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## Periodical Part

## IMD world talent ranking. 2022

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IMD WORLD  
TALENT  
RANKING

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**2022**



December 2022

## IMD WORLD TALENT RANKING 2022

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# Preface

We are very pleased to present the ninth edition of the IMD World Talent Ranking (WTR). We are happy to be including Bahrain in this year's edition.

The 2022 WTR is being launched in a context of continuous worldwide disruptions. While the pandemic that brought a health and an economic crisis seems to have subsided in most parts of the world, the re-emergence of geopolitical risks has introduced fresh turmoil into the international system. The economic crisis is continuing in different parts of the world and the invasion of Ukraine by Russia puts geopolitical risk at the forefront of the minds – and therefore decision-making process – of politicians and businesspeople.

Over the course of the past two years, many of us have become accustomed to the prevalence of terms such as 'remote working' and 'home office'; but suddenly companies seem to be reevaluating their policies regarding teleworking.

The 2022 WTR highlights that today's most talent-competitive economies possess the ability to develop and retain their home-grown skilled labor while providing an environment that attracts foreign skilled labor and retains both domestic and international talent.

In addition, now that we can compare our 2019 findings with those of 2022, we find pre- and post-pandemic patterns with respect to brain drain. These suggest that COVID-19 has had a profound impact on skilled individuals' decisions to leave a particular country. Faced with this crippling of talent's mobility, the economies that subsequently strengthened their quality of life as well as their commitment to environmental issues managed to boost their appeal which benefitted their talent competitiveness.

The total number of economies that the 2022 WTR assesses is 63; two economies fewer than you may have expected. The reason behind this is that the reliability of the data collected for Russia and Ukraine was limited and therefore these two economies have not been included in this year's edition.

We are eternally grateful to our many stakeholders for the support and assistance they provide: our global network of partner institutes, the IMD alumni community and our executive opinion formers who, together, offer crucial data and insights in order to complete not just our Talent Ranking, but our entire yearly offering.



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# The IMD World Competitiveness Center

For more than thirty years, the IMD World Competitiveness Center has pioneered research on how countries and companies compete to lay the foundations for sustainable value creation. The competitiveness of nations is probably one of the most significant developments in modern management and IMD is committed to leading the field. The World Competitiveness Center conducts its mission in cooperation with a network of 56 Partner Institutes worldwide to provide the government, business and academic communities with the following services:

- > Competitiveness Special Reports
- > Competitiveness Prognostic Reports
- > Workshops/Mega Dives on competitiveness
- > IMD World Competitiveness Yearbook
- > IMD World Digital Competitiveness Ranking
- > IMD World Talent Ranking

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We also have the privilege of collaborating with a unique network of Partner Institutes, and other organizations, which guarantees the relevance of the data gathered.

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## 1. Introduction

The IMD World Talent Ranking (WTR) evaluates the capacity of an economy to develop the skills and competences of its domestic talent and, at the same time, to appeal to the international talent pool so it satisfies the local market's employment demand and enhances its overall competitiveness.

The WTR studies 63 economies by quantifying 31 criteria that are allocated to one of three factors: The Investment & Development factor considers the domestic resources committed to cultivate homegrown talent. The Appeal factor evaluates the ability to attract and retain talent from both the international and domestic markets. And the Readiness factor quantifies the quality of the available skills and competences in the talent pool.

The ninth edition of the WTR is launched in the context of continuous worldwide disruptions. While the pandemic that brought a health and an economic crisis seems to have subsided, the re-emergence of geopolitical risks has introduced further turmoil to the international system.

During the pandemic, economies that had the technological infrastructure to allow part of the labor force to

work remotely fared more effectively in their responses to lockdowns. Of course, the disruptions originating from travelling restrictions and economy-wide lockdowns affected the flows (inward and outward) of skilled employees. It was expected that skilled labor would not necessarily leave their country of origin. Remote working, however, enabled skilled talent to work from different parts of the world, which allowed for a relatively sustainable access to talent. By contrast, this year we observe a shift away from working remotely because many companies are thinking twice about distance work, expecting employees to return to the workplace. How will this affect the brain drain that affected different economies in the pre-pandemic world?

In section two we will study the overall regional trends for talent competitiveness, comparing strengths with areas for improvement around the world. Section three will narrow the analysis by outlining the talent competitiveness landscape for the ten highest-ranked economies. In section four, we explore talent mobility by comparing relevant criteria for the pre-pandemic year (2019) and post pandemic 2022. Section five concludes.

## 2. Regional trends

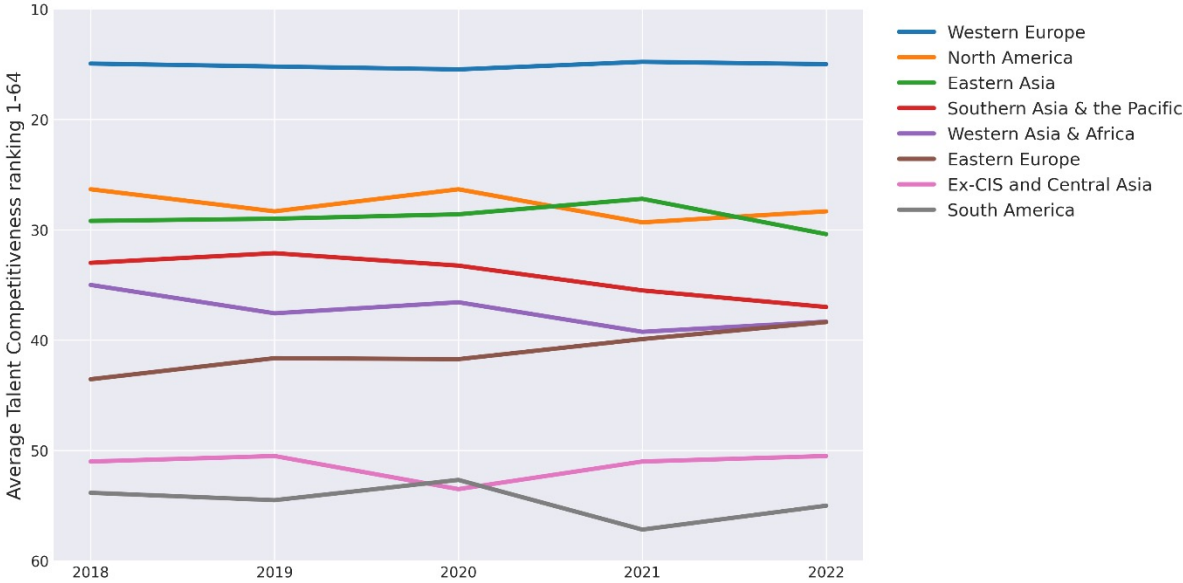
### Last five years

**Figure 1** depicts the evolution of regional trends for the last five years (2018-2022). During that period, Western European economies have dominated the WTR, exhibiting a very different trajectory to that of North American economies. The latter experience a slight increase this year, exchanging second place with Eastern Asia which experienced a decline. Conversely Ex-CIS & Central Europe together with South America still lag behind with respect to other regions across the world; they struggle to sustain favorable conditions for talent retention and attraction.

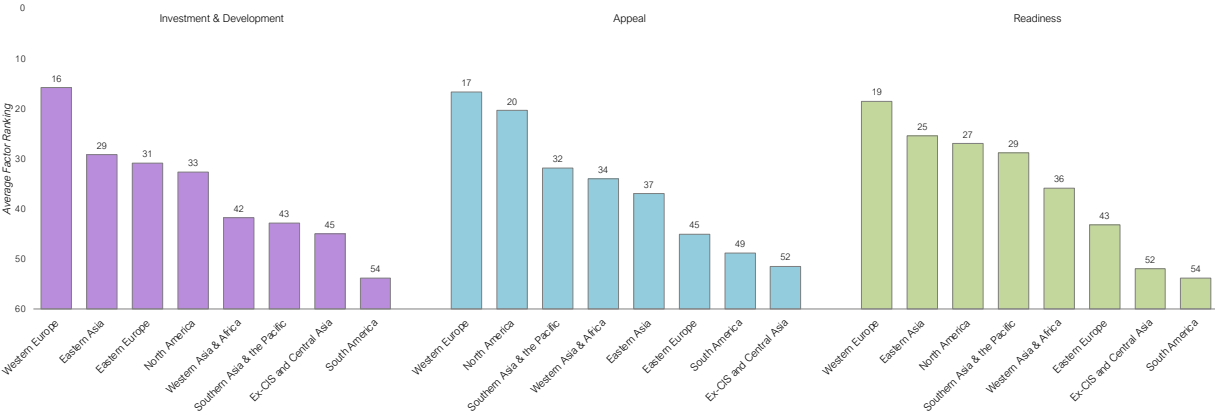
### 2022

**Figure 2** details the prevailing strength of Western European across all three factors. Eastern Asian economies follow in the Investment & Development and Readiness factors, showcasing the importance that these economies place on education and the development of local talent. The performance of Eastern Asia, in addition, benefits from a solid alignment between the talent needs of the private sector (Readiness) and the talent provided by the educational system of the countries in the area (Investment & Development). North America takes second place in the Appeal factor,

**Figure 1:** Evolution of average talent performance between 2018 and 2022 by subregion. Source: IMD (2022)



**Figure 2:** Average talent competitiveness factor ranking by region in 2022. Source: IMD (2022)



outlining the attractiveness of the USA and Canada for the international talent pool of highly skilled professionals that the region manages to retain.

The weaknesses we have discussed in previous editions of the WTR with respect to the performances of Eastern Europe and Southern Asia & the Pacific remain: Eastern European economies place a strong emphasis on education and the development of local talent (in the Investment & Development factor, it was third out of eight subregions). However, they are not able to retain that talent nor to appeal to the international talent pool for their talent needs (hence: Appeal factor, sixth; Readiness factor, sixth).

By comparison, the Southern Asia & the Pacific subregion performs below average in the development of local talent (Investment & Development factor, sixth). The

fact that the subregion manages to attract highly skilled talent from the international talent pool (Appeal, third) safeguards the skills and competences that are needed in the local job market of these economies (Readiness, fourth). Both subregions (Eastern Europe and Southern Asia & the Pacific), however, fail to balance developing and retaining their domestic talent with enticing an international talent pool. Being able to do so is a huge enable for talent competitive regions.

South America and Ex-CIS & Central Europe show the lowest performances Overall and across the three factors. The former has particularly difficult issues in terms of its local talent development and the readiness of its talent pool (Investment & Development, eighth; Readiness, eighth) while the latter fails to attract overseas talent to support its economies (Appeal, eighth).



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

The overall results of the 2022 WTR show a fair degree of year-to-year stability among the top 10 economies, with six out of 10 remaining in the same position. The results also highlighted the talent prowess of the Nordic countries, which occupy every place from second to sixth.

Switzerland remains in the top spot followed – in descending order – by Sweden, Iceland, Norway, Denmark then Finland. Luxembourg drops to seventh place, while Austria falls to eighth. The Netherlands and Germany remain in ninth and 10<sup>th</sup> position, respectively.

**Switzerland** performs robustly across all factors, ranking first in Investment & Development and in Appeal, and second in Readiness. At the indicator level, there are strengths across the board. The country reaches first place in several criteria including the effective implementation of apprenticeships, attracting foreign highly skilled personnel and the availability of finance skills and of managers with international experience. Switzerland ranks second in the prioritization of employee training by the private sector, the level of motivation of the labor force and the availability of language skills. There is, however, room for improvement which would enable the country to sustain its talent competitiveness; the quality of education as measured by pupil-teacher ratio remains relatively low, with the economy ranking 36<sup>th</sup> in the primary school indicator and 32<sup>nd</sup> in the secondary school one. In the female labor force (as a percentage of the total labor force) indicator, the country ranks 26<sup>th</sup> and in that of graduates in science, 28<sup>th</sup>. Despite ranking fourth in quality of life, in a related criterion – exposure to particle pollution – Switzerland ranks 15<sup>th</sup>.

**Sweden** remains in second spot by performing strongly in Appeal (second) and to a lesser extent in Readiness (sixth) and Investment & Development (seventh). It reaches its highest rank at the criteria level in the impact of brain drain and in the exposure to particle pollution, placing second in both. Other areas of strength are the availability of language skills and of competent senior managers (third in both). While in its fairness of the administration of justice Sweden ranks fourth, it reaches fifth position in the prioritization that its private sector assigns to talent attraction and retention, and in total public expenditure on education. Similarly to Switzerland, the country's position in quality of education is relatively low, ranking 23<sup>rd</sup> in the primary-school indicator and 35<sup>th</sup> in the secondary school one. The effective implementation of apprenticeship and the health infrastructure as well as attracting foreign highly skilled staff show a relatively low performance ranking 19<sup>th</sup>, 16<sup>th</sup> and 17<sup>th</sup>, respectively. Other areas of improvement include graduates in sciences (20<sup>th</sup>) and student

mobility inbound (foreign tertiary-level students per 1,000 inhabitants, 29<sup>th</sup>).

**Iceland** moves up to third position (from seventh) mainly due to its performance in the Investment & Development (fourth) and in Appeal (eighth). It ranks 13<sup>th</sup> in the Readiness factor. Iceland's strengths include total public expenditure on education (fourth) and expenditure per student (third) as well as the availability of skilled labor and finance skills (third in both) and the quality of life (third). In the effectiveness of university education and the availability of language skills, it ranks fourth. It also performs well in the pollution indicator (fifth), the level of worker motivation and the impact of brain drain (sixth in both). Among Iceland's weaknesses are the implementation of apprenticeships (42<sup>nd</sup>), the prioritization of employee training (35<sup>th</sup>) and the female labor force (31<sup>st</sup>). The impact of the relatively low performance in attracting highly skilled staff (34<sup>th</sup>) is felt in the availability of managers with international experience (35<sup>th</sup>). In the PISA assessment (survey of 15-year-olds), Iceland ranks 30<sup>th</sup> and more problematic for the long-term talent competitiveness of the country, in graduate in sciences, it places at 53<sup>rd</sup>.

**Norway** remains in fourth position overall, ranking fifth in Investment & Development, ninth in Appeal and 14<sup>th</sup> in Readiness. At the indicator level, it ranks first in the availability of skilled labor, second in the availability of finance skills, fourth in the impact of brain drain and fifth in both the total public expenditure on education per student and the pupil-teacher ratio (primary education). Norway also performs well in the implementation of apprenticeships (sixth), in the prioritization of talent attraction and retention (seventh) and the level of worker motivation (eighth). Its performance could improve in the area of the female labor force and the availability of managers with international experience (21<sup>st</sup> in both) as well as in the PISA assessment (22<sup>nd</sup>), student mobility inbound (36<sup>th</sup>) and graduates in sciences (41<sup>st</sup>). In addition, a drop in the effectiveness of the health infrastructure (from 10<sup>th</sup> to 17<sup>th</sup>), may signal some issues of concern for the future.

**Denmark** also remains stable in fifth position. It ranks second in Investment & Development and eighth in Readiness but its performance in Appeal is relatively weaker at 17<sup>th</sup>. Its performance is robust in several indicators; it ranks first in the prioritization of employee training, the prioritization of talent attraction and retention, worker motivation, brain drain and the availability of competent senior managers. In the availability of skilled labor, Denmark ranks relatively well at 14<sup>th</sup>, but this represents a decline when compared to last year's fifth. Despite improving to the 34<sup>th</sup> spot (from 40<sup>th</sup>), the

country's ranking in the graduates in sciences indicator remains relatively deficient and, to a lesser extent, so does its performance in the pupil-teacher ratio for secondary school (27<sup>th</sup>).

**Finland** improves to the sixth spot from eighth, ranking 11<sup>th</sup> in Investment & Development, 11<sup>th</sup> in Appeal and moving up from fifth to fourth in the Readiness factor. Its overall improvement is due largely to its stronger performance in indicators including in worker motivation (fourth, up from 10<sup>th</sup>), quality of life (first, up from seventh) and the effectiveness of the health infrastructure (third, up from fourth). Its improvement is also supported by remaining in the top position in the justice, pollution and the effectiveness of primary and secondary education indicators, and among the top five places in the effectiveness of university education and management education (third in both). Finland's weaker performance is in attracting foreign highly skilled personnel (42<sup>nd</sup>), the quality of education (pupil-teacher ratio, 37<sup>th</sup> in secondary education and 24<sup>th</sup> in primary), student mobility inbound (22<sup>nd</sup>) and the availability of skilled labor (27<sup>th</sup>).

**Luxembourg** declines four places to seventh position dropping across all talent factors. In Investment & Development, it falls to third (from second), in Appeal to fifth (from second) and in Readiness to 25<sup>th</sup> (from 23<sup>rd</sup>). Under Investment & Development, Luxembourg experiences a sharp drop in the implementation of apprenticeships (26<sup>th</sup> from 15<sup>th</sup>) and the prioritization of employee training (29<sup>th</sup> from 11<sup>th</sup>). Within the Appeal factor, the significant declines are in worker motivation (27<sup>th</sup> from 13<sup>th</sup>), brain drain (23<sup>rd</sup> from 12<sup>th</sup>) and the fair administration of justice (21<sup>st</sup> from 10<sup>th</sup>). In the Readiness factor, the main declines are in availability of finance skills (32<sup>nd</sup> from 21<sup>st</sup>), availability of competent senior managers (45<sup>th</sup> from 37<sup>th</sup>), and in the effectiveness of university education (38<sup>th</sup> from 30<sup>th</sup>) and of management education (35<sup>th</sup> from 24<sup>th</sup>). Luxembourg's main strengths are in the total public expenditure on education per student (first), quality of education in primary school (third), attracting highly skilled staff (seventh) and the availability of language skills (sixth). Among its lowest performance are graduates in science (50<sup>th</sup>), female labor force and the availability of skilled labor (52<sup>nd</sup> in the latter two).

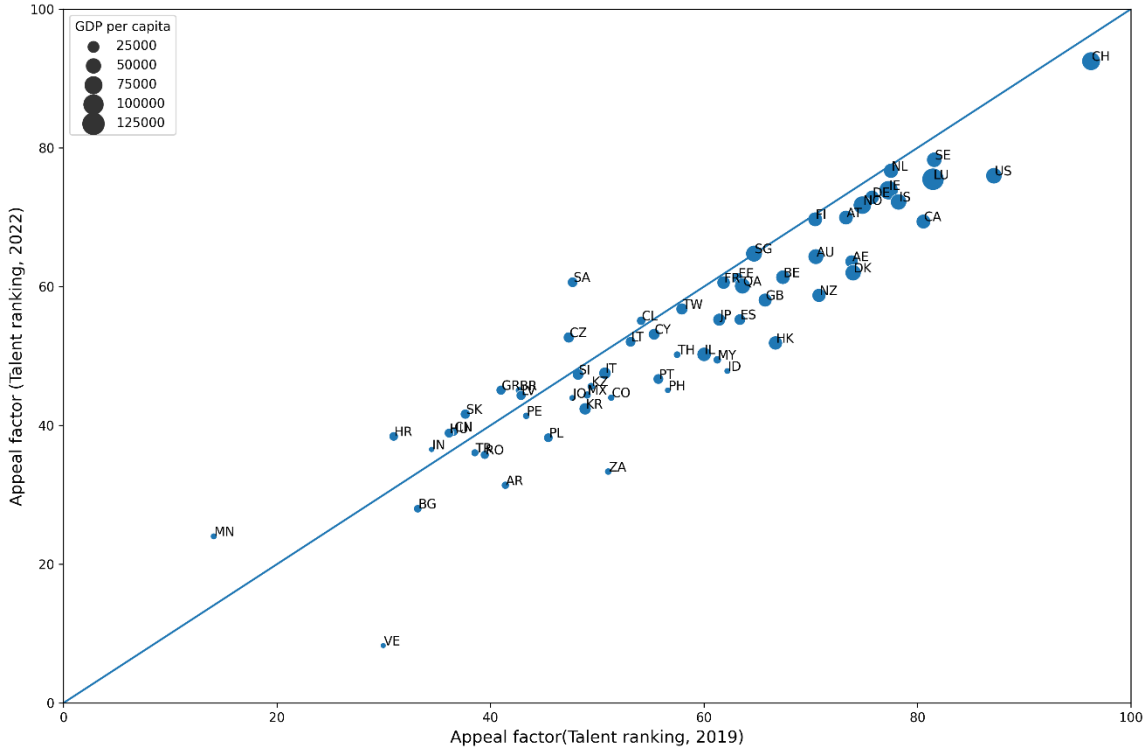
**Austria** drops to eighth position (from sixth) while remaining in sixth spot in Investment & Development, but slightly declining in Appeal to 10<sup>th</sup> (from eighth) and reading to 15<sup>th</sup> (from 14<sup>th</sup>). Under Investment & Development, Austria remains in the top spot in the health infrastructure indicator and in third place in the implementation of apprenticeship programs but declines to third (from first) in the prioritization of employee

training and to 17<sup>th</sup> (from 12<sup>th</sup>) in the quality of education in primary school. In Appeal, Austria drops in the prioritization of talent attraction and retention indicator from sixth to 13<sup>th</sup>, in worker motivation from third to ninth, in attracting overseas highly skilled staff from 18<sup>th</sup> to 22<sup>nd</sup> and in the fair implementation of justice from 17<sup>th</sup> to 23<sup>rd</sup>. In the Readiness factor, the country's strengths are in student mobility inbound (seventh) and graduates in science (eighth). The availability of skilled labor (54<sup>th</sup>) and of competent senior manager (36<sup>th</sup>), and PISA assessment (28<sup>th</sup>) are among the lowest ranking criteria for Austria in Readiness.

**The Netherlands** ranks ninth overall, remaining in the same position as last year. It slightly advances one spot in the Investment & Development factor to 16<sup>th</sup> and two places in Appeal to third. It drops two positions in Readiness ranking to ninth. The Netherlands' strengths include the prioritization of talent attraction and retention, attracting overseas highly skilled personnel and the effectiveness of university and management education (second in all of these indicators). Other strengths are worker motivation and the fair administration of justice (third in both) as well as the implementation of apprenticeships, the prioritization of employee training and brain drain (fifth in the three 3 indicators). Conversely, the Netherlands' performance is weaker in the quality of education criteria ranking 39<sup>th</sup> in the primary school measure and 50<sup>th</sup> in secondary school. Its lowest ranking criterion is graduates in sciences (51<sup>st</sup>).

**Germany** also remains in the same position (10<sup>th</sup>). It drops one place in Investment & Development and two spots in Readiness ranking 12<sup>th</sup> in both factors. In Appeal, conversely, Germany improves increasing from ninth to the seventh. In Investment & Development, despite ranking second in the implementation of apprenticeships, Germany's performance in other criteria in the factor is relatively deficient. It ranks 39<sup>th</sup> in total public expenditure on education, 32<sup>nd</sup> in pupil-teacher ratio (primary education), 38<sup>th</sup> pupil-teacher ratio (secondary education) and to a lesser extent in female labor force (28<sup>th</sup>). Its performance in Readiness is similar ranking fourth in graduates in sciences and sixth in the effectiveness of university education but reaching the 40<sup>th</sup> place in the availability of skilled labor (which represents an improvement of three positions), 31<sup>st</sup> in the availability of competent senior managers and 27<sup>th</sup> in the availability of language skills. Germany's strengths in the Appeal factor include the quality of life and the fair administration of justice (ninth in both) and the prioritization of talent attraction and retention by the private sector.

