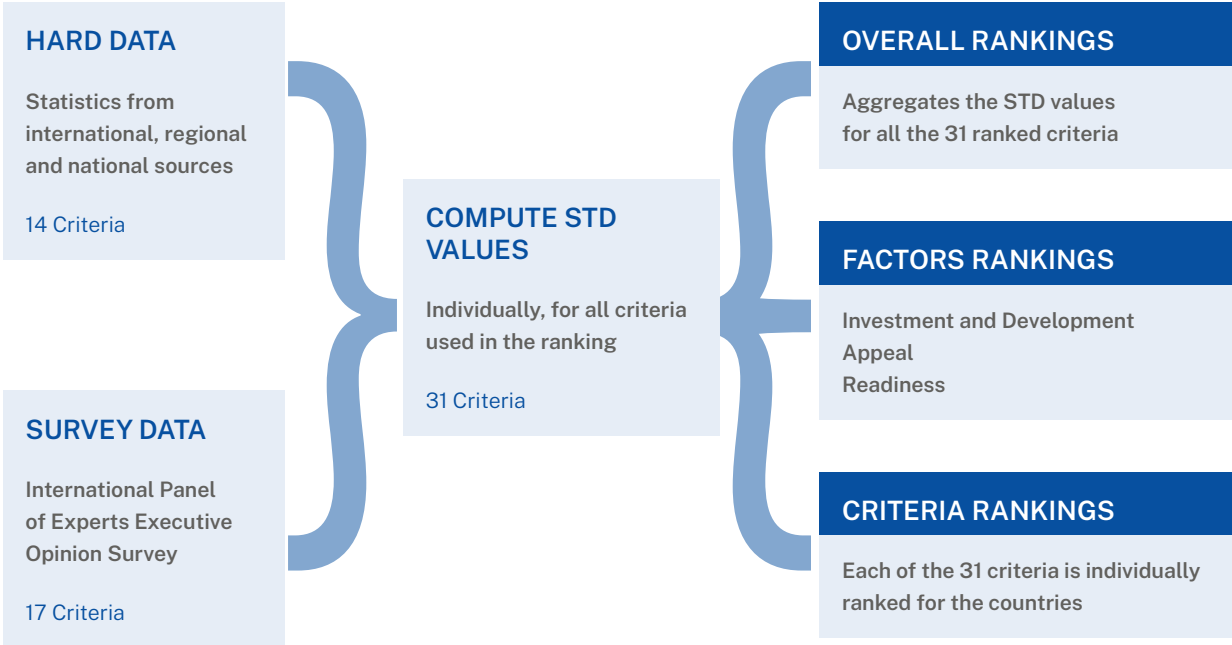
We employ this methodology to rank the countries' evolution in talent aspects from 2013 onward. However, there are some caveats. For certain years, our sample varies according to the evolution of the IMD World Competitiveness Yearbook. That is to say, some countries appear in the talent ranking only for the years since they became part of the Yearbook. For example, talent rankings for Mongolia are available from 2015 onward and Cyprus and Saudi Arabia are available only from 2017. 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 (2019-2023)

Years	2019	2020	2021	2022	2023
Countries	63	63	63	63	64

**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 talents	Attracting and retaining talents 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 metre

## 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 :

IMD World Competitiveness Center's Executive Opinion Survey 2023.

Which was conducted from mid-February to early May 2023, with a total number of 6'031 respondents.

## Background Criteria

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**0.0.1 [B] Exchange Rate**  
IMF International Financial Statistics February 2023  
National sources

Period average.

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**0.0.2 [B] Population - market size**  
IMF World Economic Outlook April 2023  
National sources

Mid-year estimates. 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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**0.0.3 [B] GDP per capita**  
OECD Main Economic Indicators 2023 -complete database  
National sources

Provisional data or estimates for most recent year. Malaysia: Data for 2022 is sum of 4 quarters. Taiwan, China: Data 2020 and 2021 are revised according to the annual revisions released by DGBAS in November 2022, then data 2022 is the latest preliminary estimate in February 2023.

## Factor 1: Investment & Development

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**1.01 Total public expenditure on education**  
IMF Government Finance Statistics 2023  
Eurostat March 2023  
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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**1.02 Total public exp. on education per student**  
IMF Government Finance Statistics  
Eurostat March 2023  
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 2023

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 2023

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 2023 -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.

## Factor 2: Appeal

2.01	<p><b>Cost-of-living index</b> MERCER Cost of Living Survey 2022</p>
	<p>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 expens</p>
2.07 [7]	<p><b>Remuneration in services professions</b> UBS Prices and Earnings 2018 National sources</p> <p>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. roduct 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.</p>
2.08 [4]	<p><b>Remuneration of management</b> HCM International Ltd, April 2021 National sources</p> <p>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).</p>
2.09	<p><b>Collected personal income tax</b> OECD "Revenue Statistics: Comparative tables", OECD Tax Statistics 2023 (database) IMF Government Finance Statistics 2023 National sources</p>
	<p>Personal income taxes paid to general government. Russia: break in series in 2005 and 2007. Singapore: financial year</p>
2.11	<p><b>Exposure to particle pollution</b> OECD "Green growth indicators", OECD Environment Statistics 2022 (database) National sources</p> <p>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.</p>

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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, Turkey, 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.

### **Factor 3: Readiness**

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**3.01**      **Labor force growth**  
OECD Main Economic Indicators 2023 - 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: 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.

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**3.07**      **Graduates in Sciences**  
UNESCO  
National sources

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. Thailand : 2020 data have been used in 2019.

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**3.12 [3]**      **Educational assessment - PISA**  
PISA 2018 (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-yearold 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. Hong Kong (China), Netherlands, Portugal and United States: Data did not meet the PISA technical standards but were accepted as largely comparable. China: limited regions (B-S-J-Z); the municipalities of Beijing and Shanghai and the provinces of Jiangsu and Zhejiang participated.

## **About the Institute for Management Development (IMD)**

IMD is an independent academic institution with Swiss roots and global reach, founded almost 75 years ago by business leaders for business leaders. Since its creation, IMD has been a pioneering force in developing leaders who transform organizations and contribute to society.

Based in Lausanne (Switzerland) and Singapore, IMD has been ranked in the Top 3 of the FT's annual Executive Education Global Ranking for the last nine consecutive years and in the top five for 17 consecutive years. Our MBA and EMBA programs have repeatedly been singled out among the best in Europe and the world.

We believe that this consistency at the forefront of our industry is grounded in IMD's unique approach to creating "Real Learning. Real Impact". Led by an expert and diverse faculty, we strive to be the trusted learning partner of choice for ambitious individuals and organizations worldwide. Challenging what is and inspiring what could be.

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