**Figure 3:** Appeal factor (scores 0-100) in 2019 – 2022. Source: IMD (2022)



**4. Rises and falls in the talent mobility landscape**

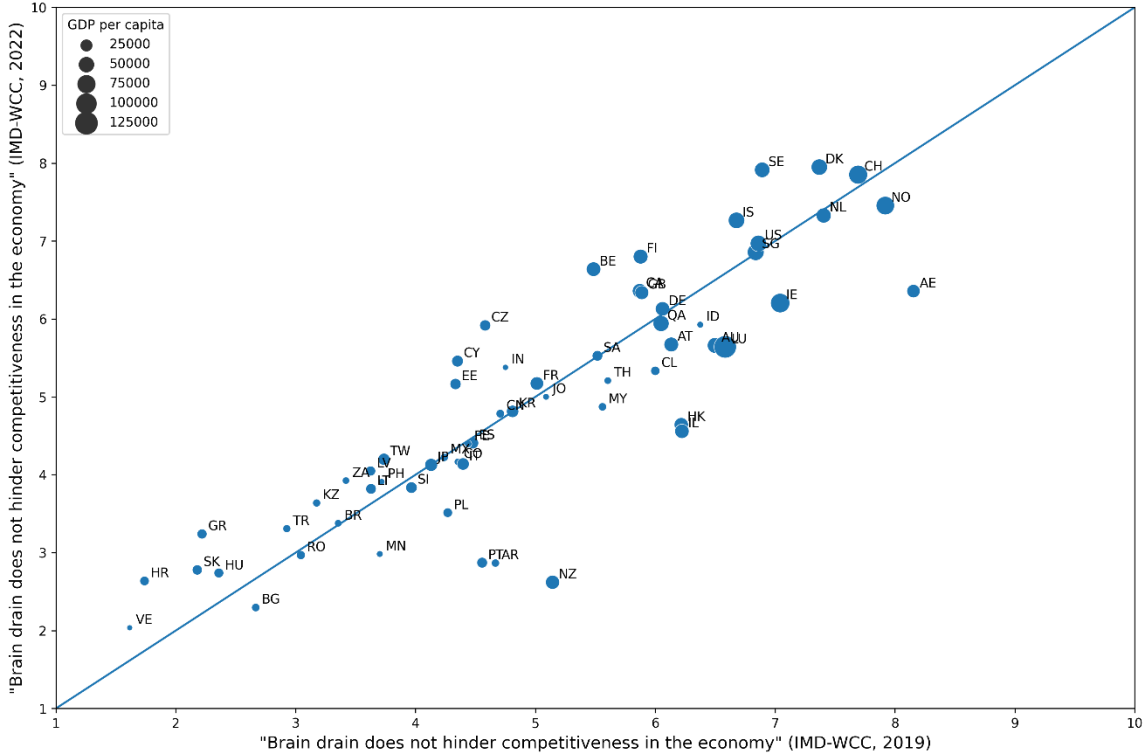
The COVID-19 pandemic had and keeps having a lasting impact on the talent competitiveness of the economies tracked in this report. Results from the 2021 edition of the WTR emphasized the fact that talent competitiveness in a post-pandemic context would greatly depend upon on the level of motivation of the workforce. The boosting of that motivation goes beyond economic incentives such as remuneration and is increasingly linked to a country’s quality of life, the impact of organizational leadership in cementing the motivation among members of the workforce, the competence and the international experience of business leaders. Another element that significantly contributes to worker motivation in highly talent-competitive economies includes retraining opportunities for members of staff.

The aforementioned elements continue to be the main drivers of talent competitiveness in 2022, as well. Building on these results, however, our findings this year show how these trends, paired with country-specific socio-economic developments that are explained below, are shaping the landscape of the highly ranked economies. In this context, it is particularly interesting to look at the shifts happening in the Appeal factor, which measures the ability to retain homegrown talent while complementing the needs of the economy by drawing from the international talent pool.

**Figure 3** showcases the performances in the Appeal factor of the 63 economies under study in 2019 (before the pandemic started) and in 2022. Economies above the 45-degree line improved their performances in the Appeal factor in the three years. More specifically, the closer an economy is to the top-left corner of the chart, the larger its improvement has been between 2019 and 2022 values. The opposite is also true; countries closer to the bottom-right corner of the chart are those that experienced the largest decline in performance in Appeal during the same time frame. The size of the bubble captures the level of GDP per capita at purchasing power parity (PPP). The chart suggests that most of the economies under study experienced a decline in Appeal between pre and post pandemic. This supports our narrative that COVID-19 deeply impacted economies’ ability to attract and retain highly skilled workers.

Furthermore, the chart shows that countries that have improved their Appeal in the early post-pandemic era are not those with the highest income levels. Saudi Arabia is the country that improved the most its Appeal between 2019 and 2022. Across different Appeal levels, we observe that several Central & Eastern European economies (Czech Republic, Croatia, Slovak Republic) as well as Mongolia also improved. Conversely, economies such as the US, Canada, the UAE, Denmark,

Figure 4: "Brain drain does not hinder competitiveness" (score 0-10) in 2019 – 2022. Source: IMD (2022)



New Zealand, Hong Kong, Indonesia, South Africa and Venezuela display the largest declines.

While COVID-19 represents the common thread behind these changes, each economy’s evolution is affected by its locally specific socio-economic factors. In this sense, **Figures 4** and **5** add color to the overall picture given by **Figure 3**. They follow the same structure of **Figure 4**, and they exhibit the evolution of “brain drain” and “brain gain” indicators respectively. The “brain drain” indicator assesses whether the degree of local, homegrown talent emigration from one economy to another represents a problem for the country’s competitiveness (with zero indicating a serious brain drain issue for the economy and ten signifying an absence of issues created by brain drain). The “brain gain” indicator assesses the general level of attractiveness of a country for foreign highly skilled workers, with zero signifying low attractiveness and 10 high attractiveness.

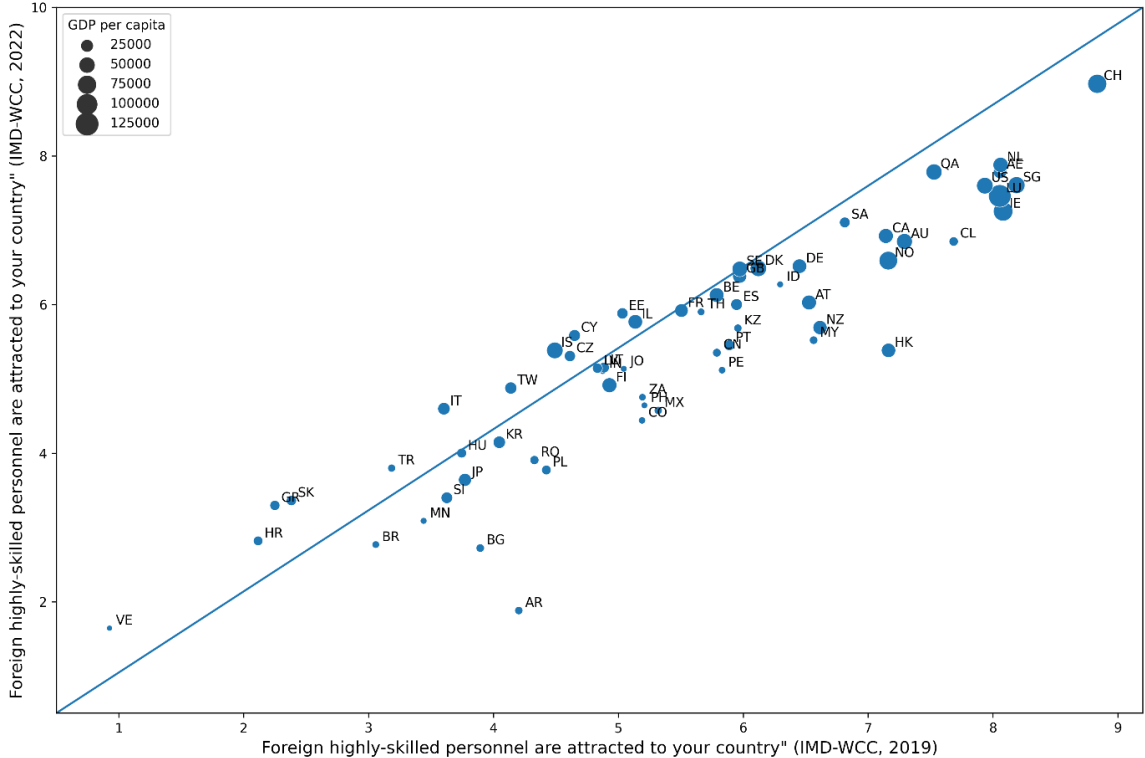
A first observation is that the increase in Appeal that Saudi Arabia has experienced is not linked to brain drain. Other factors such as a decrease in the cost of living, an increase in quality-of-life scores and ambitious investment plans seemed to have played a bigger role in lifting Saudi Arabia’s Appeal score.

Improvements in the brain drain and the brain gain indicators are, however, key to explaining the rise in Appeal scores for the Czech Republic, Croatia and the Slovak Republic. All of them show clear progress in both dimensions between 2019 and 2022.

Elsewhere, brain drain and brain gain are key drivers of declines in the Appeal variable for New Zealand and the UAE, which experienced a marked increase in brain drain concerns as well as a lesser one in attracting foreign highly skilled professionals. Hong Kong exhibits major difficulties in both tackling brain drain and supporting brain gain. Other economies at the top the WTR 2022, such as Denmark, Canada and the US have improved their capacity to retain local, homegrown talent but have lost some ground in attracting new, foreign highly skilled professionals.

In sum, the pandemic has strongly impacted the landscape of talent mobility. It had a direct impact on the capacity of most of the economies under study to retain local, highly skilled personnel and to attract foreign talent, affecting in turn their Appeal levels. The talent hubs landscape is therefore bound to change.

**Figure 5:** "Foreign highly-skilled personnel are attracted to your country" (score 0-10) in 2019 – 2022. Source: IMD (2022)



**5. Conclusions**

The 2022 WTR brings forth familiar themes. Talent-competitive economies have the ability to develop their homegrown highly skilled labor while providing an environment that is so appealing that it attracts and retains both domestic and international talent. The development of local talent depends on a strong education system as well as life-long learning opportunities provided by companies through apprenticeships, internships and employee training.

An appealing environment for talent is fostered by good remuneration, a lower level of taxes and a cheaper cost of living, together with a higher quality of life (affected, for instance, by the quality of the education system) and a fair judicial system.

The pre- and post-pandemic patterns with respect to brain drain show that COVID-19 has had a profound

impact on skilled individuals’ decisions to leave a particular country. Travel constraints and country lockdowns forced skilled employees to remain in their domestic markets. Talent mobility therefore declined.

However, economies that compensated by strengthening their quality of life as well as their commitment to environmental issues, experienced some increase – however minor – with respect to attracting skilled labor.

Considering some companies’ re-evaluation of remote working policies, it remains to be seen how much these trends will persist in the long-term.

# IMD World Talent Ranking 2022

All data are available from the

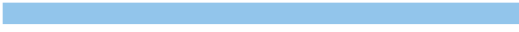

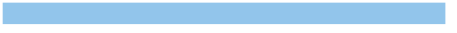
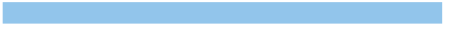


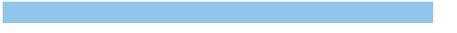

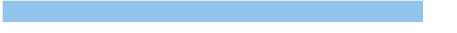





















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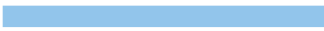
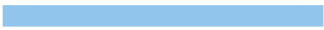


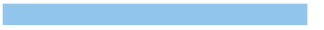




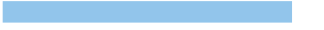
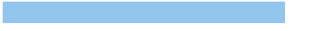
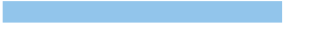
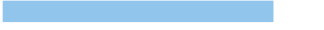






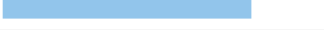

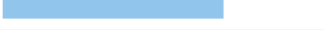











# The 2022 IMD World Talent Ranking

## 2022 COMPETITIVENESS RANKING

			Score	
01	Switzerland		100.00	-
02	Sweden		88.65	-
03	Iceland		85.69	↗ 4
04	Norway		85.08	-
05	Denmark		84.91	-
06	Finland		83.83	↗ 2
07	Luxembourg		83.33	↙ 4
08	Austria		82.87	↙ 2
09	Netherlands		81.38	-
10	Germany		80.76	-
11	Canada		77.92	↗ 4
12	Singapore		77.43	-
13	Belgium		76.81	-
14	Hong Kong SAR		76.32	↙ 3
15	Ireland		76.07	↗ 2
16	USA		75.70	↙ 2
17	Estonia		72.71	↗ 2
18	Australia		72.28	↗ 2
19	Taiwan, China		71.44	↙ 3
20	Israel		70.40	↗ 2
21	UAE		68.21	↗ 2
22	Cyprus		67.81	↗ 2
23	France		66.95	↗ 2
24	Portugal		65.19	↗ 2
25	Slovenia		64.37	↗ 2
26	Lithuania		64.09	↗ 3
27	Latvia		63.55	↗ 3
28	United Kingdom		63.19	↙ 7
29	Czech Republic		62.92	↗ 8
30	Saudi Arabia		62.85	↗ 8

The IMD World Talent Ranking 2022 shows the overall ranking for 63 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.

## 2022 COMPETITIVENESS RANKING

			Score	
31	New Zealand		62.46	↙ 13
32	Spain		62.09	-
33	Malaysia		61.46	↙ 5
34	Qatar		59.85	↙ 3
35	Bahrain		58.97	-
36	Italy		58.72	↙ 1
37	Greece		58.31	↙ 4
38	Korea Rep.		57.69	↙ 4
39	Kazakhstan		56.53	↗ 2
40	China		56.03	↙ 4
41	Japan		54.63	↙ 2
42	Croatia		54.09	↗ 7
43	Botswana		52.38	↗ 1
44	Hungary		50.06	↙ 2
45	Thailand		49.73	↙ 2
46	Peru		49.42	↗ 16
47	Chile		49.36	↗ 1
48	Slovak Republic		48.60	↗ 4
49	Jordan		48.16	↙ 9
50	Poland		48.11	↙ 5
51	Indonesia		45.16	↙ 1
52	India		42.76	↗ 4
53	Turkey		42.01	-
54	Philippines		41.10	↗ 3
55	Romania		40.01	↙ 4
56	Argentina		37.19	↙ 2
57	Brazil		36.70	↗ 3
58	Mexico		36.46	↗ 1
59	Bulgaria		36.35	↙ 1
60	South Africa		34.06	↗ 3
61	Colombia		33.22	↙ 6
62	Mongolia		26.42	↙ 1
63	Venezuela		23.68	↗ 1



# The 2022 IMD World Talent Rankings

## Populations greater than 20 million

		Score
01	Germany	80.76
02	Canada	77.92
03	USA	75.70
04	Australia	72.28
05	Taiwan, China	71.44
06	France	66.95
07	United Kingdom	63.19
08	Saudi Arabia	62.85
09	Spain	62.09
10	Malaysia	61.46
11	Italy	58.72
12	Korea Rep.	57.69
13	China	56.03
14	Japan	54.63
15	Thailand	49.73
16	Peru	49.42
17	Poland	48.11
18	Indonesia	45.16
19	India	42.76
20	Turkey	42.01
21	Philippines	41.10
22	Argentina	37.19
23	Brazil	36.70
24	Mexico	36.46
25	South Africa	34.06
26	Colombia	33.22
27	Venezuela	23.68

## Populations less than 20 million

		Score
01	Switzerland	100.00
02	Sweden	88.65
03	Iceland	85.69
04	Norway	85.08
05	Denmark	84.91
06	Finland	83.83
07	Luxembourg	83.33
08	Austria	82.87
09	Netherlands	81.38
10	Singapore	77.43
11	Belgium	76.81
12	Hong Kong SAR	76.32
13	Ireland	76.07
14	Estonia	72.71
15	Israel	70.40
16	UAE	68.21
17	Cyprus	67.81
18	Portugal	65.19
19	Slovenia	64.37
20	Lithuania	64.09
21	Latvia	63.55
22	Czech Republic	62.92
23	New Zealand	62.46
24	Qatar	59.85
25	Bahrain	58.97
26	Greece	58.31
27	Kazakhstan	56.53
28	Croatia	54.09
29	Botswana	52.38
30	Hungary	50.06
31	Chile	49.36
32	Slovak Republic	48.60
33	Jordan	48.16
34	Romania	40.01
35	Bulgaria	36.35
36	Mongolia	26.42

# Selected Breakdowns

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

		Score
01	Switzerland	100.00
02	Sweden	88.65
03	Iceland	85.69
04	Norway	85.08
05	Denmark	84.91
06	Finland	83.83
07	Luxembourg	83.33
08	Austria	82.87
09	Netherlands	81.38
10	Germany	80.76
11	Canada	77.92
12	Singapore	77.43
13	Belgium	76.81
14	Hong Kong SAR	76.32
15	Ireland	76.07
16	USA	75.70
17	Estonia	72.71
18	Australia	72.28
19	Taiwan, China	71.44
20	Israel	70.40
21	UAE	68.21
22	Cyprus	67.81
23	France	66.95
24	Portugal	65.19
25	Slovenia	64.37
26	Lithuania	64.09
27	Latvia	63.55
28	United Kingdom	63.19
29	Czech Republic	62.92
30	Saudi Arabia	62.85
31	New Zealand	62.46
32	Spain	62.09
33	Qatar	59.85
34	Bahrain	58.97
35	Italy	58.72
36	Greece	58.31
37	Korea Rep.	57.69
38	Japan	54.63
39	Slovak Republic	48.60

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

		Score
01	Malaysia	61.46
02	Kazakhstan	56.53
03	China	56.03
04	Croatia	54.09
05	Botswana	52.38
06	Hungary	50.06
07	Thailand	49.73
08	Peru	49.42
09	Chile	49.36
10	Jordan	48.16
11	Poland	48.11
12	Indonesia	45.16
13	India	42.76
14	Turkey	42.01
15	Philippines	41.10
16	Romania	40.01
17	Argentina	37.19
18	Brazil	36.70
19	Mexico	36.46
20	Bulgaria	36.35
21	South Africa	34.06
22	Colombia	33.22
23	Mongolia	26.42
24	Venezuela	23.68

# The 2022 IMD World Talent Rankings




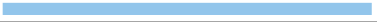


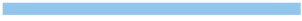
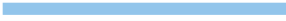
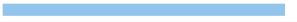


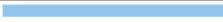
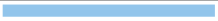
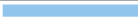
## Europe - Middle East - Africa

		Score
01	Switzerland	100.00
02	Sweden	88.65
03	Iceland	85.69
04	Norway	85.08
05	Denmark	84.91
06	Finland	83.83
07	Luxembourg	83.33
08	Austria	82.87
09	Netherlands	81.38
10	Germany	80.76
11	Belgium	76.81
12	Ireland	76.07
13	Estonia	72.71
14	Israel	70.40
15	UAE	68.21
16	Cyprus	67.81
17	France	66.95
18	Portugal	65.19
19	Slovenia	64.37
20	Lithuania	64.09
21	Latvia	63.55
22	United Kingdom	63.19
23	Czech Republic	62.92
24	Saudi Arabia	62.85
25	Spain	62.09
26	Qatar	59.85
27	Bahrain	58.97
28	Italy	58.72
29	Greece	58.31
30	Kazakhstan	56.53
31	Croatia	54.09
32	Botswana	52.38
33	Hungary	50.06
34	Slovak Republic	48.60
35	Jordan	48.16
36	Poland	48.11
37	Turkey	42.01
38	Romania	40.01
39	Bulgaria	36.35
40	South Africa	34.06

# Selected Breakdowns


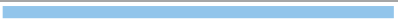
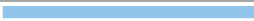
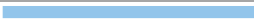
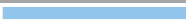
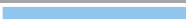


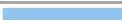
## Asia - Pacific

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			Score
01	Singapore		77.43
02	Hong Kong SAR		76.32
03	Australia		72.28
04	Taiwan, China		71.44
05	New Zealand		62.46
06	Malaysia		61.46
07	Korea Rep.		57.69
08	China		56.03
09	Japan		54.63
10	Thailand		49.73
11	Indonesia		45.16
12	India		42.76
13	Philippines		41.10
14	Mongolia		26.42

## The Americas

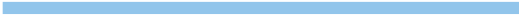
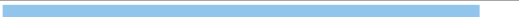
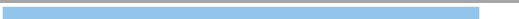








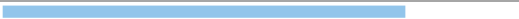









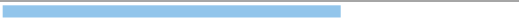









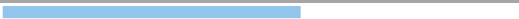









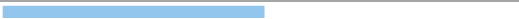





















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			Score
01	Canada		77.92
02	USA		75.70
03	Peru		49.42
04	Chile		49.36
05	Argentina		37.19
06	Brazil		36.70
07	Mexico		36.46
08	Colombia		33.22
09	Venezuela		23.68

# The 2022 IMD World Talent Rankings

## INVESTMENT & DEVELOPMENT

The investment in and development of home-grown talent

			Score	
01	Switzerland		100.00	-
02	Denmark		92.32	↗ 1
03	Luxembourg		92.27	↙ 1
04	Iceland		90.81	-
05	Norway		90.02	-
06	Austria		87.30	-
07	Sweden		85.73	-
08	Israel		79.28	↗ 1
09	Belgium		79.18	↙ 1
10	Estonia		78.27	↗ 2
11	Finland		77.95	↙ 1
12	Germany		74.45	↙ 1
13	Hong Kong SAR		71.58	↗ 1
14	Latvia		70.68	↗ 2
15	USA		69.17	↙ 2
16	Netherlands		67.91	↗ 1
17	Cyprus		67.73	↙ 2
18	Lithuania		66.24	-
19	Slovenia		66.20	-
20	Canada		65.43	↗ 4
21	Australia		65.39	↗ 1
22	Portugal		63.26	↗ 3
23	Taiwan, China		62.56	↙ 3
24	France		62.40	↙ 3
25	Croatia		60.90	↗ 9
26	Spain		59.39	↙ 4
27	Singapore		58.57	↙ 4
28	Italy		58.34	↗ 3
29	Greece		57.66	-
30	Kazakhstan		57.44	↗ 12
31	Korea Rep.		57.08	↙ 3
32	Saudi Arabia		55.97	↗ 5
33	New Zealand		55.74	↙ 6
34	Czech Republic		54.56	↗ 7
35	Botswana		54.16	↗ 3
36	Hungary		52.88	↙ 4
37	Japan		51.73	↙ 1
38	Ireland		50.70	↗ 1
39	Malaysia		49.85	↙ 6
40	United Kingdom		49.00	-
41	Poland		48.51	↙ 6
42	China		44.87	↗ 1
43	Slovak Republic		41.80	↗ 5
44	Qatar		40.70	-
45	UAE		39.07	↗ 5
46	Bulgaria		38.03	↙ 1
47	Thailand		37.35	↗ 4
48	Bahrain		35.81	-
49	Argentina		33.81	↙ 2
50	Chile		30.44	↙ 4
51	Turkey		29.92	↗ 1
52	Peru		29.74	↗ 9
53	Indonesia		29.33	-
54	Romania		27.83	↗ 1
55	Brazil		25.53	↙ 1
56	South Africa		18.01	↗ 4
57	Jordan		16.79	↙ 1
58	Colombia		13.30	-
59	Venezuela		13.07	↙ 2
60	Mongolia		11.27	↙ 1
61	India		6.08	↗ 3
62	Philippines		1.07	-
63	Mexico		0.00	-

# Selected Breakdowns

## APPEAL

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

			Score	
01	Switzerland		92.50	-
02	Sweden		78.29	↗ 1
03	Netherlands		76.70	↗ 2
04	USA		75.99	↗ 2
05	Luxembourg		75.48	↙ 3
06	Ireland		73.91	↗ 1
07	Germany		72.87	↗ 2
08	Iceland		72.22	↗ 2
09	Norway		71.75	↙ 5
10	Austria		69.96	↙ 2
11	Finland		69.71	-
12	Canada		69.39	↗ 1
13	Singapore		64.76	↗ 2
14	Australia		64.33	↗ 5
15	UAE		63.63	↙ 3
16	Bahrain		63.26	-
17	Denmark		62.01	↗ 1
18	Belgium		61.36	↙ 1
19	Estonia		61.25	↗ 1
20	Saudi Arabia		60.64	↗ 15
21	France		60.59	-
22	Qatar		60.10	↗ 3
23	New Zealand		58.74	↙ 9
24	United Kingdom		58.07	↙ 8
25	Taiwan, China		56.79	↙ 3
26	Spain		55.26	↙ 2
27	Japan		55.25	-
28	Chile		55.09	↙ 5
29	Cyprus		53.14	↙ 1
30	Czech Republic		52.68	↗ 15
31	Lithuania		52.05	↗ 1
32	Hong Kong SAR		51.89	↙ 6
33	Israel		50.24	↗ 7
34	Thailand		50.20	↙ 3
35	Malaysia		49.45	↙ 6
36	Botswana		48.33	↗ 12
37	Indonesia		47.84	-
38	Italy		47.53	-
39	Slovenia		47.34	↙ 3
40	Portugal		46.69	↗ 10
41	Kazakhstan		45.62	↙ 2
42	Greece		45.09	↙ 9
43	Philippines		45.07	-
44	Brazil		45.05	↗ 2
45	Mexico		44.38	↙ 1
46	Latvia		44.33	↙ 3
47	Colombia		44.01	↙ 5
48	Jordan		43.96	↙ 14
49	Korea Rep.		42.39	↙ 8
50	Slovak Republic		41.63	↙ 2
51	Peru		41.38	↙ 1
52	China		39.08	↙ 1
53	Hungary		38.90	-
54	Croatia		38.42	↗ 4
55	Poland		38.23	↙ 1
56	India		36.54	↗ 1
57	Turkey		36.06	↙ 1
58	Romania		35.76	↗ 11
59	South Africa		33.35	↗ 3
60	Argentina		31.38	↙ 1
61	Bulgaria		28.00	-
62	Mongolia		24.02	↙ 7
63	Venezuela		8.27	↗ 1

## READINESS

The availability of skills and competencies in the talent pool

			Score		
01	Singapore		85.30	↗	1
02	Switzerland		83.85	↗	1
03	Hong Kong SAR		81.85	↙	2
04	Finland		80.18	↗	1
05	Ireland		79.94	↗	6
06	Sweden		78.29	↙	2
07	UAE		78.29	↙	1
08	Denmark		76.73		-
09	Netherlands		75.88	↙	2
10	Canada		75.29	↗	6
11	Taiwan, China		71.33	↙	2
12	Germany		71.29	↙	2
13	Iceland		70.40	↗	4
14	Norway		69.82	↙	2
15	Austria		67.71	↙	1
16	Belgium		66.24	↙	1
17	Australia		63.46	↗	7
18	India		62.02	↗	9
19	Portugal		61.96	↗	6
20	Malaysia		61.44	↗	1
21	China		60.49	↗	1
22	Jordan		60.08	↙	4
23	Cyprus		58.90	↙	7
24	United Kingdom		58.85	↙	11
25	Luxembourg		58.59	↙	2
26	USA		58.27	↗	2
27	Israel		58.02	↗	7
28	Czech Republic		57.87	↗	10
29	Slovenia		55.92	↙	3
30	Qatar		55.09	↙	11
31	Estonia		54.96	↙	2
32	France		54.20	↙	1
33	Bahrain		54.18		-
34	Peru		53.51	↗	27
35	Philippines		53.50	↗	12
36	Latvia		51.99	↙	3
37	Lithuania		50.33	↙	5
38	Korea Rep.		49.94	↙	2
39	New Zealand		49.25	↙	19
40	Greece		48.54	↙	3
41	Saudi Arabia		48.31	↗	1
42	Spain		47.97	↙	1
43	Italy		46.64	↙	4
44	Kazakhstan		42.88	↙	1
45	Mexico		41.33	↙	7
46	Croatia		39.30	↗	8
47	Chile		38.92	↗	11
48	Slovak Republic		38.74	↗	5
49	Thailand		37.99	↙	9
50	Turkey		36.42	↙	5
51	Hungary		34.74	↙	5
52	Indonesia		34.64	↙	2
53	Poland		33.96	↙	8
54	Japan		33.26	↙	6
55	Romania		32.81	↙	6
56	Botswana		31.01	↙	5
57	South Africa		27.18	↗	2
58	Venezuela		26.05	↙	5
59	Argentina		22.73	↙	3
60	Mongolia		20.31		-
61	Bulgaria		19.37	↗	1
62	Colombia		18.71	↙	5
63	Brazil		15.87	↗	1





## FACTOR RANKINGS

### OVERALL

	2018	2019	2020	2021	2022
Argentina	47	48	47	54	56
Australia	14	16	13	20	18
Austria	04	04	06	06	08
Bahrain	-	-	-	-	35
Belgium	11	14	16	13	13
Botswana	-	-	-	44	43
Brazil	58	61	59	60	57
Bulgaria	57	52	55	58	59
Canada	06	13	08	15	11
Chile	43	46	41	48	47
China	39	42	40	36	40
Colombia	60	54	58	55	61
Croatia	54	53	53	49	42
Cyprus	15	21	17	24	22
Czech Republic	37	39	39	37	29
Denmark	02	02	02	05	05
Estonia	28	27	19	19	17
Finland	07	08	12	08	06
France	25	25	28	25	23
Germany	10	11	11	10	10
Greece	44	40	37	33	37
Hong Kong SAR	18	15	14	11	14
Hungary	49	45	50	42	44
Iceland	16	07	04	07	03
India	53	59	62	56	52
Indonesia	45	41	45	50	51
Ireland	21	18	18	17	15
Israel	19	19	22	22	20
Italy	32	36	36	35	36
Japan	29	35	38	39	41
Jordan	41	51	49	40	49
Kazakhstan	40	38	44	41	39
Korea Rep.	33	33	31	34	38
Latvia	35	34	33	30	27
Lithuania	36	28	27	29	26
Luxembourg	09	05	03	03	07
Malaysia	22	22	25	28	33
Mexico	61	60	56	59	58
Mongolia	62	63	63	61	62
Netherlands	05	09	10	09	09
New Zealand	20	17	21	18	31
Norway	03	06	07	04	04
Peru	52	56	51	62	46
Philippines	55	49	48	57	54
Poland	38	37	35	45	50
Portugal	17	23	26	26	24
Qatar	24	26	29	31	34
Romania	56	55	57	51	55
Saudi Arabia	34	29	34	38	30
Singapore	13	10	09	12	12
Slovak Republic	59	57	61	52	48
Slovenia	30	31	30	27	25
South Africa	50	50	52	63	60
Spain	31	32	32	32	32
Sweden	08	03	05	02	02
Switzerland	01	01	01	01	01
Taiwan, China	27	20	20	16	19
Thailand	42	43	43	43	45
Turkey	51	58	46	53	53
UAE	26	30	24	23	21
United Kingdom	23	24	23	21	28
USA	12	12	15	14	16
Venezuela	63	62	60	64	63

INVESTMENT &  
DEVELOPMENT

2018	2019	2020	2021	2022
53	43	43	47	49
26	34	18	22	21
02	04	06	06	06
-	-	-	-	48
08	09	08	08	09
-	-	-	38	35
49	52	56	54	55
45	46	45	45	46
19	26	19	24	20
55	50	48	46	50
40	42	42	43	42
60	60	58	58	58
39	36	32	34	25
05	08	14	15	17
38	40	40	41	34
01	01	02	03	02
16	21	10	12	10
06	10	12	10	11
21	23	27	21	24
10	11	11	11	12
29	37	30	29	29
31	20	23	14	13
41	33	35	32	36
12	06	04	04	04
63	63	63	64	61
51	51	52	53	53
42	44	39	39	38
14	17	09	09	08
33	31	33	31	28
23	30	36	36	37
50	57	60	56	57
30	39	41	42	30
20	19	28	28	31
11	12	15	16	14
13	14	13	18	18
18	05	03	02	03
17	32	34	33	39
61	62	62	63	63
57	59	59	59	60
15	16	16	17	16
32	29	29	27	33
03	03	05	05	05
52	55	54	61	52
62	61	61	62	62
24	27	24	35	41
07	13	22	25	22
44	41	44	44	44
54	54	53	55	54
35	28	37	37	32
34	25	21	23	27
47	47	49	48	43
27	22	20	19	19
56	56	57	60	56
36	35	31	30	26
09	07	07	07	07
04	02	01	01	01
25	24	25	20	23
46	49	51	51	47
58	58	46	52	51
59	53	55	50	45
37	38	38	40	40
28	15	17	13	15
48	48	50	57	59

## APPEAL

2018	2019	2020	2021	2022
48	50	52	59	60
19	15	16	19	14
13	13	11	08	10
-	-	-	-	16
16	17	17	17	18
-	-	-	48	36
53	49	45	46	44
58	58	57	61	61
03	05	03	13	12
30	34	30	23	28
51	55	56	51	52
45	36	37	42	47
60	61	61	58	54
27	33	24	28	29
35	45	48	45	30
07	11	08	18	17
33	23	19	20	19
21	16	15	11	11
22	25	25	21	21
06	09	09	09	07
54	51	50	33	42
14	18	18	26	32
59	56	58	53	53
20	06	06	10	08
44	57	55	57	56
34	24	32	37	37
11	08	12	07	06
23	28	34	40	33
36	38	42	38	38
28	26	27	27	27
39	44	43	34	48
49	39	47	39	41
41	41	36	41	49
52	48	51	49	46
46	35	35	32	31
04	04	05	02	05
26	27	29	29	35
43	40	38	44	45
62	63	63	55	62
10	07	07	05	03
17	14	13	14	23
12	10	10	04	09
47	47	44	50	51
38	31	31	43	43
40	46	49	54	55
29	32	33	30	40
08	21	21	25	22
55	52	53	47	58
31	43	39	35	20
15	20	22	15	13
56	54	54	52	50
42	42	41	36	39
37	37	40	62	59
25	22	23	24	26
09	03	04	03	02
01	01	01	01	01
32	29	26	22	25
24	30	28	31	34
50	53	46	56	57
05	12	14	12	15
18	19	20	16	24
02	02	02	06	04
63	62	59	64	63

## READINESS

2018	2019	2020	2021	2022	
44	52	51	56	59	Argentina
06	05	04	24	17	Australia
18	10	12	14	15	Austria
-	-	-	-	33	Bahrain
14	24	22	15	16	Belgium
-	-	-	51	56	Botswana
61	62	63	64	63	Brazil
58	55	57	62	61	Bulgaria
05	15	07	16	10	Canada
35	46	48	58	47	Chile
32	31	26	22	21	China
59	53	60	57	62	Colombia
62	60	62	54	46	Croatia
26	32	14	30	23	Cyprus
36	39	37	38	28	Czech Republic
08	06	06	08	08	Denmark
31	35	32	29	31	Estonia
07	03	10	05	04	Finland
28	29	35	31	32	France
21	14	13	10	12	Germany
47	44	36	37	40	Greece
09	04	02	01	03	Hong Kong SAR
53	57	59	46	51	Hungary
19	18	16	17	13	Iceland
30	25	25	27	18	India
49	42	46	50	52	Indonesia
12	08	09	11	05	Ireland
16	19	28	34	27	Israel
33	37	39	39	43	Italy
41	49	54	48	54	Japan
25	54	42	18	22	Jordan
42	38	50	43	44	Kazakhstan
34	34	29	36	38	Korea Rep.
43	40	40	33	36	Latvia
45	33	34	32	37	Lithuania
11	17	19	23	25	Luxembourg
24	16	18	21	20	Malaysia
54	47	38	52	45	Mexico
55	63	56	60	60	Mongolia
03	07	08	07	09	Netherlands
13	11	23	20	39	New Zealand
10	21	20	12	14	Norway
57	58	53	61	34	Peru
37	26	33	47	35	Philippines
39	45	44	45	53	Poland
22	27	24	25	19	Portugal
20	20	21	19	30	Qatar
52	50	55	49	55	Romania
38	22	30	42	41	Saudi Arabia
02	01	01	02	01	Singapore
60	59	61	53	48	Slovak Republic
29	30	31	26	29	Slovenia
51	48	52	59	57	South Africa
40	41	43	41	42	Spain
15	09	11	04	06	Sweden
01	02	05	03	02	Switzerland
27	12	15	09	11	Taiwan, China
50	43	45	40	49	Thailand
48	56	41	55	50	Turkey
04	13	03	06	07	UAE
17	23	17	13	24	United Kingdom
23	28	27	28	26	USA
63	61	58	63	58	Venezuela



# Talent Country Profiles

All data are available from the

[IMD WORLD COMPETITIVENESS ONLINE](#)

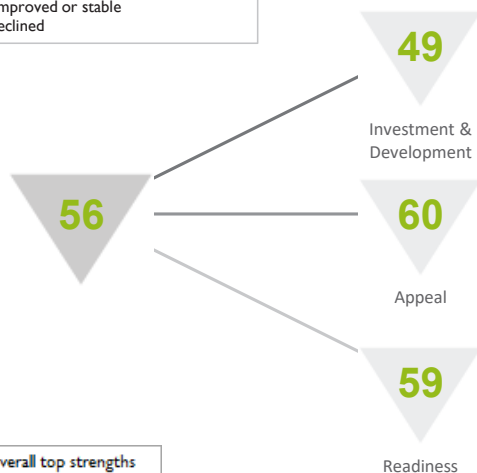
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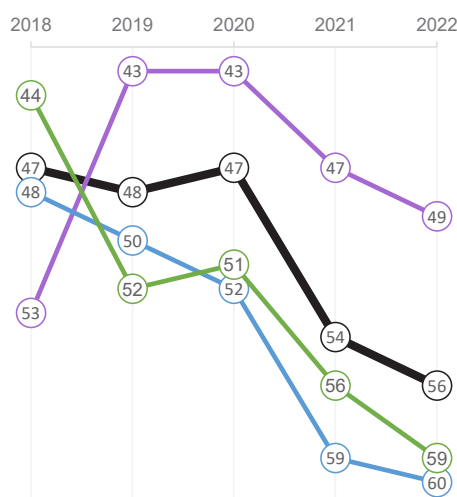
# ARGENTINA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 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	1,330 US\$	53
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.17 ratio	25
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	18.08 ratio	53
Apprenticeships	are sufficiently implemented	4.30 Survey [0..10]	50
▷ Employee training	is a high priority in companies	4.45 Survey [0..10]	62
Female labor force	Percentage of total labor force	42.84 %	45
Health infrastructure	meets the needs of society	3.91 Survey [0..10]	52

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	60.30 index	7
▷ Attracting and retaining talents	is a priority in companies	5.04 Survey [0..10]	61
Worker motivation	in companies is high	4.06 Survey [0..10]	61
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.87 Survey [0..10]	57
Quality of life	is high	3.52 Survey [0..10]	61
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	1.88 Survey [0..10]	62
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	12,539 US\$	46
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	37,849 US\$	59
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.75 %	10
▷ Justice	is fairly administered	1.79 Survey [0..10]	62
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	13.85 micrograms	26

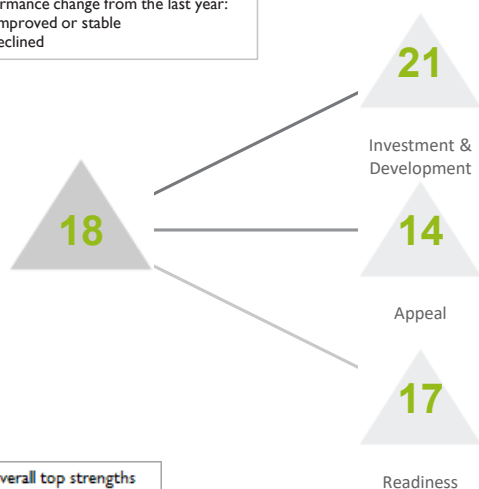
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	-0.24 %	44
Skilled labor	is readily available	4.39 Survey [0..10]	46
Finance skills	are readily available	5.16 Survey [0..10]	49
International experience	of senior managers is generally significant	4.67 Survey [0..10]	52
Competent senior managers	are readily available	4.42 Survey [0..10]	48
▷ Primary and secondary education	meets the needs of a competitive economy	3.06 Survey [0..10]	62
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	14.15 %	60
University education	meets the needs of a competitive economy	5.18 Survey [0..10]	47
Management education	meets the needs of the business community	5.85 Survey [0..10]	44
Language skills	are meeting the needs of enterprises	4.64 Survey [0..10]	54
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

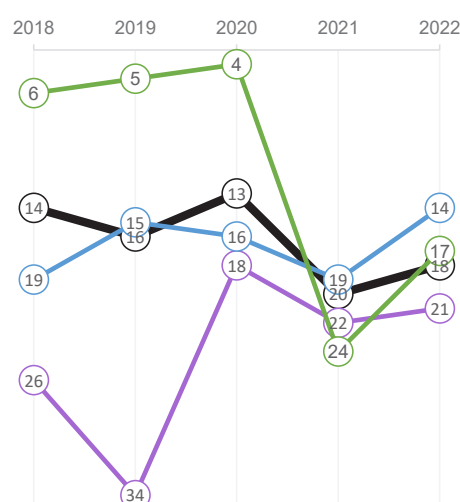
# AUSTRALIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.8 %	17
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,602 US\$	17
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.84 ratio	31
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.89 ratio	30
▶ Apprenticeships	are sufficiently implemented	4.48 Survey [0..10]	49
Employee training	is a high priority in companies	5.55 Survey [0..10]	44
Female labor force	Percentage of total labor force	47.44 %	12
Health infrastructure	meets the needs of society	6.92 Survey [0..10]	25

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing [New York City = 100]	88.70 index	49
Attracting and retaining talents	is a priority in companies	7.70 Survey [0..10]	14
Worker motivation	in companies is high	5.96 Survey [0..10]	31
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.66 Survey [0..10]	22
▶ Quality of life	is high	9.02 Survey [0..10]	8
Foreign highly-skilled personnel	are attracted to your country's business environment	6.85 Survey [0..10]	12
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	46,494 US\$	10
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	156,674 US\$	35
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.76 %	55
▶ Justice	is fairly administered	8.46 Survey [0..10]	6
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.75 micrograms	7

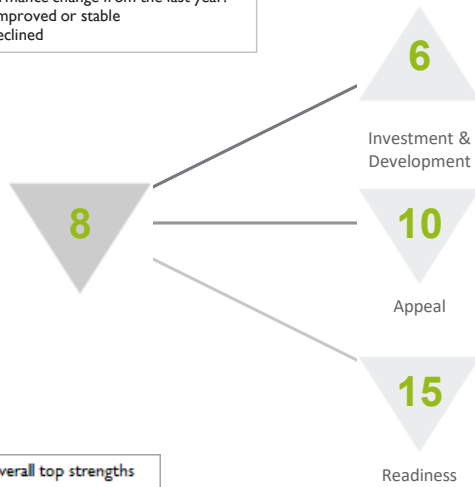
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	0.31 %	38
Skilled labor	is readily available	4.60 Survey [0..10]	42
Finance skills	are readily available	6.56 Survey [0..10]	24
▷ International experience	of senior managers is generally significant	4.89 Survey [0..10]	49
Competent senior managers	are readily available	5.46 Survey [0..10]	32
Primary and secondary education	meets the needs of a competitive economy	7.60 Survey [0..10]	15
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.55 %	44
University education	meets the needs of a competitive economy	7.58 Survey [0..10]	15
Management education	meets the needs of the business community	7.06 Survey [0..10]	17
Language skills	are meeting the needs of enterprises	6.24 Survey [0..10]	36
▶ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	17.84 number	2
Educational assessment - PISA	PISA survey of 15-year olds	499 Average	20

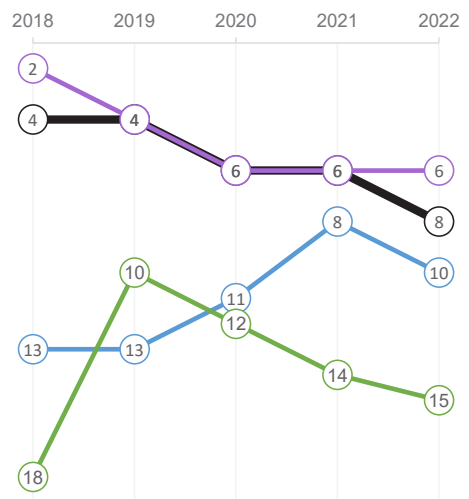
# AUSTRIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.1 %	29
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	12,636 US\$	9
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.15 ratio	17
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.16 ratio	6
▶ Apprenticeships	are sufficiently implemented	7.78 Survey [0..10]	3
▶ Employee training	is a high priority in companies	7.67 Survey [0..10]	3
Female labor force	Percentage of total labor force	46.82 %	24
▶ Health infrastructure	meets the needs of society	8.89 Survey [0..10]	1

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	87.10 index	46
Attracting and retaining talents	is a priority in companies	7.75 Survey [0..10]	13
Worker motivation	in companies is high	7.31 Survey [0..10]	9
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.67 Survey [0..10]	21
▶ Quality of life	is high	9.75 Survey [0..10]	2
Foreign highly-skilled personnel	are attracted to your country's business environment	6.03 Survey [0..10]	22
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	46,305 US\$	12
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	275,520 US\$	7
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.21 %	47
Justice	is fairly administered	6.60 Survey [0..10]	23
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	12.22 micrograms	22

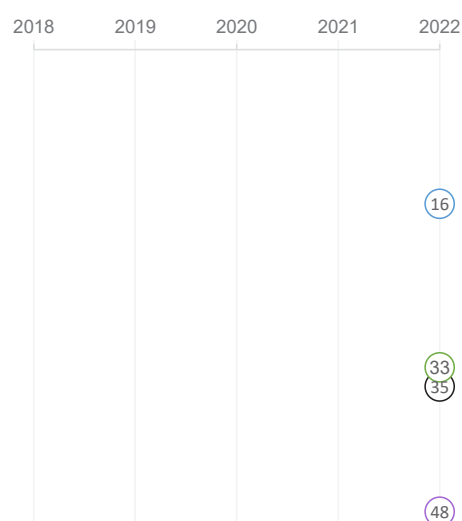
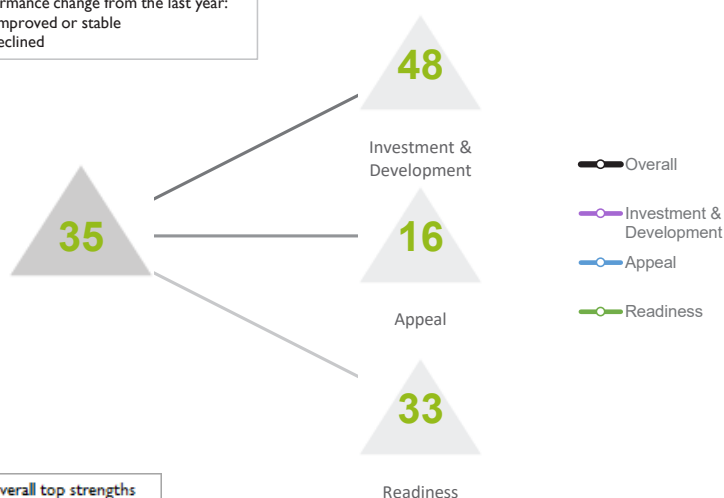
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	1.09 %	28
▷ Skilled labor	is readily available	3.95 Survey [0..10]	54
Finance skills	are readily available	6.36 Survey [0..10]	28
International experience	of senior managers is generally significant	5.67 Survey [0..10]	28
▷ Competent senior managers	are readily available	5.18 Survey [0..10]	36
Primary and secondary education	meets the needs of a competitive economy	7.53 Survey [0..10]	16
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	30.57 %	8
University education	meets the needs of a competitive economy	7.70 Survey [0..10]	13
Management education	meets the needs of the business community	7.10 Survey [0..10]	16
Language skills	are meeting the needs of enterprises	7.12 Survey [0..10]	25
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 PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses

## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▷ Total public expenditure on education	Percentage of GDP	2.6 %	61
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,960 US\$	43
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.00 ratio	11
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.00 ratio	14
Apprenticeships	are sufficiently implemented	5.26 Survey [0..10]	31
Employee training	is a high priority in companies	6.32 Survey [0..10]	25
▷ Female labor force	Percentage of total labor force	26.49 %	58
Health infrastructure	meets the needs of society	7.79 Survey [0..10]	12

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	78.00 index	33
Attracting and retaining talents	is a priority in companies	6.79 Survey [0..10]	33
Worker motivation	in companies is high	6.06 Survey [0..10]	28
Brain drain	[well-educated and skilled people] does not hinder competitiveness in your economy	6.26 Survey [0..10]	14
Quality of life	is high	8.06 Survey [0..10]	18
Foreign highly-skilled personnel	are attracted to your country's business environment	7.37 Survey [0..10]	8
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	29,081 US\$	25
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	291,693 US\$	5
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	7.82 Survey [0..10]	13
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	58.66 micrograms	60

## READINESS

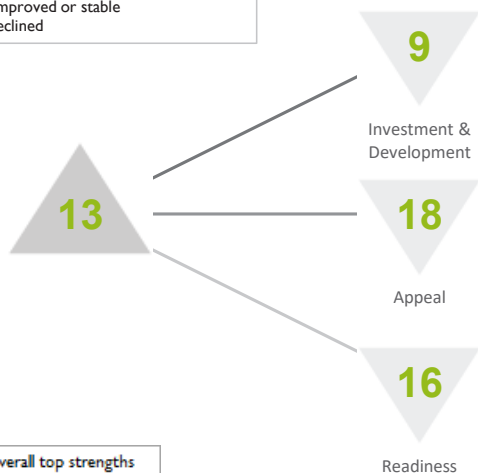
		Value	2022 Rank
▷ Labor force growth	Percentage change	-4.40 %	62
▶ Skilled labor	is readily available	6.56 Survey [0..10]	5
Finance skills	are readily available	7.44 Survey [0..10]	7
▶ International experience	of senior managers is generally significant	7.09 Survey [0..10]	7
▶ Competent senior managers	are readily available	7.04 Survey [0..10]	4
Primary and secondary education	meets the needs of a competitive economy	7.50 Survey [0..10]	17
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.49 %	58
University education	meets the needs of a competitive economy	7.10 Survey [0..10]	25
Management education	meets the needs of the business community	7.00 Survey [0..10]	19
Language skills	are meeting the needs of enterprises	8.24 Survey [0..10]	11
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.21 number	23
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-



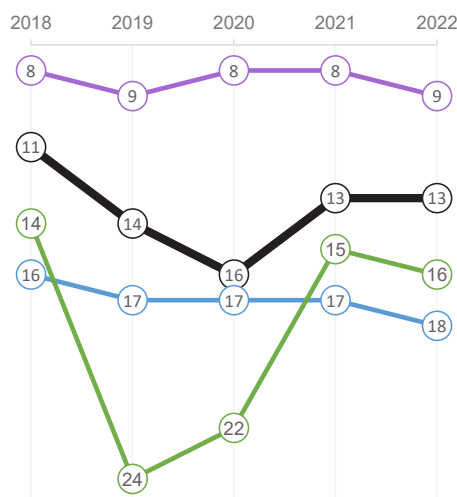
# BELGIUM

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	6.6 %	8
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,461 US\$	12
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.46 ratio	19
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.16 ratio	7
▷ Apprenticeships	are sufficiently implemented	5.02 Survey [0..10]	36
Employee training	is a high priority in companies	6.38 Survey [0..10]	22
Female labor force	Percentage of total labor force	43.61 %	43
▶ Health infrastructure	meets the needs of society	8.13 Survey [0..10]	9

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	82.20 index	40
Attracting and retaining talents	is a priority in companies	7.36 Survey [0..10]	23
Worker motivation	in companies is high	6.17 Survey [0..10]	24
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.64 Survey [0..10]	10
Quality of life	is high	7.91 Survey [0..10]	22
Foreign highly-skilled personnel	are attracted to your country's business environment	6.13 Survey [0..10]	20
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	38,108 US\$	18
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	254,449 US\$	12
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.77 %	56
Justice	is fairly administered	6.17 Survey [0..10]	28
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	12.73 micrograms	24

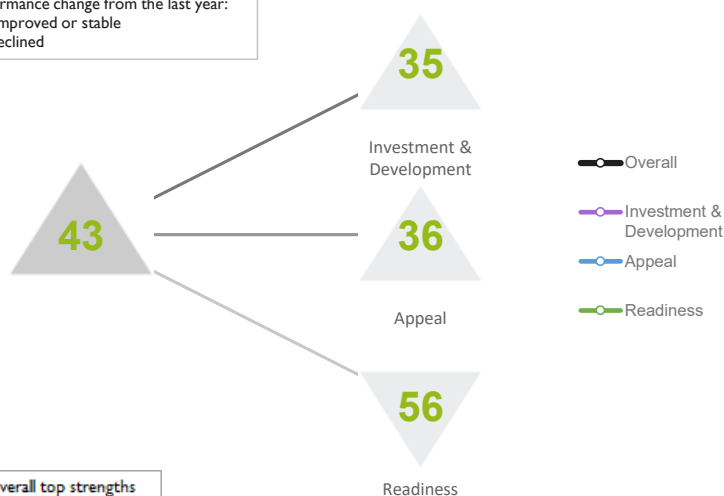
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	0.93 %	31
Skilled labor	is readily available	6.35 Survey [0..10]	11
Finance skills	are readily available	6.64 Survey [0..10]	23
International experience	of senior managers is generally significant	6.64 Survey [0..10]	12
Competent senior managers	are readily available	6.64 Survey [0..10]	12
Primary and secondary education	meets the needs of a competitive economy	7.70 Survey [0..10]	12
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.58 %	54
▶ University education	meets the needs of a competitive economy	7.96 Survey [0..10]	9
Management education	meets the needs of the business community	7.23 Survey [0..10]	14
Language skills	are meeting the needs of enterprises	8.09 Survey [0..10]	13
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.71 number	17
Educational assessment - PISA	PISA survey of 15-year olds	500 Average	19

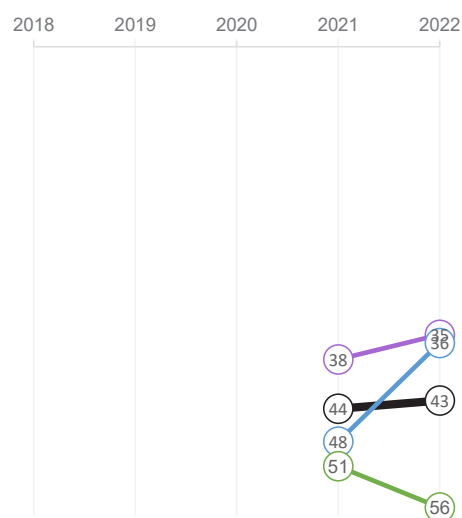
## BOTSWANA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ Improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	8.7 %	1
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,124 US\$	46
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	25.63 ratio	59
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.88 ratio	29
Apprenticeships	are sufficiently implemented	4.17 Survey [0..10]	51
▷ Employee training	is a high priority in companies	4.62 Survey [0..10]	57
▶ Female labor force	Percentage of total labor force	51.70 %	1
Health infrastructure	meets the needs of society	4.36 Survey [0..10]	48

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	46.10 index	1
▷ Attracting and retaining talents	is a priority in companies	5.38 Survey [0..10]	58
▷ Worker motivation	in companies is high	3.83 Survey [0..10]	63
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.03 Survey [0..10]	17
Quality of life	is high	4.62 Survey [0..10]	52
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	6.03 Survey [0..10]	21
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	10,680 US\$	53
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 %	34
Justice	is fairly administered	5.87 Survey [0..10]	33
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	25.33 micrograms	50

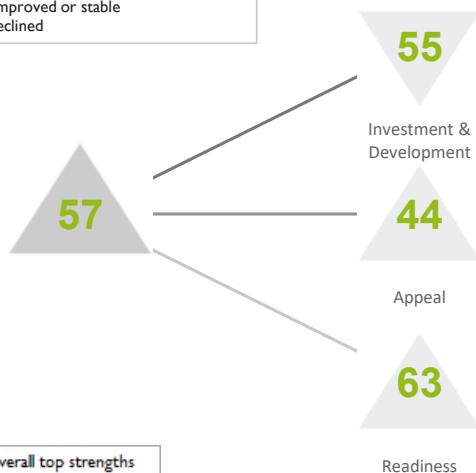
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	-0.30 %	45
Skilled labor	is readily available	4.92 Survey [0..10]	38
▷ Finance skills	are readily available	4.72 Survey [0..10]	57
International experience	of senior managers is generally significant	4.98 Survey [0..10]	45
Competent senior managers	are readily available	5.10 Survey [0..10]	37
Primary and secondary education	meets the needs of a competitive economy	4.62 Survey [0..10]	48
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.51 %	52
University education	meets the needs of a competitive economy	5.12 Survey [0..10]	48
Management education	meets the needs of the business community	5.18 Survey [0..10]	50
Language skills	are meeting the needs of enterprises	6.03 Survey [0..10]	39
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.50 number	53
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

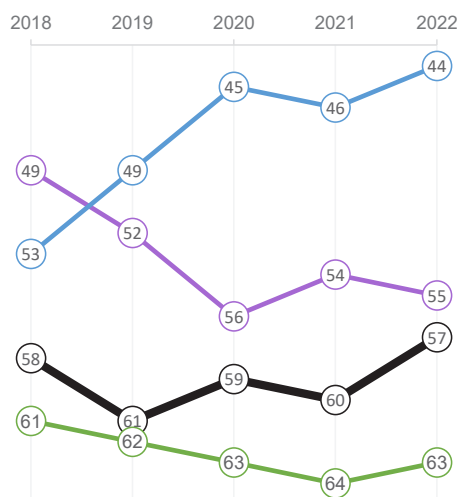
## BRAZIL

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	6.8 %	7
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,866 US\$	48
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	23.63 ratio	55
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	24.07 ratio	58
Apprenticeships	are sufficiently implemented	4.64 Survey [0..10]	47
Employee training	is a high priority in companies	5.44 Survey [0..10]	45
Female labor force	Percentage of total labor force	43.83 %	42
Health infrastructure	meets the needs of society	3.86 Survey [0..10]	54

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	56.00 index	5
Attracting and retaining talents	is a priority in companies	6.58 Survey [0..10]	39
Worker motivation	in companies is high	5.28 Survey [0..10]	43
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.38 Survey [0..10]	51
Quality of life	is high	3.94 Survey [0..10]	59
Foreign highly-skilled personnel	are attracted to your country's business environment	2.77 Survey [0..10]	60
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	15,916 US\$	37
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	93,850 US\$	49
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.04 %	21
Justice	is fairly administered	2.87 Survey [0..10]	56
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	11.67 micrograms	19

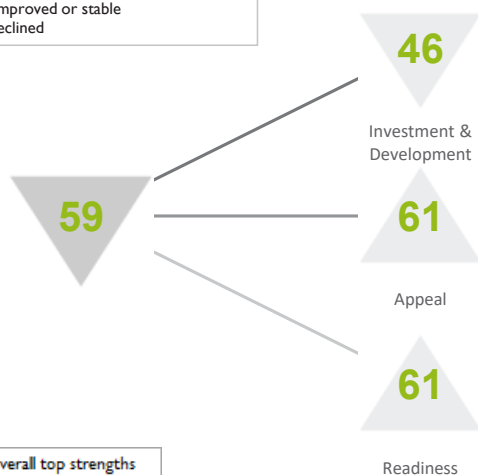
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	6.02 %	5
Skilled labor	is readily available	3.72 Survey [0..10]	58
Finance skills	are readily available	4.76 Survey [0..10]	54
▷ International experience	of senior managers is generally significant	4.06 Survey [0..10]	62
Competent senior managers	are readily available	3.77 Survey [0..10]	58
▷ Primary and secondary education	meets the needs of a competitive economy	2.36 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	3.72 Survey [0..10]	62
▷ Management education	meets the needs of the business community	3.93 Survey [0..10]	63
▷ Language skills	are meeting the needs of enterprises	2.68 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

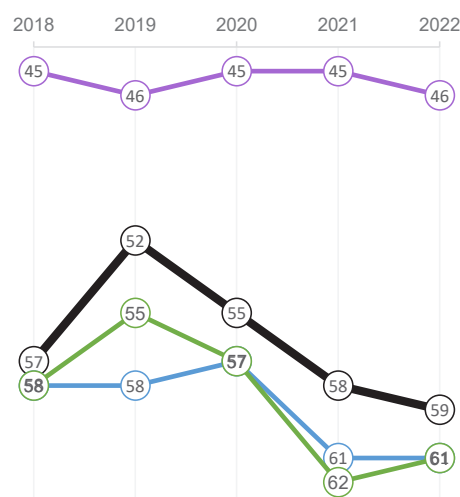
## BULGARIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.0 %	48
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,392 US\$	45
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	11.12 ratio	9
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.69 ratio	28
▷ Apprenticeships	are sufficiently implemented	2.62 Survey [0..10]	63
Employee training	is a high priority in companies	4.52 Survey [0..10]	59
▶ Female labor force	Percentage of total labor force	43.97 %	41
Health infrastructure	meets the needs of society	3.41 Survey [0..10]	57

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing [New York City = 100]	61.50 index	8
▷ Attracting and retaining talents	is a priority in companies	4.95 Survey [0..10]	62
Worker motivation	in companies is high	4.10 Survey [0..10]	60
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.30 Survey [0..10]	62
Quality of life	is high	3.70 Survey [0..10]	60
Foreign highly-skilled personnel	are attracted to your country's business environment	2.72 Survey [0..10]	61
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	9,351 US\$	54
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	48,022 US\$	57
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.51 %	25
Justice	is fairly administered	3.17 Survey [0..10]	55
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	19.93 micrograms	43

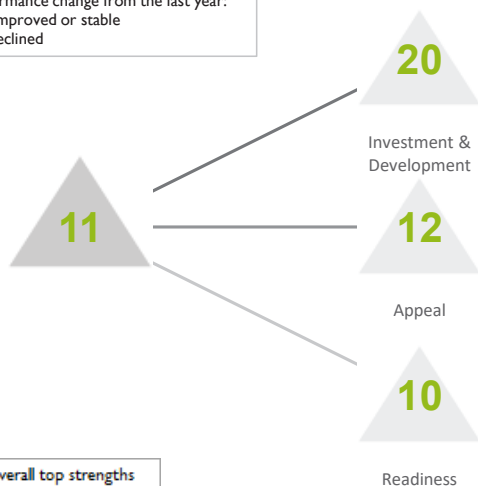
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	-1.30 %	57
Skilled labor	is readily available	3.28 Survey [0..10]	60
▷ Finance skills	are readily available	3.51 Survey [0..10]	63
International experience	of senior managers is generally significant	4.52 Survey [0..10]	56
Competent senior managers	are readily available	3.67 Survey [0..10]	59
Primary and secondary education	meets the needs of a competitive economy	3.70 Survey [0..10]	57
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.51 %	47
University education	meets the needs of a competitive economy	4.10 Survey [0..10]	61
▷ Management education	meets the needs of the business community	4.03 Survey [0..10]	62
Language skills	are meeting the needs of enterprises	5.87 Survey [0..10]	40
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

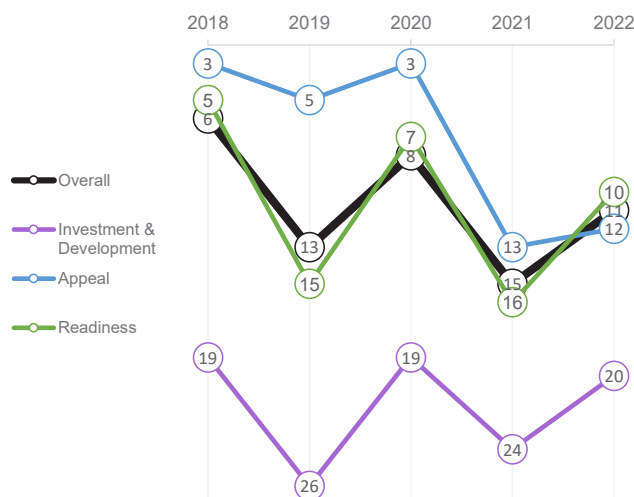
# CANADA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	4.9 %	34
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,394 US\$	13
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.35 ratio	42
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.25 ratio	44
Apprenticeships	are sufficiently implemented	5.85 Survey [0..10]	15
▶ Employee training	is a high priority in companies	7.06 Survey [0..10]	10
Female labor force	Percentage of total labor force	47.05 %	18
Health infrastructure	meets the needs of society	6.86 Survey [0..10]	26

### APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	74.80 index	27
Attracting and retaining talents	is a priority in companies	7.49 Survey [0..10]	20
Worker motivation	in companies is high	6.46 Survey [0..10]	17
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.36 Survey [0..10]	11
Quality of life	is high	8.03 Survey [0..10]	20
Foreign highly-skilled personnel	are attracted to your country's business environment	6.92 Survey [0..10]	11
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	46,489 US\$	11
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	201,383 US\$	21
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.91 %	57
Justice	is fairly administered	7.27 Survey [0..10]	19
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	7.09 micrograms	8

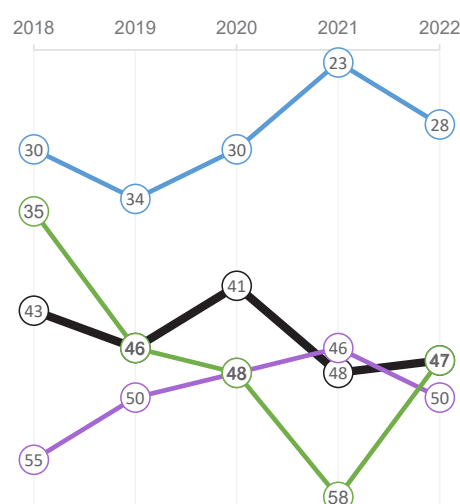
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	0.87 %	32
Skilled labor	is readily available	6.23 Survey [0..10]	16
Finance skills	are readily available	6.78 Survey [0..10]	17
International experience	of senior managers is generally significant	5.85 Survey [0..10]	22
Competent senior managers	are readily available	6.68 Survey [0..10]	11
Primary and secondary education	meets the needs of a competitive economy	7.82 Survey [0..10]	11
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.71 %	27
University education	meets the needs of a competitive economy	7.72 Survey [0..10]	12
▶ Management education	meets the needs of the business community	7.75 Survey [0..10]	8
Language skills	are meeting the needs of enterprises	7.62 Survey [0..10]	18
▶ 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 (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 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	3,138 US\$	42
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.63 ratio	51
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	19.77 ratio	54
Apprenticeships	are sufficiently implemented	4.85 Survey [0..10]	40
▷ Employee training	is a high priority in companies	4.74 Survey [0..10]	56
Female labor force	Percentage of total labor force	41.38 %	49
Health infrastructure	meets the needs of society	4.36 Survey [0..10]	47

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	71.70 index	23
Attracting and retaining talents	is a priority in companies	6.36 Survey [0..10]	44
Worker motivation	in companies is high	5.31 Survey [0..10]	41
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.33 Survey [0..10]	27
Quality of life	is high	6.24 Survey [0..10]	39
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	6.85 Survey [0..10]	12
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	23,844 US\$	30
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	180,102 US\$	26
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.98 %	12
Justice	is fairly administered	5.37 Survey [0..10]	37
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	23.68 micrograms	49

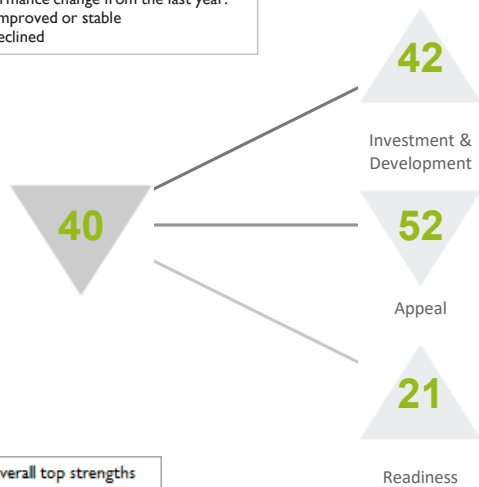
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	3.42 %	9
Skilled labor	is readily available	4.30 Survey [0..10]	48
Finance skills	are readily available	6.00 Survey [0..10]	36
▶ International experience	of senior managers is generally significant	6.00 Survey [0..10]	18
Competent senior managers	are readily available	5.21 Survey [0..10]	35
▷ Primary and secondary education	meets the needs of a competitive economy	4.12 Survey [0..10]	52
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.41 %	40
University education	meets the needs of a competitive economy	5.61 Survey [0..10]	43
Management education	meets the needs of the business community	6.57 Survey [0..10]	32
▷ Language skills	are meeting the needs of enterprises	3.52 Survey [0..10]	60
▷ 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

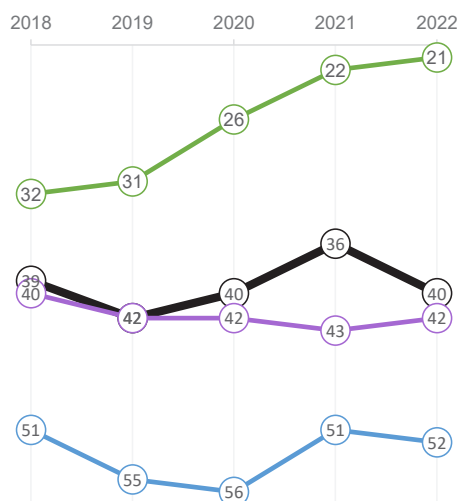
# CHINA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▷ Total public expenditure on education	Percentage of GDP	3.6 %	53
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,799 US\$	50
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.28 ratio	40
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.42 ratio	46
Apprenticeships	are sufficiently implemented	5.51 Survey [0..10]	25
Employee training	is a high priority in companies	7.01 Survey [0..10]	11
Female labor force	Percentage of total labor force	44.53 %	39
Health infrastructure	meets the needs of society	6.51 Survey [0..10]	30

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	108.90 index	57
Attracting and retaining talents	is a priority in companies	7.03 Survey [0..10]	29
▶ Worker motivation	in companies is high	7.18 Survey [0..10]	10
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.78 Survey [0..10]	34
Quality of life	is high	6.95 Survey [0..10]	33
Foreign highly-skilled personnel	are attracted to your country's business environment	5.35 Survey [0..10]	35
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	11,684 US\$	49
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	152,385 US\$	36
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.14 %	6
Justice	is fairly administered	6.07 Survey [0..10]	30
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	47.73 micrograms	59

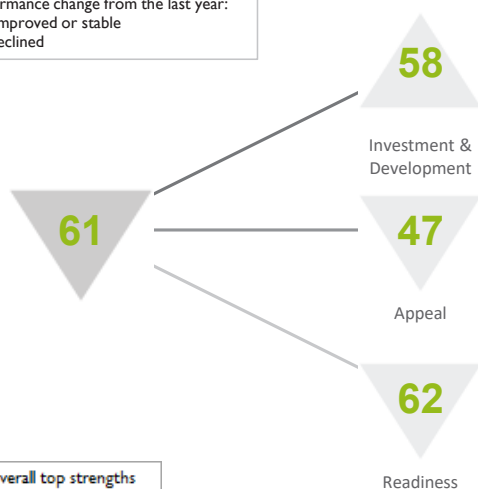
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-0.75 %	51
▶ Skilled labor	is readily available	6.49 Survey [0..10]	9
Finance skills	are readily available	7.09 Survey [0..10]	10
International experience	of senior managers is generally significant	4.94 Survey [0..10]	47
Competent senior managers	are readily available	6.00 Survey [0..10]	26
▶ Primary and secondary education	meets the needs of a competitive economy	8.20 Survey [0..10]	7
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	7.38 Survey [0..10]	18
Management education	meets the needs of the business community	6.90 Survey [0..10]	23
Language skills	are meeting the needs of enterprises	6.23 Survey [0..10]	37
▷ 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

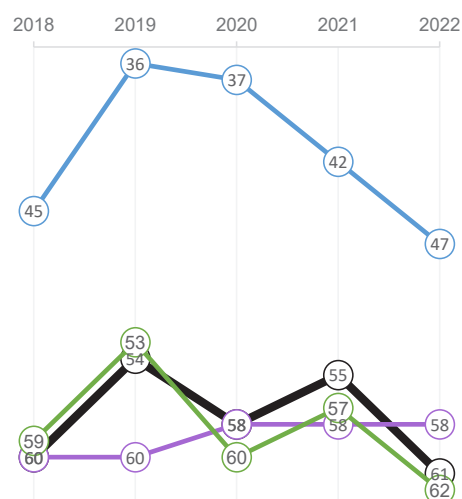
## COLOMBIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.0 %	33
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,005 US\$	55
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	23.77 ratio	56
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	26.09 ratio	60
▶ Apprenticeships	are sufficiently implemented	5.60 Survey [0..10]	24
Employee training	is a high priority in companies	5.74 Survey [0..10]	41
Female labor force	Percentage of total labor force	41.06 %	50
Health infrastructure	meets the needs of society	3.50 Survey [0..10]	56

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	55.00 index	4
Attracting and retaining talents	is a priority in companies	5.60 Survey [0..10]	56
Worker motivation	in companies is high	4.88 Survey [0..10]	54
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.17 Survey [0..10]	41
Quality of life	is high	4.17 Survey [0..10]	56
Foreign highly-skilled personnel	are attracted to your country's business environment	4.44 Survey [0..10]	48
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	12,241 US\$	48
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	128,854 US\$	40
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.30 %	7
Justice	is fairly administered	3.21 Survey [0..10]	54
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	22.53 micrograms	47

## READINESS

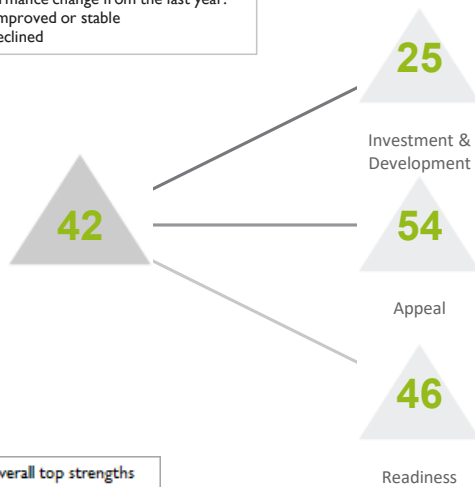
		Value	2022 Rank
▷ Labor force growth	Percentage change	-1.82 %	58
Skilled labor	is readily available	4.88 Survey [0..10]	39
Finance skills	are readily available	5.35 Survey [0..10]	47
International experience	of senior managers is generally significant	4.75 Survey [0..10]	51
Competent senior managers	are readily available	4.24 Survey [0..10]	51
Primary and secondary education	meets the needs of a competitive economy	3.91 Survey [0..10]	54
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.52 %	31
University education	meets the needs of a competitive economy	4.52 Survey [0..10]	57
▷ Management education	meets the needs of the business community	4.67 Survey [0..10]	58
▷ Language skills	are meeting the needs of enterprises	3.30 Survey [0..10]	61
▷ 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



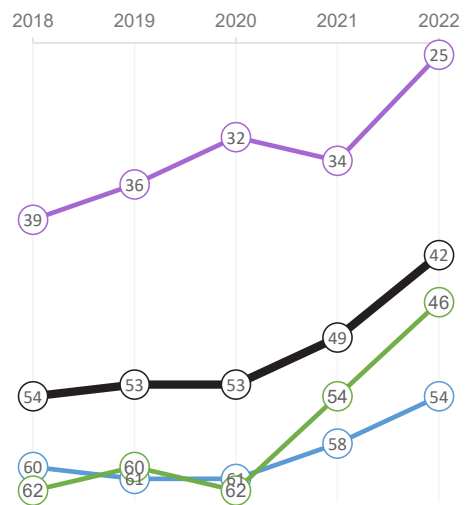
# CROATIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	5.4 %	22
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,125 US\$	38
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.10 ratio	4
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.07 ratio	1
▷ Apprenticeships	are sufficiently implemented	3.58 Survey [0..10]	58
Employee training	is a high priority in companies	5.20 Survey [0..10]	49
Female labor force	Percentage of total labor force	46.13 %	30
Health infrastructure	meets the needs of society	4.79 Survey [0..10]	45

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	67.30 index	18
Attracting and retaining talents	is a priority in companies	6.52 Survey [0..10]	42
Worker motivation	in companies is high	5.05 Survey [0..10]	49
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.64 Survey [0..10]	60
Quality of life	is high	5.82 Survey [0..10]	41
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	2.82 Survey [0..10]	59
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	14,350 US\$	41
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	87,775 US\$	51
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.68 %	26
Justice	is fairly administered	3.58 Survey [0..10]	52
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	18.23 micrograms	36

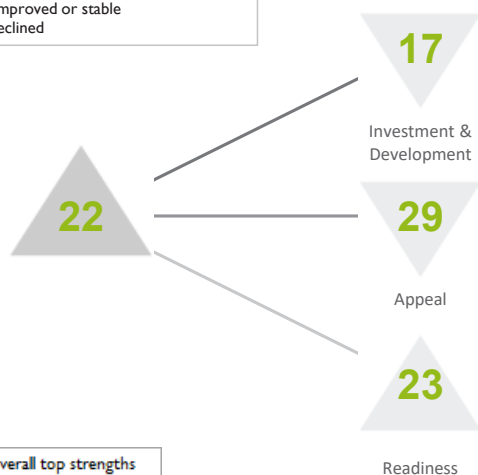
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	1.35 %	26
▷ Skilled labor	is readily available	3.73 Survey [0..10]	57
Finance skills	are readily available	4.73 Survey [0..10]	56
▷ International experience	of senior managers is generally significant	4.39 Survey [0..10]	57
Competent senior managers	are readily available	3.91 Survey [0..10]	55
Primary and secondary education	meets the needs of a competitive economy	4.97 Survey [0..10]	47
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.49 %	13
University education	meets the needs of a competitive economy	5.06 Survey [0..10]	49
Management education	meets the needs of the business community	4.97 Survey [0..10]	53
Language skills	are meeting the needs of enterprises	7.12 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

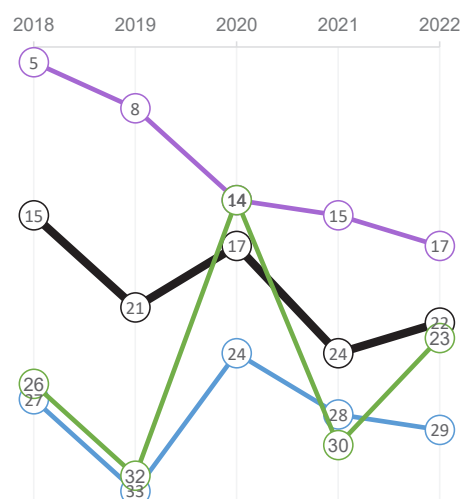
## CYPRUS

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.8 %	15
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,470 US\$	27
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.30 ratio	18
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.05 ratio	5
Apprenticeships	are sufficiently implemented	4.75 Survey [0..10]	44
▷ Employee training	is a high priority in companies	5.17 Survey [0..10]	51
Female labor force	Percentage of total labor force	47.11 %	16
Health infrastructure	meets the needs of society	6.30 Survey [0..10]	32

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	64.90 index	13
▷ Attracting and retaining talents	is a priority in companies	5.75 Survey [0..10]	54
▷ Worker motivation	in companies is high	5.08 Survey [0..10]	47
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.46 Survey [0..10]	25
Quality of life	is high	7.92 Survey [0..10]	21
Foreign highly-skilled personnel	are attracted to your country's business environment	5.58 Survey [0..10]	30
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	27,374 US\$	27
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	85,236 US\$	53
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.20 %	24
Justice	is fairly administered	5.25 Survey [0..10]	38
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.79 micrograms	29

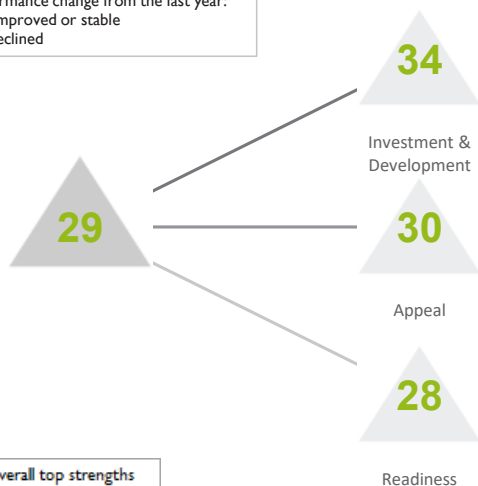
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	3.21 %	10
Skilled labor	is readily available	5.25 Survey [0..10]	34
Finance skills	are readily available	6.83 Survey [0..10]	15
International experience	of senior managers is generally significant	5.54 Survey [0..10]	34
Competent senior managers	are readily available	5.29 Survey [0..10]	34
Primary and secondary education	meets the needs of a competitive economy	6.85 Survey [0..10]	23
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	13.11 %	61
University education	meets the needs of a competitive economy	7.21 Survey [0..10]	22
Management education	meets the needs of the business community	6.58 Survey [0..10]	30
▶ Language skills	are meeting the needs of enterprises	8.21 Survey [0..10]	12
▶ 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

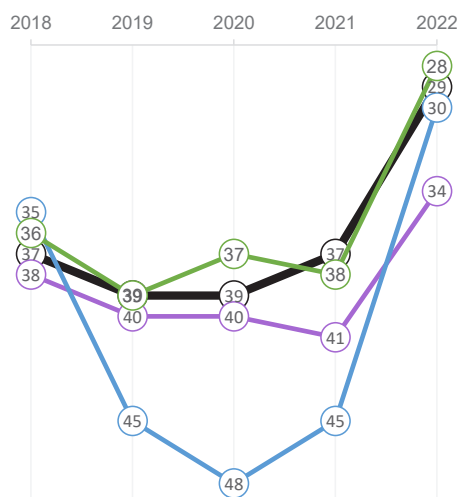
## CZECH REPUBLIC

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 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\$	32
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.04 ratio	48
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.44 ratio	22
▷ Apprenticeships	are sufficiently implemented	4.73 Survey [0..10]	46
Employee training	is a high priority in companies	6.21 Survey [0..10]	31
Female labor force	Percentage of total labor force	44.80 %	36
▶ Health infrastructure	meets the needs of society	7.47 Survey [0..10]	18

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	75.20 index	28
Attracting and retaining talents	is a priority in companies	7.18 Survey [0..10]	26
▶ Worker motivation	in companies is high	6.29 Survey [0..10]	22
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.92 Survey [0..10]	20
Quality of life	is high	7.76 Survey [0..10]	26
Foreign highly-skilled personnel	are attracted to your country's business environment	5.31 Survey [0..10]	36
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	15,563 US\$	38
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	106,454 US\$	45
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	4.65 %	29
Justice	is fairly administered	6.29 Survey [0..10]	27
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	16.97 micrograms	34

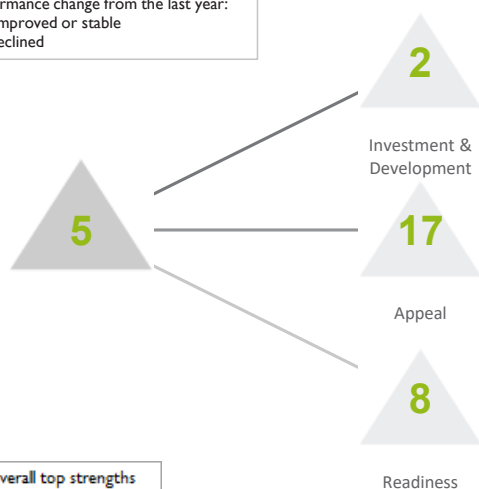
## READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	0.11 %	40
Skilled labor	is readily available	5.10 Survey [0..10]	35
Finance skills	are readily available	5.76 Survey [0..10]	40
International experience	of senior managers is generally significant	5.84 Survey [0..10]	23
▷ Competent senior managers	are readily available	5.02 Survey [0..10]	41
Primary and secondary education	meets the needs of a competitive economy	6.78 Survey [0..10]	25
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.88 %	25
University education	meets the needs of a competitive economy	6.78 Survey [0..10]	28
Management education	meets the needs of the business community	6.86 Survey [0..10]	25
Language skills	are meeting the needs of enterprises	6.45 Survey [0..10]	30
▶ 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

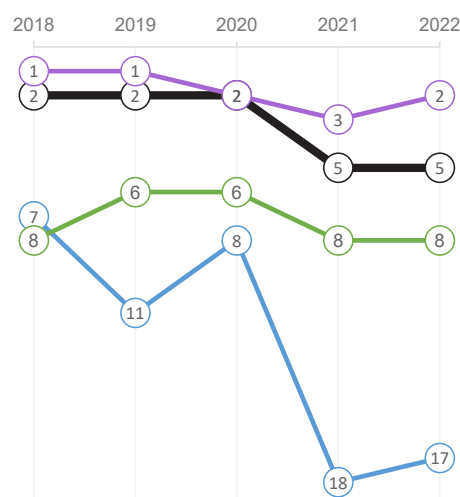
## DENMARK

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	6.4 %	10
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	15,477 US\$	6
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.09 ratio	14
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.67 ratio	27
Apprenticeships	are sufficiently implemented	7.06 Survey [0..10]	4
▶ Employee training	is a high priority in companies	8.10 Survey [0..10]	1
Female labor force	Percentage of total labor force	47.06 %	17
Health infrastructure	meets the needs of society	8.42 Survey [0..10]	5

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	96.60 index	52
▶ Attracting and retaining talents	is a priority in companies	8.59 Survey [0..10]	1
▶ Worker motivation	in companies is high	8.26 Survey [0..10]	1
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	7.95 Survey [0..10]	1
Quality of life	is high	9.64 Survey [0..10]	5
Foreign highly-skilled personnel	are attracted to your country's business environment	6.49 Survey [0..10]	16
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	58,896 US\$	5
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	217,395 US\$	17
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	25.24 %	62
Justice	is fairly administered	8.95 Survey [0..10]	2
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.78 micrograms	12

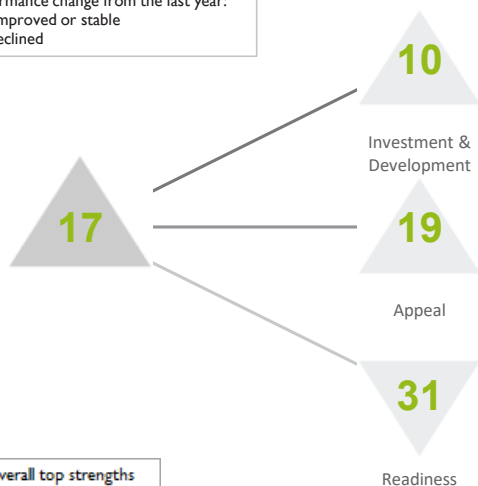
## READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	0.73 %	34
Skilled labor	is readily available	6.28 Survey [0..10]	14
Finance skills	are readily available	7.44 Survey [0..10]	8
International experience	of senior managers is generally significant	6.77 Survey [0..10]	11
▶ Competent senior managers	are readily available	7.31 Survey [0..10]	1
Primary and secondary education	meets the needs of a competitive economy	8.47 Survey [0..10]	3
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.01 %	34
University education	meets the needs of a competitive economy	8.34 Survey [0..10]	5
Management education	meets the needs of the business community	8.13 Survey [0..10]	4
Language skills	are meeting the needs of enterprises	8.86 Survey [0..10]	5
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	5.41 number	13
Educational assessment - PISA	PISA survey of 15-year olds	501 Average	17

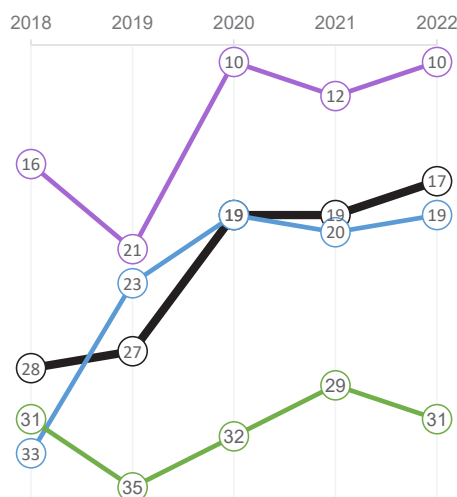
## ESTONIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	6.6 %	9
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,886 US\$	23
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.54 ratio	21
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.41 ratio	36
Apprenticeships	are sufficiently implemented	5.67 Survey [0..10]	20
▶ Employee training	is a high priority in companies	7.24 Survey [0..10]	8
▶ Female labor force	Percentage of total labor force	49.02 %	6
Health infrastructure	meets the needs of society	6.76 Survey [0..10]	27

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	68.30 index	19
Attracting and retaining talents	is a priority in companies	7.61 Survey [0..10]	15
Worker motivation	in companies is high	6.42 Survey [0..10]	20
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.16 Survey [0..10]	30
Quality of life	is high	6.90 Survey [0..10]	34
Foreign highly-skilled personnel	are attracted to your country's business environment	5.88 Survey [0..10]	26
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	15,532 US\$	39
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	98,070 US\$	48
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.16 %	38
Justice	is fairly administered	7.52 Survey [0..10]	16
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.95 micrograms	3

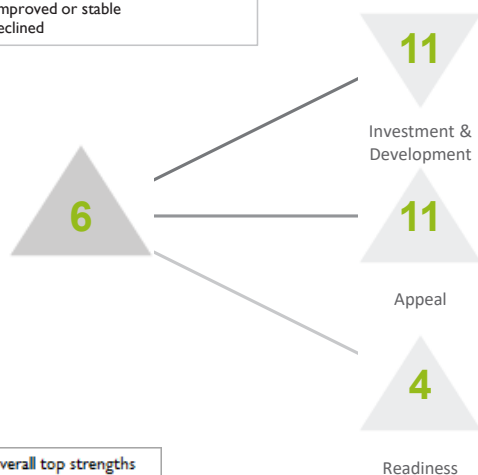
## READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-1.22 %	55
▷ Skilled labor	is readily available	3.27 Survey [0..10]	61
▷ Finance skills	are readily available	4.51 Survey [0..10]	60
International experience	of senior managers is generally significant	5.45 Survey [0..10]	37
▷ Competent senior managers	are readily available	4.21 Survey [0..10]	53
Primary and secondary education	meets the needs of a competitive economy	7.61 Survey [0..10]	14
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.48 %	18
University education	meets the needs of a competitive economy	7.33 Survey [0..10]	19
Management education	meets the needs of the business community	6.94 Survey [0..10]	20
Language skills	are meeting the needs of enterprises	7.22 Survey [0..10]	22
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

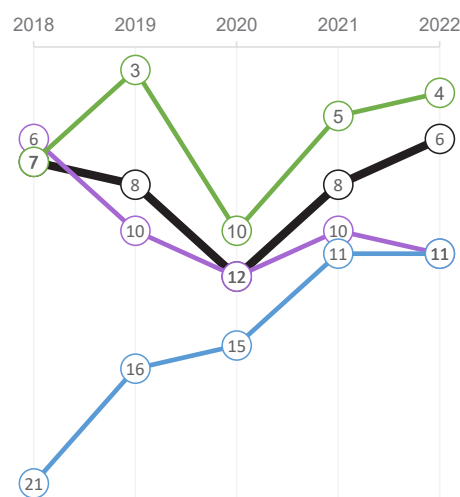
## FINLAND

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.8 %	16
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,195 US\$	14
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.11 ratio	24
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.63 ratio	37
Apprenticeships	are sufficiently implemented	5.94 Survey [0..10]	12
Employee training	is a high priority in companies	7.09 Survey [0..10]	9
Female labor force	Percentage of total labor force	47.79 %	10
Health infrastructure	meets the needs of society	8.63 Survey [0..10]	3

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	81.50 index	38
▶ Attracting and retaining talents	is a priority in companies	7.54 Survey [0..10]	17
▶ Worker motivation	in companies is high	7.60 Survey [0..10]	4
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.80 Survey [0..10]	9
▶ Quality of life	is high	9.77 Survey [0..10]	1
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	4.91 Survey [0..10]	42
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	40,528 US\$	16
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	177,937 US\$	28
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.55 %	60
▶ Justice	is fairly administered	9.37 Survey [0..10]	1
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.64 micrograms	1

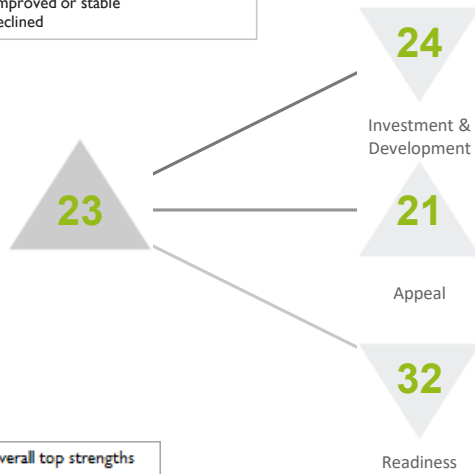
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	2.29 %	17
▶ Skilled labor	is readily available	5.77 Survey [0..10]	27
▶ Finance skills	are readily available	7.09 Survey [0..10]	11
▶ International experience	of senior managers is generally significant	6.51 Survey [0..10]	15
▶ Competent senior managers	are readily available	6.46 Survey [0..10]	16
▶ Primary and secondary education	meets the needs of a competitive economy	9.09 Survey [0..10]	1
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.94 %	16
▶ University education	meets the needs of a competitive economy	8.63 Survey [0..10]	3
▶ Management education	meets the needs of the business community	8.23 Survey [0..10]	3
▶ Language skills	are meeting the needs of enterprises	8.34 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

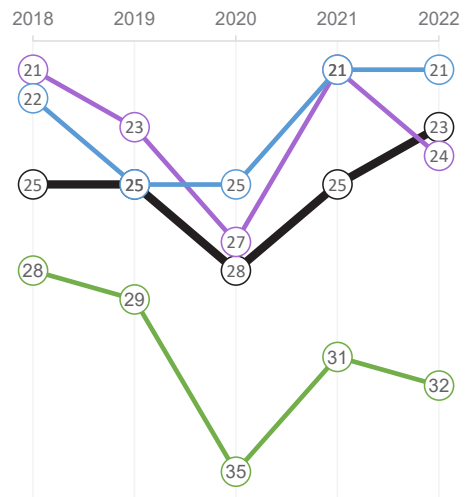
# FRANCE

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.5 %	21
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,227 US\$	21
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.42 ratio	50
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.07 ratio	43
Apprenticeships	are sufficiently implemented	5.27 Survey [0..10]	30
Employee training	is a high priority in companies	6.55 Survey [0..10]	17
▶ Female labor force	Percentage of total labor force	48.88 %	7
Health infrastructure	meets the needs of society	7.05 Survey [0..10]	24

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	88.20 index	48
▶ Attracting and retaining talents	is a priority in companies	7.78 Survey [0..10]	12
Worker motivation	in companies is high	5.29 Survey [0..10]	42
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.17 Survey [0..10]	29
▶ Quality of life	is high	8.18 Survey [0..10]	17
Foreign highly-skilled personnel	are attracted to your country's business environment	5.92 Survey [0..10]	24
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	37,845 US\$	19
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	257,540 US\$	10
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.56 %	49
Justice	is fairly administered	6.57 Survey [0..10]	24
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	11.37 micrograms	18

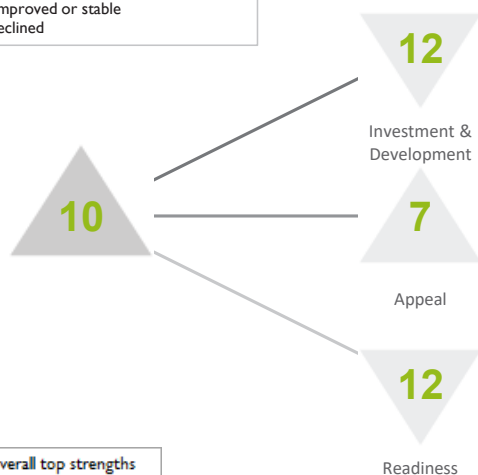
### READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	2.55 %	15
▷ Skilled labor	is readily available	4.19 Survey [0..10]	49
Finance skills	are readily available	6.20 Survey [0..10]	33
International experience	of senior managers is generally significant	5.14 Survey [0..10]	42
Competent senior managers	are readily available	5.03 Survey [0..10]	40
Primary and secondary education	meets the needs of a competitive economy	5.94 Survey [0..10]	39
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.89 %	24
University education	meets the needs of a competitive economy	6.27 Survey [0..10]	37
Management education	meets the needs of the business community	6.57 Survey [0..10]	33
▷ Language skills	are meeting the needs of enterprises	4.41 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

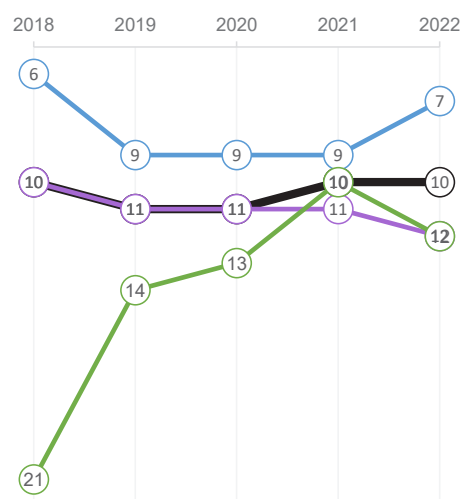
## GERMANY

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▷ Total public expenditure on education	Percentage of GDP	4.7 %	39
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,936 US\$	15
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.86 ratio	32
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.64 ratio	38
▶ Apprenticeships	are sufficiently implemented	8.23 Survey [0..10]	2
▶ Employee training	is a high priority in companies	7.60 Survey [0..10]	4
Female labor force	Percentage of total labor force	46.57 %	28
Health infrastructure	meets the needs of society	7.84 Survey [0..10]	11

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	82.50 index	41
Attracting and retaining talents	is a priority in companies	7.81 Survey [0..10]	11
Worker motivation	in companies is high	6.83 Survey [0..10]	13
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.13 Survey [0..10]	16
Quality of life	is high	9.01 Survey [0..10]	9
Foreign highly-skilled personnel	are attracted to your country's business environment	6.52 Survey [0..10]	15
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	46,639 US\$	9
▶ 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	10.36 %	51
Justice	is fairly administered	8.08 Survey [0..10]	9
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	11.93 micrograms	20

## READINESS

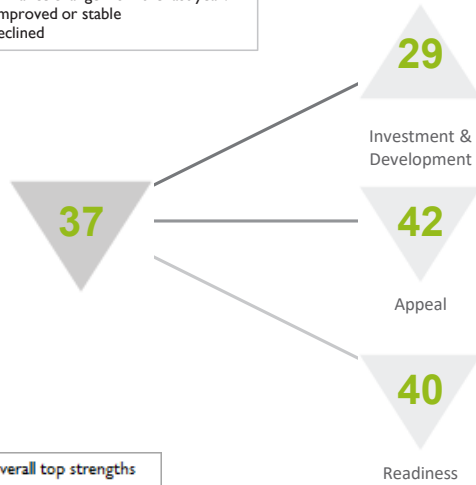
		Value	2022 Rank
▷ Labor force growth	Percentage change	-1.11 %	53
▷ Skilled labor	is readily available	4.74 Survey [0..10]	40
Finance skills	are readily available	6.70 Survey [0..10]	21
International experience	of senior managers is generally significant	6.52 Survey [0..10]	14
Competent senior managers	are readily available	5.56 Survey [0..10]	31
Primary and secondary education	meets the needs of a competitive economy	8.00 Survey [0..10]	8
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	35.82 %	4
▶ University education	meets the needs of a competitive economy	8.24 Survey [0..10]	6
Management education	meets the needs of the business community	7.27 Survey [0..10]	12
Language skills	are meeting the needs of enterprises	7.05 Survey [0..10]	27
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



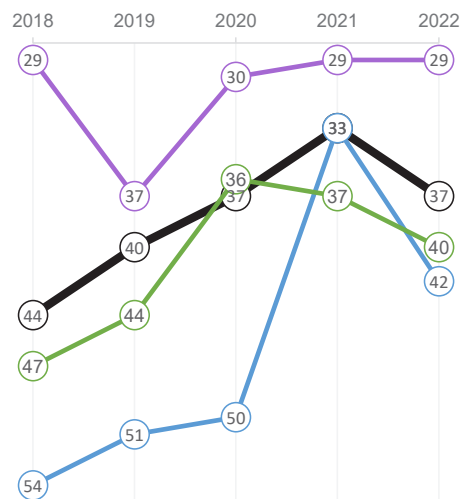
# GREECE

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.5 %	44
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,575 US\$	41
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	8.37 ratio	1
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.54 ratio	3
Apprenticeships	are sufficiently implemented	4.59 Survey [0..10]	48
▷ Employee training	is a high priority in companies	4.96 Survey [0..10]	54
Female labor force	Percentage of total labor force	44.41 %	40
Health infrastructure	meets the needs of society	4.96 Survey [0..10]	42

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	70.60 index	21
Attracting and retaining talents	is a priority in companies	6.31 Survey [0..10]	45
▷ Worker motivation	in companies is high	5.01 Survey [0..10]	51
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.24 Survey [0..10]	53
Quality of life	is high	6.23 Survey [0..10]	40
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	3.30 Survey [0..10]	57
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	20,159 US\$	34
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	178,793 US\$	27
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.00 %	35
Justice	is fairly administered	4.20 Survey [0..10]	48
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	14.32 micrograms	27

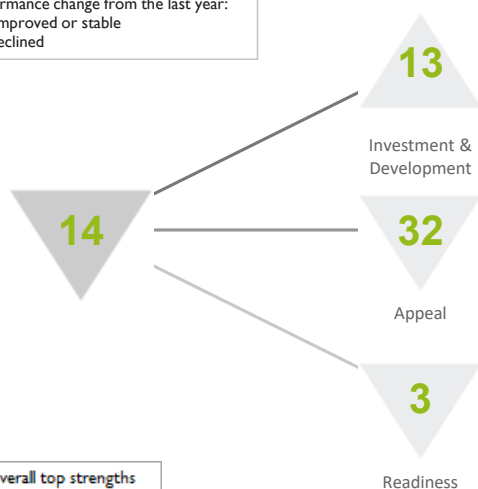
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-0.59 %	48
Skilled labor	is readily available	5.57 Survey [0..10]	31
Finance skills	are readily available	6.17 Survey [0..10]	34
International experience	of senior managers is generally significant	5.30 Survey [0..10]	39
Competent senior managers	are readily available	4.90 Survey [0..10]	43
Primary and secondary education	meets the needs of a competitive economy	5.83 Survey [0..10]	40
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.42 %	19
University education	meets the needs of a competitive economy	5.69 Survey [0..10]	42
Management education	meets the needs of the business community	5.83 Survey [0..10]	45
▶ Language skills	are meeting the needs of enterprises	7.71 Survey [0..10]	16
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

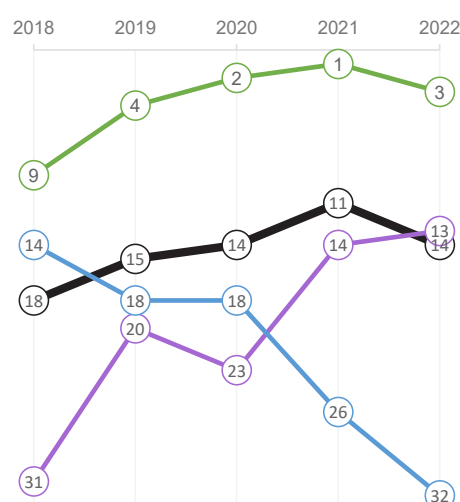
# HONG KONG SAR

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▷ Total public expenditure on education	Percentage of GDP	4.6 %	40
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	13,230 US\$	8
	Pupil-teacher ratio (primary education)	12.87 ratio	22
	Pupil-teacher ratio (secondary education)	10.90 ratio	18
	Apprenticeships	are sufficiently implemented	5.24 Survey [0..10]
	Employee training	is a high priority in companies	6.20 Survey [0..10]
▶ Female labor force	Percentage of total labor force	50.31 %	2
	Health infrastructure	meets the needs of society	6.22 Survey [0..10]

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	126.30 index	60
	Attracting and retaining talents	is a priority in companies	6.76 Survey [0..10]
	Worker motivation	in companies is high	7.07 Survey [0..10]
	Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.64 Survey [0..10]
▷ Quality of life	is high	6.42 Survey [0..10]	37
	Foreign highly-skilled personnel	are attracted to your country's business environment	5.38 Survey [0..10]
	Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	32,983 US\$
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	285,857 US\$	6
	Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.04 %
	Justice	is fairly administered	7.44 Survey [0..10]
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	19.00 micrograms	39

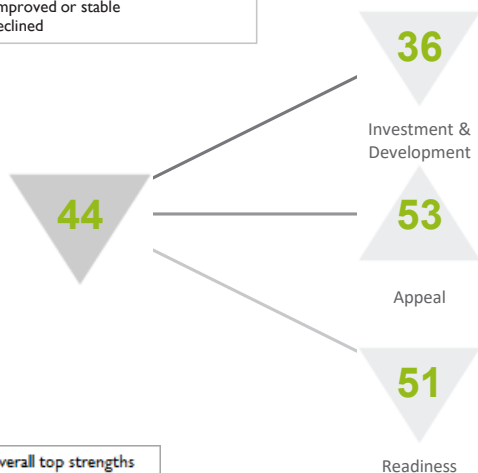
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-1.23 %	56
	Skilled labor	is readily available	5.80 Survey [0..10]
	Finance skills	are readily available	7.41 Survey [0..10]
	International experience	of senior managers is generally significant	7.05 Survey [0..10]
	Competent senior managers	are readily available	6.53 Survey [0..10]
	Primary and secondary education	meets the needs of a competitive economy	6.95 Survey [0..10]
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	41.11 %	1
	University education	meets the needs of a competitive economy	7.46 Survey [0..10]
	Management education	meets the needs of the business community	7.02 Survey [0..10]
	Language skills	are meeting the needs of enterprises	6.68 Survey [0..10]
	Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	6.32 number
▶ Educational assessment - PISA	PISA survey of 15-year olds	531 Average	3

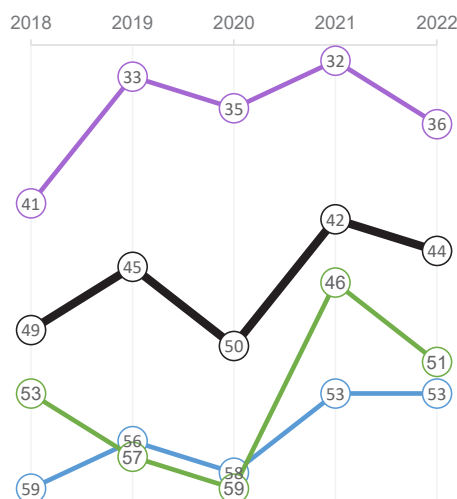
# HUNGARY

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	37
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,032 US\$	40
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	9.96 ratio	2
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.48 ratio	23
Apprenticeships	are sufficiently implemented	3.87 Survey [0..10]	55
Employee training	is a high priority in companies	5.11 Survey [0..10]	52
Female labor force	Percentage of total labor force	46.65 %	27
Health infrastructure	meets the needs of society	4.04 Survey [0..10]	50

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	62.40 index	11
Attracting and retaining talents	is a priority in companies	6.11 Survey [0..10]	48
Worker motivation	in companies is high	4.68 Survey [0..10]	55
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.74 Survey [0..10]	59
Quality of life	is high	5.28 Survey [0..10]	48
Foreign highly-skilled personnel	are attracted to your country's business environment	4.00 Survey [0..10]	50
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	12,322 US\$	47
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	81,100 US\$	55
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.29 %	32
Justice	is fairly administered	5.04 Survey [0..10]	40
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	16.60 micrograms	33

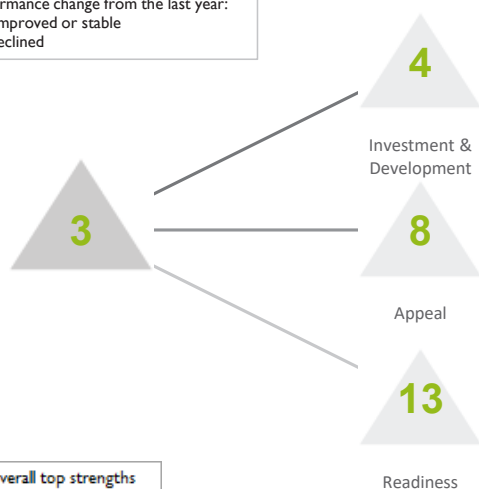
### READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	2.64 %	14
▷ Skilled labor	is readily available	3.42 Survey [0..10]	59
Finance skills	are readily available	5.22 Survey [0..10]	48
International experience	of senior managers is generally significant	5.21 Survey [0..10]	41
▷ Competent senior managers	are readily available	3.57 Survey [0..10]	60
Primary and secondary education	meets the needs of a competitive economy	4.44 Survey [0..10]	49
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.50 %	57
University education	meets the needs of a competitive economy	5.03 Survey [0..10]	51
Management education	meets the needs of the business community	5.10 Survey [0..10]	52
▷ Language skills	are meeting the needs of enterprises	4.00 Survey [0..10]	58
▶ 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

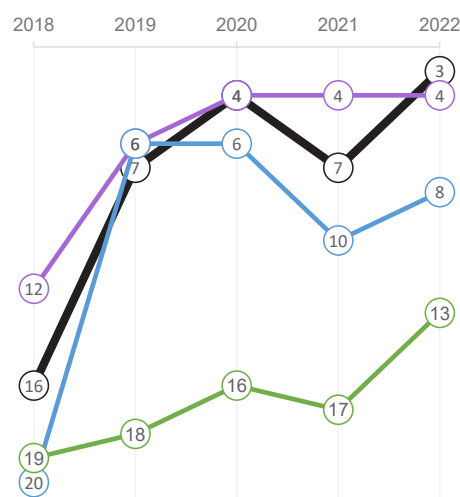
## ICELAND

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank	
Total public expenditure on education	Percentage of GDP	7.8 %	4	
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	16,711 US\$	3	
	Pupil-teacher ratio (primary education)	10.46 ratio	8	
	Pupil-teacher ratio (secondary education)	9.95 ratio	13	
▷ Apprenticeships	are sufficiently implemented	4.81 Survey [0..10]	42	
	Employee training	is a high priority in companies	6.06 Survey [0..10]	35
	Female labor force	Percentage of total labor force	46.11 %	31
	Health infrastructure	meets the needs of society	7.19 Survey [0..10]	23

## APPEAL

		Value	2022 Rank	
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	- index	-	
Attracting and retaining talents	is a priority in companies	7.91 Survey [0..10]	8	
Worker motivation	in companies is high	7.54 Survey [0..10]	6	
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	7.26 Survey [0..10]	6	
▶ Quality of life	is high	9.71 Survey [0..10]	3	
	Foreign highly-skilled personnel	are attracted to your country's business environment	5.38 Survey [0..10]	34
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	75,088 US\$	2	
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	87,701 US\$	52	
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	15.34 %	61	
	Justice	is fairly administered	7.86 Survey [0..10]	11
	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.37 micrograms	5

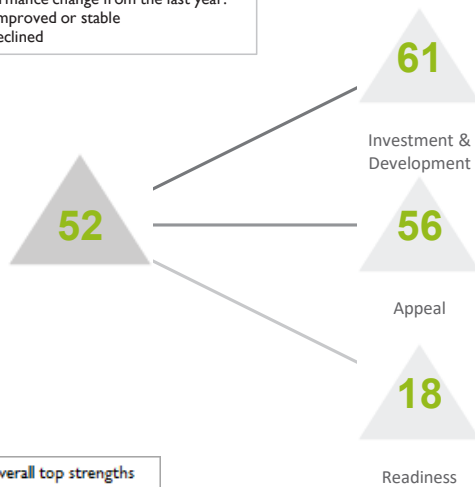
## READINESS

		Value	2022 Rank	
Labor force growth	Percentage change	3.07 %	11	
▶ Skilled labor	is readily available	6.78 Survey [0..10]	3	
▶ Finance skills	are readily available	7.62 Survey [0..10]	3	
▷ International experience	of senior managers is generally significant	5.54 Survey [0..10]	35	
	Competent senior managers	are readily available	6.72 Survey [0..10]	10
	Primary and secondary education	meets the needs of a competitive economy	8.32 Survey [0..10]	6
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.17 %	53	
	University education	meets the needs of a competitive economy	8.49 Survey [0..10]	4
	Management education	meets the needs of the business community	7.86 Survey [0..10]	6
	Language skills	are meeting the needs of enterprises	8.87 Survey [0..10]	4
	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

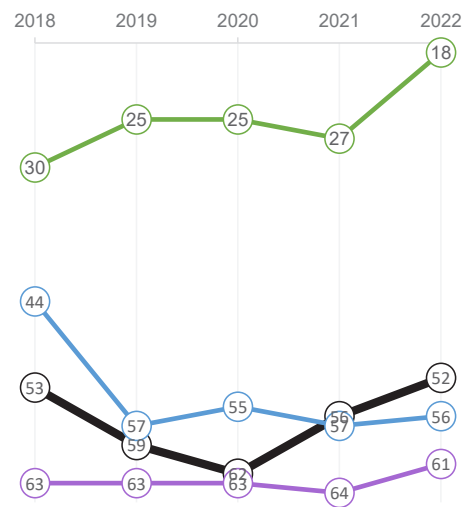
## INDIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.9 %	35
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	381 US\$	61
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	26.46 ratio	60
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	20.36 ratio	56
Apprenticeships	are sufficiently implemented	5.82 Survey [0..10]	17
Employee training	is a high priority in companies	6.29 Survey [0..10]	27
▷ Female labor force	Percentage of total labor force	23.02 %	60
Health infrastructure	meets the needs of society	5.18 Survey [0..10]	41

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	77.30 index	30
Attracting and retaining talents	is a priority in companies	7.22 Survey [0..10]	25
Worker motivation	in companies is high	6.45 Survey [0..10]	18
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.38 Survey [0..10]	26
Quality of life	is high	5.47 Survey [0..10]	46
Foreign highly-skilled personnel	are attracted to your country's business environment	5.10 Survey [0..10]	41
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	6,508 US\$	57
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	103,745 US\$	46
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.50 %	16
Justice	is fairly administered	6.11 Survey [0..10]	29
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	83.30 micrograms	63

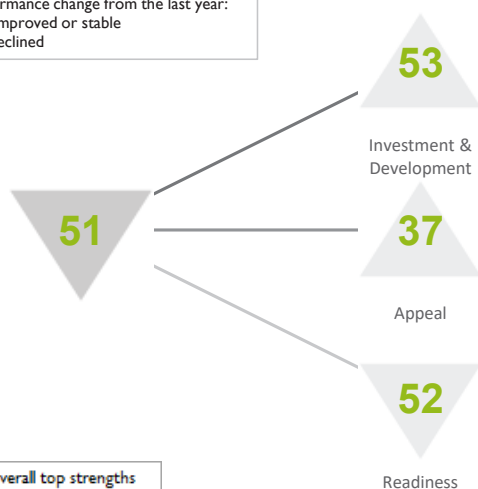
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	1.82 %	21
▶ Skilled labor	is readily available	6.52 Survey [0..10]	7
▶ Finance skills	are readily available	7.47 Survey [0..10]	6
International experience	of senior managers is generally significant	5.78 Survey [0..10]	25
▶ Competent senior managers	are readily available	6.60 Survey [0..10]	14
Primary and secondary education	meets the needs of a competitive economy	6.13 Survey [0..10]	34
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	33.71 %	5
University education	meets the needs of a competitive economy	6.55 Survey [0..10]	31
▶ Management education	meets the needs of the business community	7.24 Survey [0..10]	13
Language skills	are meeting the needs of enterprises	7.31 Survey [0..10]	21
▷ Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.04 number	60
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

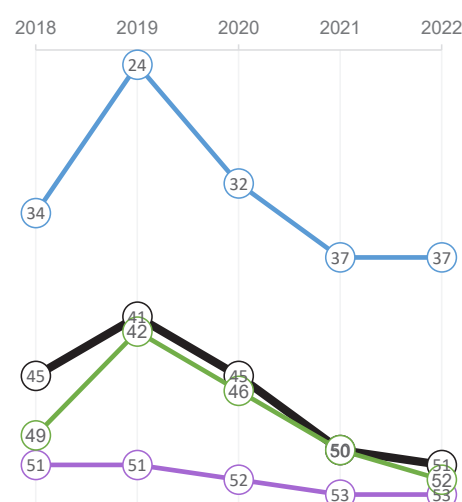
## INDONESIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank	
▷ Total public expenditure on education	Percentage of GDP	3.3 %	56	
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	454 US\$	60	
	Pupil-teacher ratio (primary education)	15.95 ratio	38	
	Pupil-teacher ratio (secondary education)	16.84 ratio	51	
▶ Apprenticeships	are sufficiently implemented	5.80 Survey [0..10]	18	
▶ Employee training	is a high priority in companies	6.53 Survey [0..10]	18	
	Female labor force	36.20 %	55	
	Health infrastructure	meets the needs of society	5.65 Survey [0..10]	37

## APPEAL

		Value	2022 Rank	
	Cost-of-living index	Index of a basket of goods & services in the main city, including housing [New York City = 100]	72.20 index	24
	Attracting and retaining talents	is a priority in companies	6.74 Survey [0..10]	35
▶ Worker motivation	in companies is high	6.67 Survey [0..10]	14	
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.93 Survey [0..10]	19	
	Quality of life	is high	5.70 Survey [0..10]	43
	Foreign highly-skilled personnel	are attracted to your country's business environment	6.27 Survey [0..10]	19
▷ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	5,788 US\$	59	
	Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	84,341 US\$	54
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.74 %	19	
	Justice	is fairly administered	4.47 Survey [0..10]	46
	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	19.67 micrograms	42

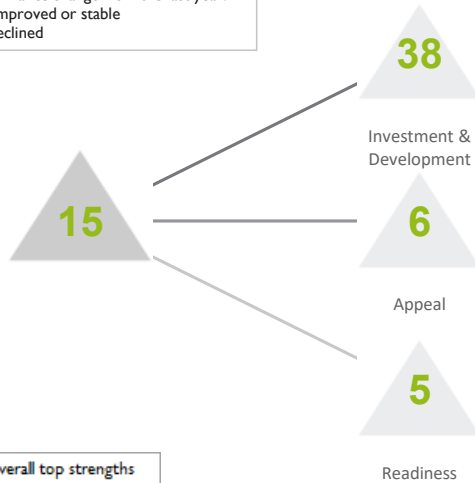
## READINESS

		Value	2022 Rank	
	Labor force growth	Percentage change	1.40 %	25
	Skilled labor	is readily available	5.80 Survey [0..10]	25
	Finance skills	are readily available	5.90 Survey [0..10]	37
	International experience	of senior managers is generally significant	5.65 Survey [0..10]	29
	Competent senior managers	are readily available	6.12 Survey [0..10]	23
	Primary and secondary education	meets the needs of a competitive economy	6.05 Survey [0..10]	38
	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.16 %	45
	University education	meets the needs of a competitive economy	6.00 Survey [0..10]	39
	Management education	meets the needs of the business community	6.07 Survey [0..10]	40
	Language skills	are meeting the needs of enterprises	5.78 Survey [0..10]	41
▷ 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	

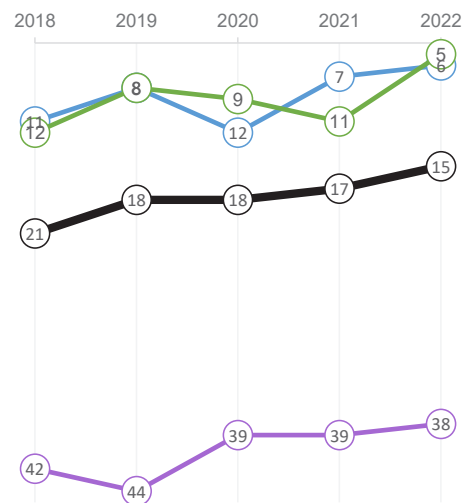
## IRELAND

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 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	9,456 US\$	20
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.94 ratio	33
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.89 ratio	39
▷ Apprenticeships	are sufficiently implemented	5.10 Survey [0..10]	35
Employee training	is a high priority in companies	6.58 Survey [0..10]	15
Female labor force	Percentage of total labor force	46.98 %	19
▷ Health infrastructure	meets the needs of society	4.64 Survey [0..10]	46

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	86.80 index	45
▶ Attracting and retaining talents	is a priority in companies	8.24 Survey [0..10]	3
Worker motivation	in companies is high	6.95 Survey [0..10]	12
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.20 Survey [0..10]	15
Quality of life	is high	7.83 Survey [0..10]	25
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	7.25 Survey [0..10]	9
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	46,792 US\$	8
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	210,279 US\$	18
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.61 %	40
Justice	is fairly administered	7.42 Survey [0..10]	18
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	7.85 micrograms	10

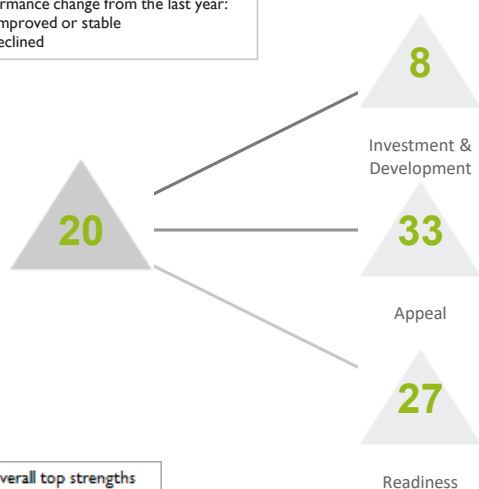
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	8.85 %	2
Skilled labor	is readily available	5.83 Survey [0..10]	22
Finance skills	are readily available	6.71 Survey [0..10]	19
International experience	of senior managers is generally significant	6.58 Survey [0..10]	13
▶ Competent senior managers	are readily available	6.92 Survey [0..10]	7
Primary and secondary education	meets the needs of a competitive economy	7.15 Survey [0..10]	19
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	26.41 %	22
University education	meets the needs of a competitive economy	7.25 Survey [0..10]	21
Management education	meets the needs of the business community	6.75 Survey [0..10]	27
Language skills	are meeting the needs of enterprises	6.27 Survey [0..10]	34
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

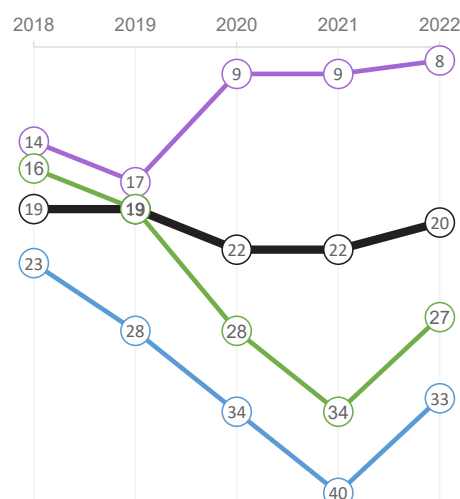
## ISRAEL

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	7.1 %	6
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,246 US\$	18
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.97 ratio	34
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.40 ratio	17
▶ Apprenticeships	are sufficiently implemented	6.05 Survey [0..10]	11
Employee training	is a high priority in companies	6.05 Survey [0..10]	36
▶ Female labor force	Percentage of total labor force	48.33 %	9
Health infrastructure	meets the needs of society	7.35 Survey [0..10]	20

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing [New York City = 100]	99.50 index	53
Attracting and retaining talents	is a priority in companies	6.88 Survey [0..10]	31
Worker motivation	in companies is high	6.42 Survey [0..10]	19
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.56 Survey [0..10]	36
Quality of life	is high	7.72 Survey [0..10]	27
Foreign highly-skilled personnel	are attracted to your country's business environment	5.77 Survey [0..10]	27
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	35,783 US\$	21
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	181,516 US\$	25
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.58 %	39
Justice	is fairly administered	6.00 Survey [0..10]	32
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	19.42 micrograms	41

## READINESS

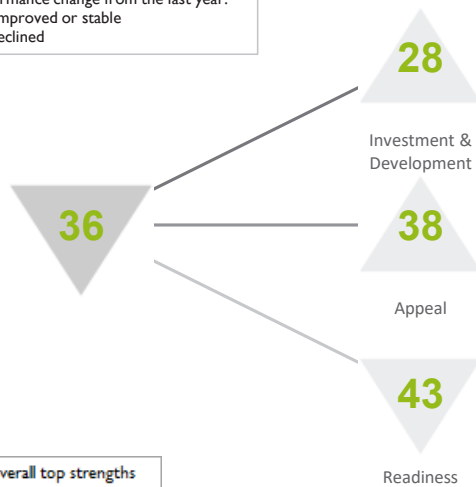
		Value	2022 Rank
Labor force growth	Percentage change	1.83 %	20
Skilled labor	is readily available	6.05 Survey [0..10]	20
Finance skills	are readily available	6.47 Survey [0..10]	26
International experience	of senior managers is generally significant	5.81 Survey [0..10]	24
▶ Competent senior managers	are readily available	6.79 Survey [0..10]	9
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	26.92 %	21
University education	meets the needs of a competitive economy	7.12 Survey [0..10]	24
Management education	meets the needs of the business community	6.28 Survey [0..10]	36
Language skills	are meeting the needs of enterprises	6.28 Survey [0..10]	33
▷ 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



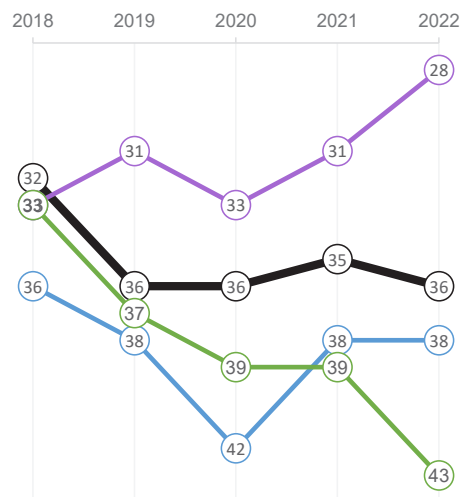
## ITALY

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.3 %	46
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,431 US\$	28
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	11.19 ratio	10
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.40 ratio	16
Apprenticeships	are sufficiently implemented	4.99 Survey [0..10]	37
Employee training	is a high priority in companies	5.29 Survey [0..10]	48
Female labor force	Percentage of total labor force	42.70 %	46
▶ Health infrastructure	meets the needs of society	7.22 Survey [0..10]	22

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	87.60 index	47
Attracting and retaining talents	is a priority in companies	6.44 Survey [0..10]	43
Worker motivation	in companies is high	5.82 Survey [0..10]	33
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.14 Survey [0..10]	42
Quality of life	is high	7.89 Survey [0..10]	24
Foreign highly-skilled personnel	are attracted to your country's business environment	4.60 Survey [0..10]	46
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	32,932 US\$	23
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	256,104 US\$	11
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.51 %	54
▷ Justice	is fairly administered	4.09 Survey [0..10]	49
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.85 micrograms	30

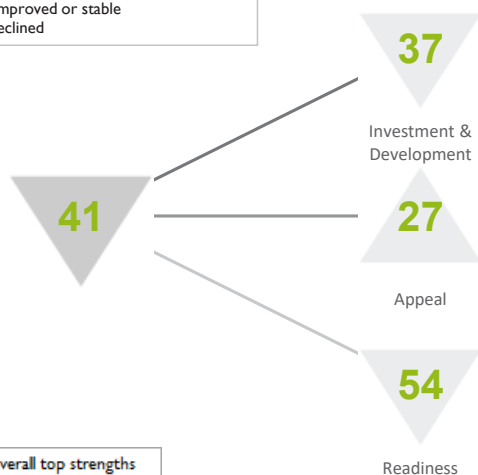
## READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-1.16 %	54
Skilled labor	is readily available	5.77 Survey [0..10]	28
Finance skills	are readily available	6.25 Survey [0..10]	31
▷ International experience	of senior managers is generally significant	4.83 Survey [0..10]	50
Competent senior managers	are readily available	5.93 Survey [0..10]	28
▶ Primary and secondary education	meets the needs of a competitive economy	6.97 Survey [0..10]	20
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.68 %	36
University education	meets the needs of a competitive economy	7.03 Survey [0..10]	26
Management education	meets the needs of the business community	6.57 Survey [0..10]	31
Language skills	are meeting the needs of enterprises	5.40 Survey [0..10]	46
▷ 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

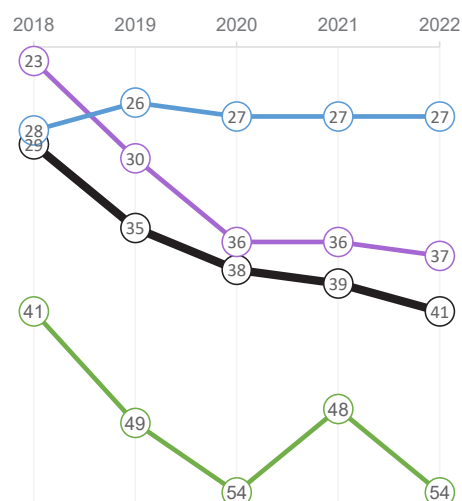
## JAPAN

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	3.4 %	54
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,984 US\$	25
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.62 ratio	37
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.02 ratio	33
Apprenticeships	are sufficiently implemented	5.62 Survey [0..10]	22
Employee training	is a high priority in companies	6.22 Survey [0..10]	30
Female labor force	Percentage of total labor force	44.59 %	38
Health infrastructure	meets the needs of society	6.49 Survey [0..10]	31

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	116.90 index	59
▶ Attracting and retaining talents	is a priority in companies	8.13 Survey [0..10]	4
Worker motivation	in companies is high	5.84 Survey [0..10]	32
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.13 Survey [0..10]	43
Quality of life	is high	7.35 Survey [0..10]	30
Foreign highly-skilled personnel	are attracted to your country's business environment	3.64 Survey [0..10]	54
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	45,806 US\$	14
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	269,256 US\$	8
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.01 %	36
▶ Justice	is fairly administered	7.64 Survey [0..10]	14
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	13.65 micrograms	25

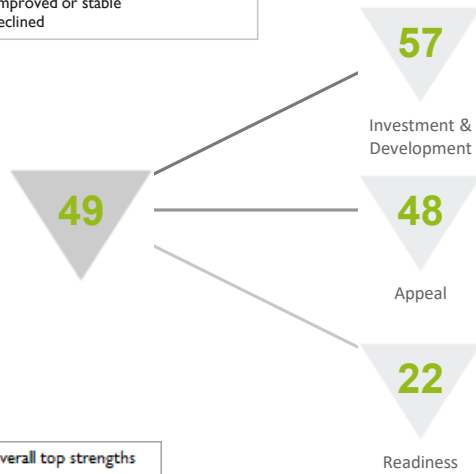
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	0.07 %	42
Skilled labor	is readily available	5.03 Survey [0..10]	36
Finance skills	are readily available	5.62 Survey [0..10]	43
▷ International experience	of senior managers is generally significant	3.01 Survey [0..10]	63
▷ Competent senior managers	are readily available	3.50 Survey [0..10]	61
Primary and secondary education	meets the needs of a competitive economy	6.11 Survey [0..10]	36
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.77 %	39
University education	meets the needs of a competitive economy	4.38 Survey [0..10]	59
▷ Management education	meets the needs of the business community	4.18 Survey [0..10]	60
▷ Language skills	are meeting the needs of enterprises	3.11 Survey [0..10]	62
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.61 number	46
▶ Educational assessment - PISA	PISA survey of 15-year olds	520 Average	5

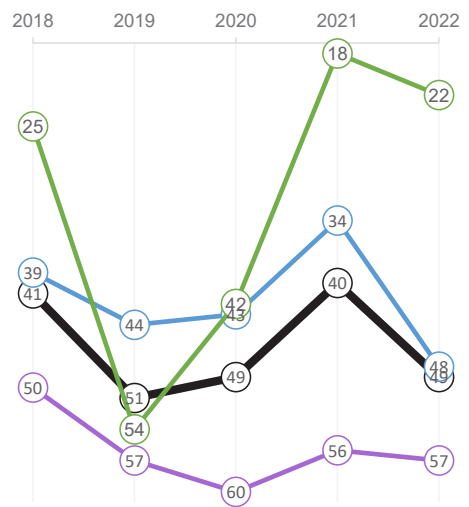
# JORDAN

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 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	548 US\$	59	
	Pupil-teacher ratio (primary education)	17.22 ratio	46	
	Pupil-teacher ratio (secondary education)	13.32 ratio	45	
▶ Apprenticeships	are sufficiently implemented	5.85 Survey [0..10]	16	
	Employee training	is a high priority in companies	5.85 Survey [0..10]	39
▷ Female labor force	Percentage of total labor force	20.57 %	62	
	Health infrastructure	meets the needs of society	6.08 Survey [0..10]	34

### APPEAL

		Value	2022 Rank	
	Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	74.40 index	26
	Attracting and retaining talents	is a priority in companies	5.85 Survey [0..10]	53
	Worker motivation	in companies is high	5.60 Survey [0..10]	38
	Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.00 Survey [0..10]	31
	Quality of life	is high	5.59 Survey [0..10]	45
	Foreign highly-skilled personnel	are attracted to your country's business environment	5.13 Survey [0..10]	39
	Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	- US\$	-
▷	Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	52,902 US\$	56
▶	Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.85 %	5
	Justice	is fairly administered	5.44 Survey [0..10]	35
▷	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	30.13 micrograms	55

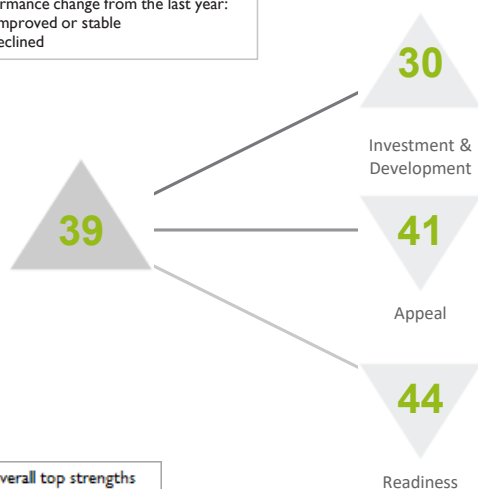
### READINESS

		Value	2022 Rank	
▶	Labor force growth	Percentage change	3.73 %	7
▶	Skilled labor	is readily available	6.29 Survey [0..10]	13
	Finance skills	are readily available	6.49 Survey [0..10]	25
	International experience	of senior managers is generally significant	6.17 Survey [0..10]	16
	Competent senior managers	are readily available	6.40 Survey [0..10]	17
	Primary and secondary education	meets the needs of a competitive economy	6.12 Survey [0..10]	35
▶	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.42 %	14
	University education	meets the needs of a competitive economy	6.38 Survey [0..10]	33
	Management education	meets the needs of the business community	6.19 Survey [0..10]	38
	Language skills	are meeting the needs of enterprises	6.29 Survey [0..10]	32
	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

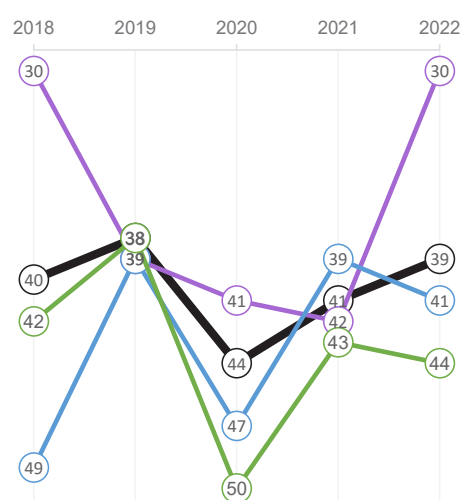
## KAZAKHSTAN

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.8 %	36
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,538 US\$	51
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.80 ratio	44
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.28 ratio	2
Apprenticeships	are sufficiently implemented	5.60 Survey [0..10]	23
▶ Employee training	is a high priority in companies	6.66 Survey [0..10]	13
▶ Female labor force	Percentage of total labor force	48.61 %	8
Health infrastructure	meets the needs of society	4.92 Survey [0..10]	43

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	50.90 index	2
Attracting and retaining talents	is a priority in companies	6.64 Survey [0..10]	37
Worker motivation	in companies is high	5.80 Survey [0..10]	34
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.64 Survey [0..10]	49
▷ Quality of life	is high	5.11 Survey [0..10]	51
Foreign highly-skilled personnel	are attracted to your country's business environment	5.68 Survey [0..10]	29
▷ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	6,244 US\$	58
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	16,000 US\$	61
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.32 %	8
Justice	is fairly administered	4.96 Survey [0..10]	43
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	21.05 micrograms	45

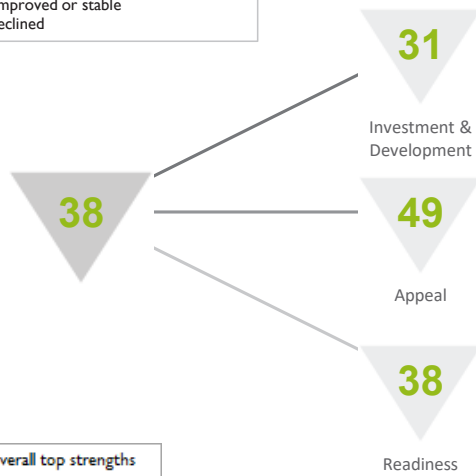
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	0.83 %	33
Skilled labor	is readily available	5.82 Survey [0..10]	23
Finance skills	are readily available	6.74 Survey [0..10]	18
International experience	of senior managers is generally significant	5.58 Survey [0..10]	32
Competent senior managers	are readily available	6.05 Survey [0..10]	24
Primary and secondary education	meets the needs of a competitive economy	5.41 Survey [0..10]	46
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	24.06 %	29
University education	meets the needs of a competitive economy	5.04 Survey [0..10]	50
Management education	meets the needs of the business community	5.44 Survey [0..10]	48
Language skills	are meeting the needs of enterprises	5.29 Survey [0..10]	47
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

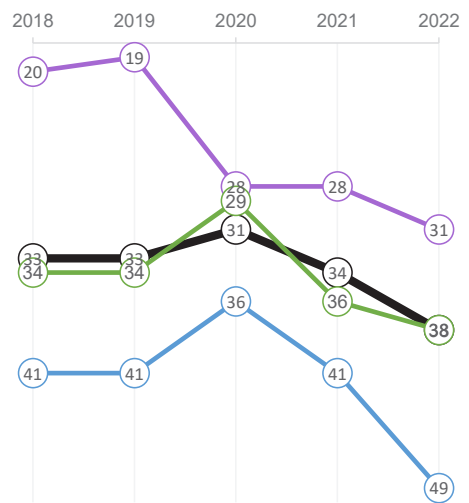
# KOREA REP.

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.7 %	38
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,950 US\$	26
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.31 ratio	41
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.89 ratio	31
Apprenticeships	are sufficiently implemented	5.64 Survey [0..10]	21
Employee training	is a high priority in companies	6.10 Survey [0..10]	34
Female labor force	Percentage of total labor force	43.04 %	44
▶ Health infrastructure	meets the needs of society	7.66 Survey [0..10]	14

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	104.60 index	55
▶ Attracting and retaining talents	is a priority in companies	7.54 Survey [0..10]	18
▷ Worker motivation	in companies is high	4.94 Survey [0..10]	52
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.81 Survey [0..10]	33
Quality of life	is high	6.44 Survey [0..10]	36
Foreign highly-skilled personnel	are attracted to your country's business environment	4.15 Survey [0..10]	49
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	24,963 US\$	29
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	237,687 US\$	16
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.24 %	31
Justice	is fairly administered	4.98 Survey [0..10]	42
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	27.45 micrograms	53

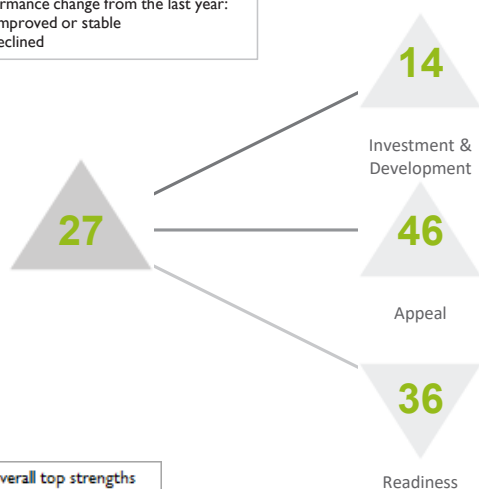
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	1.06 %	29
Skilled labor	is readily available	4.58 Survey [0..10]	43
Finance skills	are readily available	5.60 Survey [0..10]	44
▷ International experience	of senior managers is generally significant	4.32 Survey [0..10]	59
▷ Competent senior managers	are readily available	3.85 Survey [0..10]	56
Primary and secondary education	meets the needs of a competitive economy	6.06 Survey [0..10]	37
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	30.18 %	9
University education	meets the needs of a competitive economy	5.21 Survey [0..10]	46
Management education	meets the needs of the business community	5.60 Survey [0..10]	46
Language skills	are meeting the needs of enterprises	5.60 Survey [0..10]	45
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

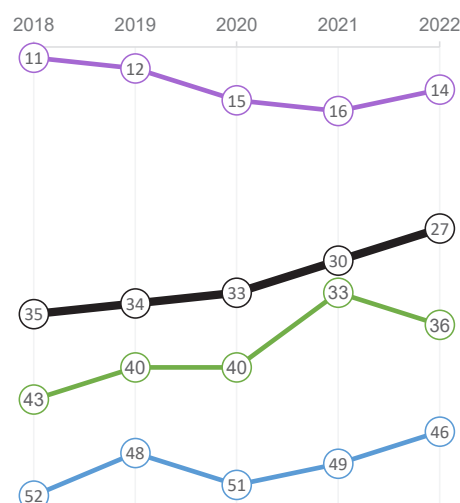
## LATVIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 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	4,971 US\$	36
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.11 ratio	16
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.37 ratio	15
▶ Apprenticeships	are sufficiently implemented	5.86 Survey [0..10]	13
Employee training	is a high priority in companies	6.38 Survey [0..10]	23
▶ Female labor force	Percentage of total labor force	49.51 %	4
Health infrastructure	meets the needs of society	5.29 Survey [0..10]	40

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	74.20 index	25
Attracting and retaining talents	is a priority in companies	6.52 Survey [0..10]	41
Worker motivation	in companies is high	6.00 Survey [0..10]	30
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.05 Survey [0..10]	44
▷ Quality of life	is high	5.37 Survey [0..10]	47
Foreign highly-skilled personnel	are attracted to your country's business environment	5.14 Survey [0..10]	38
▷ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	11,431 US\$	52
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	99,037 US\$	47
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.13 %	37
Justice	is fairly administered	5.43 Survey [0..10]	36
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	12.71 micrograms	23

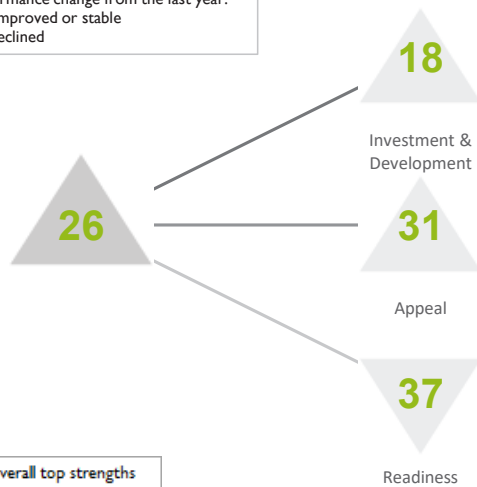
## READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-3.82 %	61
Skilled labor	is readily available	6.15 Survey [0..10]	18
Finance skills	are readily available	6.67 Survey [0..10]	22
International experience	of senior managers is generally significant	5.95 Survey [0..10]	20
Competent senior managers	are readily available	6.00 Survey [0..10]	26
Primary and secondary education	meets the needs of a competitive economy	6.33 Survey [0..10]	29
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.33 %	49
University education	meets the needs of a competitive economy	6.29 Survey [0..10]	36
Management education	meets the needs of the business community	6.67 Survey [0..10]	28
Language skills	are meeting the needs of enterprises	7.14 Survey [0..10]	24
▶ 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

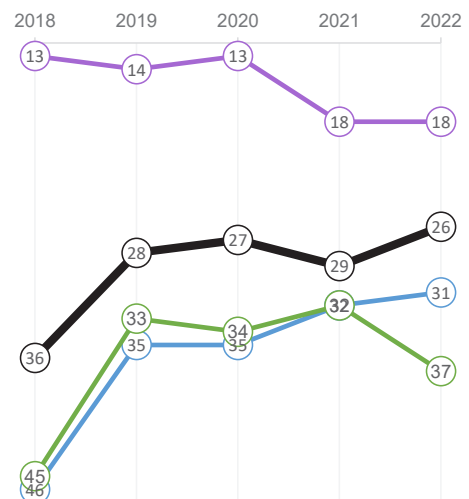
## LITHUANIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 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	5,147 US\$	35
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	14.20 ratio	30
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.78 ratio	12
▶ Apprenticeships	are sufficiently implemented	6.15 Survey [0..10]	10
Employee training	is a high priority in companies	6.42 Survey [0..10]	21
▶ Female labor force	Percentage of total labor force	49.50 %	5
Health infrastructure	meets the needs of society	5.45 Survey [0..10]	39

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	67.10 index	17
▶ Attracting and retaining talents	is a priority in companies	7.57 Survey [0..10]	16
Worker motivation	in companies is high	6.12 Survey [0..10]	25
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.82 Survey [0..10]	48
Quality of life	is high	7.18 Survey [0..10]	31
Foreign highly-skilled personnel	are attracted to your country's business environment	5.15 Survey [0..10]	37
▷ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	11,666 US\$	50
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	112,304 US\$	44
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	7.10 %	42
Justice	is fairly administered	6.03 Survey [0..10]	31
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	10.47 micrograms	17

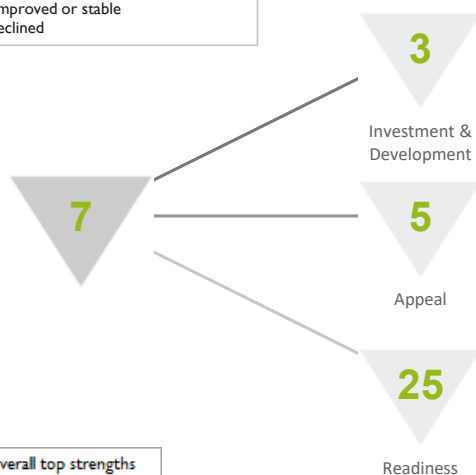
## READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-0.72 %	50
▷ Skilled labor	is readily available	4.31 Survey [0..10]	47
▷ Finance skills	are readily available	5.36 Survey [0..10]	46
International experience	of senior managers is generally significant	6.03 Survey [0..10]	17
Competent senior managers	are readily available	5.35 Survey [0..10]	33
Primary and secondary education	meets the needs of a competitive economy	6.33 Survey [0..10]	29
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	26.03 %	23
University education	meets the needs of a competitive economy	6.33 Survey [0..10]	34
Management education	meets the needs of the business community	6.06 Survey [0..10]	41
Language skills	are meeting the needs of enterprises	7.57 Survey [0..10]	19
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

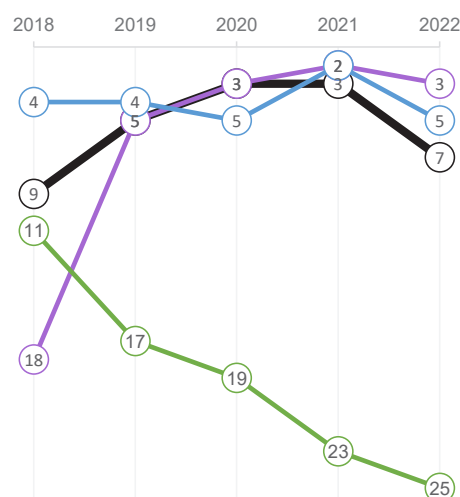
## LUXEMBOURG

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.0 %	32
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	31,339 US\$	1
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	9.97 ratio	3
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.24 ratio	8
Apprenticeships	are sufficiently implemented	5.51 Survey [0..10]	26
Employee training	is a high priority in companies	6.26 Survey [0..10]	29
▷ Female labor force	Percentage of total labor force	39.51 %	52
Health infrastructure	meets the needs of society	7.74 Survey [0..10]	13

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	80.30 index	36
Attracting and retaining talents	is a priority in companies	7.82 Survey [0..10]	10
Worker motivation	in companies is high	6.08 Survey [0..10]	27
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.64 Survey [0..10]	23
Quality of life	is high	8.62 Survey [0..10]	10
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	7.46 Survey [0..10]	7
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	64,767 US\$	3
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	263,271 US\$	9
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.73 %	50
Justice	is fairly administered	6.85 Survey [0..10]	21
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	10.09 micrograms	16

## READINESS

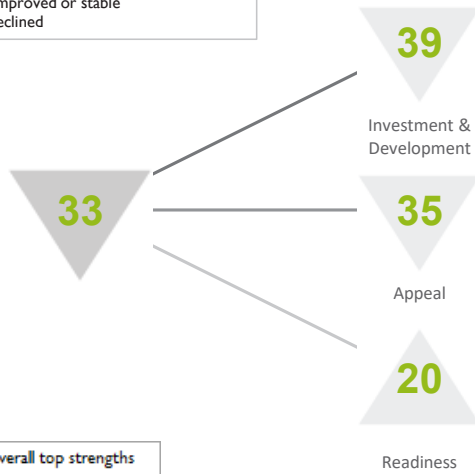
		Value	2022 Rank
Labor force growth	Percentage change	2.83 %	13
▷ Skilled labor	is readily available	4.05 Survey [0..10]	52
Finance skills	are readily available	6.24 Survey [0..10]	32
International experience	of senior managers is generally significant	7.05 Survey [0..10]	8
▷ Competent senior managers	are readily available	4.87 Survey [0..10]	45
Primary and secondary education	meets the needs of a competitive economy	6.51 Survey [0..10]	27
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.24 %	50
University education	meets the needs of a competitive economy	6.26 Survey [0..10]	38
Management education	meets the needs of the business community	6.49 Survey [0..10]	35
▶ Language skills	are meeting the needs of enterprises	8.64 Survey [0..10]	6
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



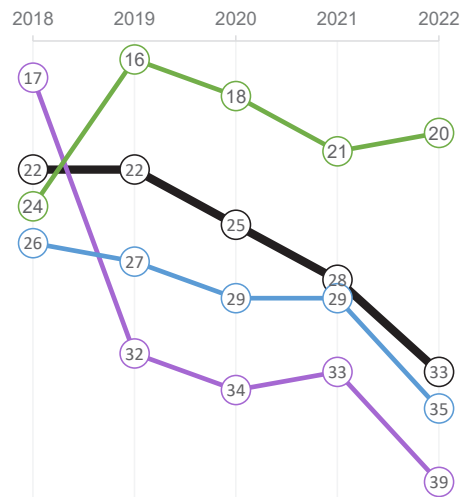
# MALAYSIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.5 %	43
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,932 US\$	47
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.03 ratio	12
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.04 ratio	20
Apprenticeships	are sufficiently implemented	5.21 Survey [0..10]	33
Employee training	is a high priority in companies	5.83 Survey [0..10]	40
▷ Female labor force	Percentage of total labor force	39.02 %	54
Health infrastructure	meets the needs of society	6.71 Survey [0..10]	28

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	65.00 index	14
▷ Attracting and retaining talents	is a priority in companies	6.22 Survey [0..10]	46
Worker motivation	in companies is high	5.31 Survey [0..10]	40
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.87 Survey [0..10]	32
▷ Quality of life	is high	5.62 Survey [0..10]	44
Foreign highly-skilled personnel	are attracted to your country's business environment	5.52 Survey [0..10]	31
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	13,564 US\$	42
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	117,688 US\$	43
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.75 %	20
Justice	is fairly administered	5.07 Survey [0..10]	39
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	16.55 micrograms	32

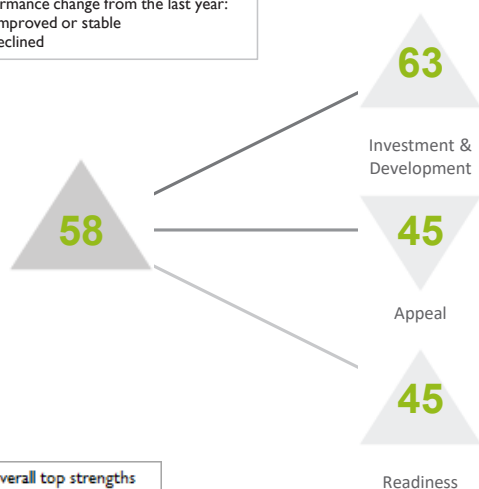
### READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	3.03 %	12
Skilled labor	is readily available	5.74 Survey [0..10]	29
Finance skills	are readily available	5.89 Survey [0..10]	38
International experience	of senior managers is generally significant	5.62 Survey [0..10]	31
Competent senior managers	are readily available	5.83 Survey [0..10]	29
Primary and secondary education	meets the needs of a competitive economy	5.67 Survey [0..10]	42
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	38.90 %	2
University education	meets the needs of a competitive economy	5.88 Survey [0..10]	40
Management education	meets the needs of the business community	5.87 Survey [0..10]	43
Language skills	are meeting the needs of enterprises	6.27 Survey [0..10]	35
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.74 number	32
▷ Educational assessment - PISA	PISA survey of 15-year olds	431 Average	43

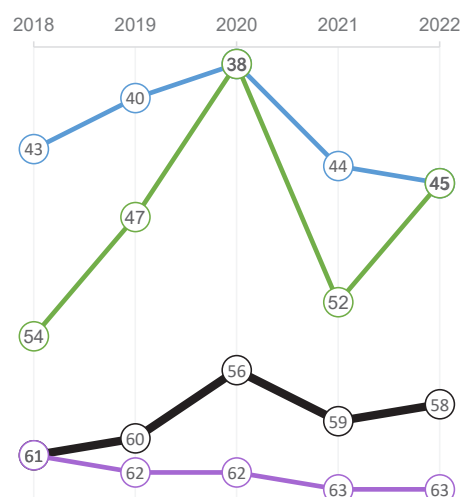
## MEXICO

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	3.3 %	55
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	958 US\$	56
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	24.27 ratio	57
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	26.87 ratio	61
Apprenticeships	are sufficiently implemented	5.11 Survey [0..10]	34
Employee training	is a high priority in companies	5.57 Survey [0..10]	43
Female labor force	Percentage of total labor force	39.49 %	53
▷ Health infrastructure	meets the needs of society	2.86 Survey [0..10]	59

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	65.00 index	14
Attracting and retaining talents	is a priority in companies	5.65 Survey [0..10]	55
Worker motivation	in companies is high	5.76 Survey [0..10]	36
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.22 Survey [0..10]	39
Quality of life	is high	5.11 Survey [0..10]	50
Foreign highly-skilled personnel	are attracted to your country's business environment	4.57 Survey [0..10]	47
▷ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	7,429 US\$	56
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	200,980 US\$	22
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.77 %	28
▷ Justice	is fairly administered	2.49 Survey [0..10]	58
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	20.11 micrograms	44

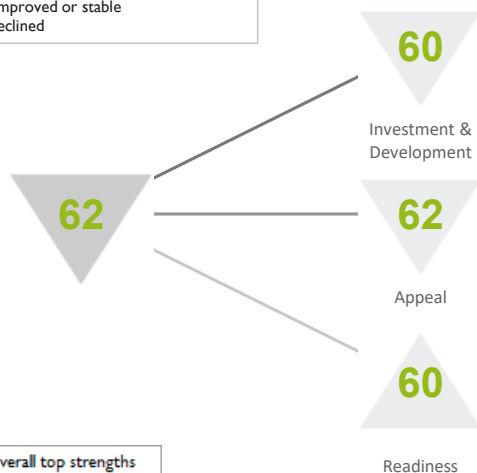
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	5.16 %	6
Skilled labor	is readily available	5.48 Survey [0..10]	33
Finance skills	are readily available	5.65 Survey [0..10]	42
International experience	of senior managers is generally significant	5.52 Survey [0..10]	36
Competent senior managers	are readily available	5.07 Survey [0..10]	38
Primary and secondary education	meets the needs of a competitive economy	3.94 Survey [0..10]	53
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.82 %	26
University education	meets the needs of a competitive economy	5.59 Survey [0..10]	45
Management education	meets the needs of the business community	5.57 Survey [0..10]	47
Language skills	are meeting the needs of enterprises	4.85 Survey [0..10]	51
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

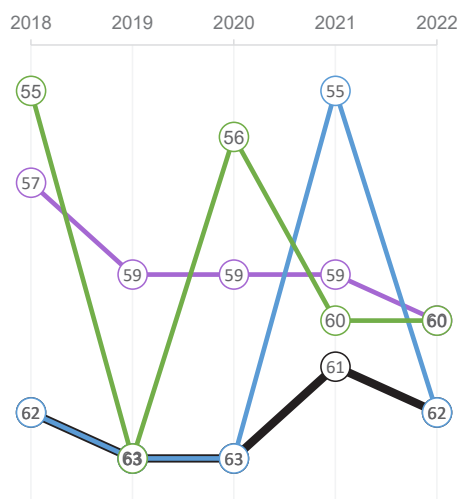
# MONGOLIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.4 %	45
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	626 US\$	58
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	31.92 ratio	62
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	20.00 ratio	55
Apprenticeships	are sufficiently implemented	4.11 Survey [0..10]	53
▶ Employee training	is a high priority in companies	6.57 Survey [0..10]	16
▶ Female labor force	Percentage of total labor force	46.27 %	29
Health infrastructure	meets the needs of society	2.28 Survey [0..10]	62

### APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	- index	-
▶ Attracting and retaining talents	is a priority in companies	7.05 Survey [0..10]	28
Worker motivation	in companies is high	4.21 Survey [0..10]	59
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.98 Survey [0..10]	54
▷ Quality of life	is high	2.32 Survey [0..10]	62
Foreign highly-skilled personnel	are attracted to your country's business environment	3.09 Survey [0..10]	58
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	- US\$	-
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	5,295 US\$	62
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.29 %	13
Justice	is fairly administered	2.07 Survey [0..10]	61
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	42.29 micrograms	57

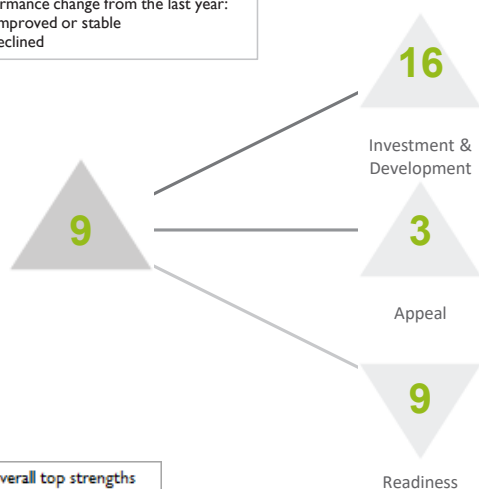
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	-1.93 %	59
Skilled labor	is readily available	2.80 Survey [0..10]	62
Finance skills	are readily available	3.67 Survey [0..10]	62
International experience	of senior managers is generally significant	4.07 Survey [0..10]	61
▷ Competent senior managers	are readily available	3.21 Survey [0..10]	63
Primary and secondary education	meets the needs of a competitive economy	3.44 Survey [0..10]	59
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.15 %	33
▷ University education	meets the needs of a competitive economy	3.12 Survey [0..10]	63
Management education	meets the needs of the business community	4.04 Survey [0..10]	61
Language skills	are meeting the needs of enterprises	4.84 Survey [0..10]	52
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.69 number	50
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

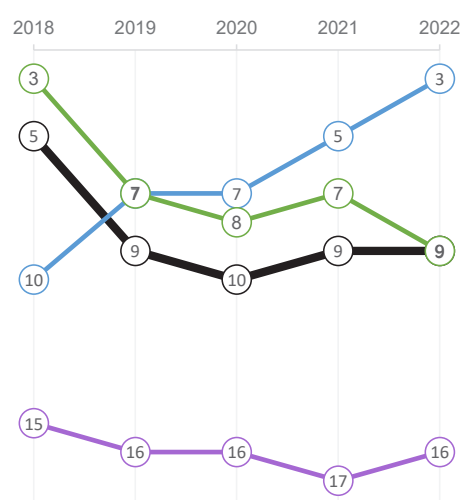
## NETHERLANDS

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.3 %	25
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,531 US\$	11
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.28 ratio	39
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	16.66 ratio	50
Apprenticeships	are sufficiently implemented	6.79 Survey [0..10]	5
Employee training	is a high priority in companies	7.47 Survey [0..10]	5
Female labor force	Percentage of total labor force	46.88 %	23
Health infrastructure	meets the needs of society	8.21 Survey [0..10]	7

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	85.80 index	43
▶ Attracting and retaining talents	is a priority in companies	8.24 Survey [0..10]	2
Worker motivation	in companies is high	7.69 Survey [0..10]	3
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	7.33 Survey [0..10]	5
Quality of life	is high	9.29 Survey [0..10]	6
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	7.88 Survey [0..10]	2
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	46,077 US\$	13
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	244,812 US\$	13
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.07 %	46
Justice	is fairly administered	8.78 Survey [0..10]	3
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	12.03 micrograms	21

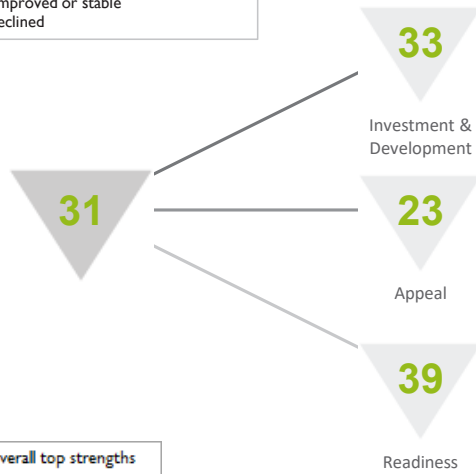
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	0.44 %	36
Skilled labor	is readily available	6.17 Survey [0..10]	17
Finance skills	are readily available	7.57 Survey [0..10]	5
International experience	of senior managers is generally significant	7.14 Survey [0..10]	6
Competent senior managers	are readily available	6.97 Survey [0..10]	6
Primary and secondary education	meets the needs of a competitive economy	8.38 Survey [0..10]	5
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	18.83 %	51
▶ University education	meets the needs of a competitive economy	8.66 Survey [0..10]	2
▶ Management education	meets the needs of the business community	8.31 Survey [0..10]	2
▶ Language skills	are meeting the needs of enterprises	9.06 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

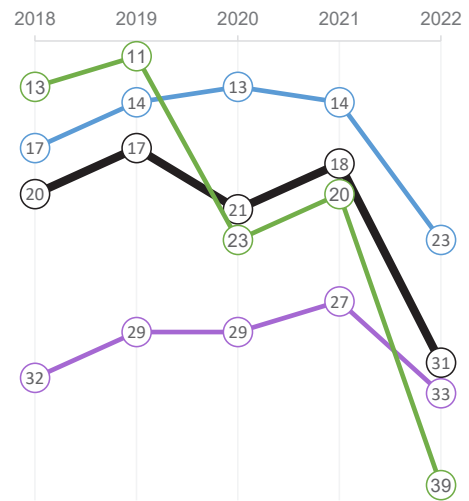
## NEW ZEALAND

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	5.9 %	13
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,954 US\$	22
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	16.42 ratio	43
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	14.53 ratio	48
Apprenticeships	are sufficiently implemented	4.82 Survey [0..10]	41
Employee training	is a high priority in companies	5.58 Survey [0..10]	42
Female labor force	Percentage of total labor force	47.36 %	13
Health infrastructure	meets the needs of society	4.34 Survey [0..10]	49

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	78.40 index	34
▶ Attracting and retaining talents	is a priority in companies	7.89 Survey [0..10]	9
Worker motivation	in companies is high	5.63 Survey [0..10]	37
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.62 Survey [0..10]	61
Quality of life	is high	7.91 Survey [0..10]	23
Foreign highly-skilled personnel	are attracted to your country's business environment	5.69 Survey [0..10]	28
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	40,586 US\$	15
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	160,434 US\$	32
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.33 %	58
▶ Justice	is fairly administered	7.83 Survey [0..10]	12
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.05 micrograms	4

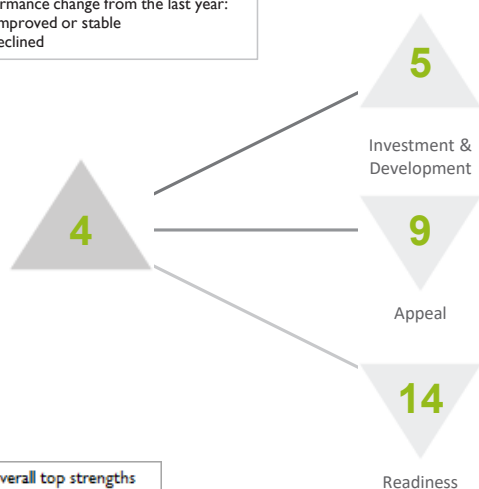
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	1.53 %	24
▷ Skilled labor	is readily available	2.70 Survey [0..10]	63
Finance skills	are readily available	5.04 Survey [0..10]	51
▷ International experience	of senior managers is generally significant	4.37 Survey [0..10]	58
▷ Competent senior managers	are readily available	4.00 Survey [0..10]	54
Primary and secondary education	meets the needs of a competitive economy	5.75 Survey [0..10]	41
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.63 %	30
University education	meets the needs of a competitive economy	6.70 Survey [0..10]	30
Management education	meets the needs of the business community	5.89 Survey [0..10]	42
Language skills	are meeting the needs of enterprises	5.61 Survey [0..10]	44
▶ 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

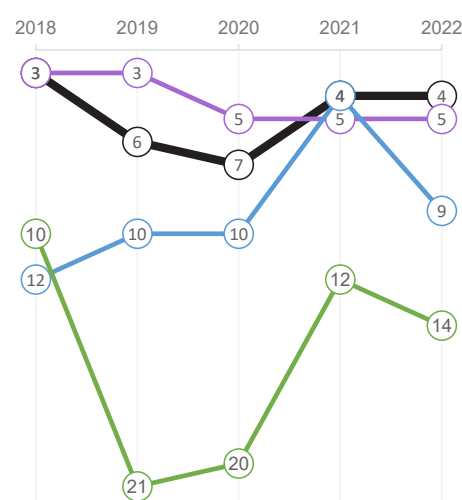
## NORWAY

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.9 %	14
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	15,480 US\$	5
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.14 ratio	5
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.61 ratio	11
Apprenticeships	are sufficiently implemented	6.73 Survey [0..10]	6
Employee training	is a high priority in companies	7.00 Survey [0..10]	12
Female labor force	Percentage of total labor force	46.97 %	21
Health infrastructure	meets the needs of society	7.50 Survey [0..10]	17

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	81.70 index	39
Attracting and retaining talents	is a priority in companies	7.95 Survey [0..10]	7
Worker motivation	in companies is high	7.32 Survey [0..10]	8
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	7.45 Survey [0..10]	4
Quality of life	is high	8.47 Survey [0..10]	12
Foreign highly-skilled personnel	are attracted to your country's business environment	6.59 Survey [0..10]	14
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	53,497 US\$	6
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	136,174 US\$	39
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.27 %	53
Justice	is fairly administered	8.14 Survey [0..10]	7
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	6.67 micrograms	6

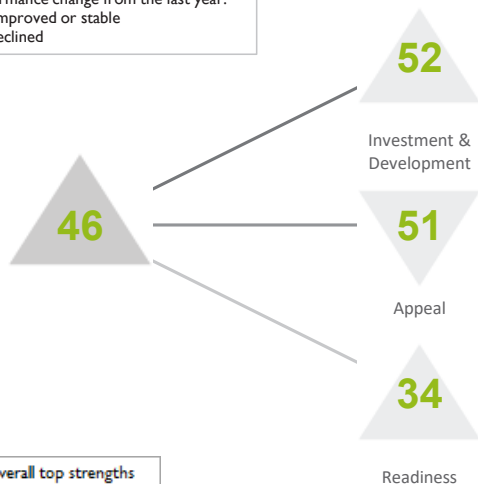
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	3.42 %	8
▶ Skilled labor	is readily available	6.82 Survey [0..10]	1
▶ Finance skills	are readily available	7.77 Survey [0..10]	2
International experience	of senior managers is generally significant	5.91 Survey [0..10]	21
Competent senior managers	are readily available	6.36 Survey [0..10]	18
Primary and secondary education	meets the needs of a competitive economy	7.45 Survey [0..10]	18
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.23 %	41
University education	meets the needs of a competitive economy	8.05 Survey [0..10]	8
Management education	meets the needs of the business community	7.16 Survey [0..10]	15
Language skills	are meeting the needs of enterprises	8.05 Survey [0..10]	14
▷ 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

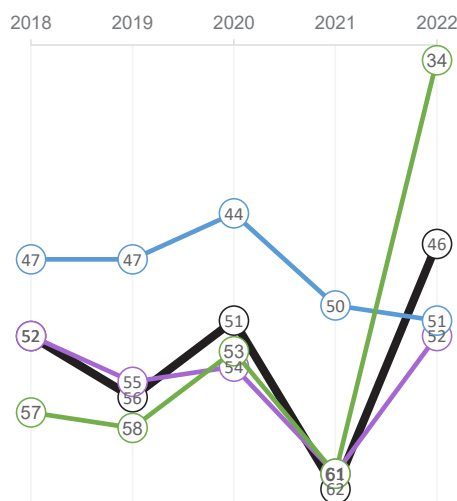
# PERU

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.1 %	47
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	837 US\$	57
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.23 ratio	49
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.78 ratio	47
Apprenticeships	are sufficiently implemented	4.99 Survey [0..10]	38
Employee training	is a high priority in companies	4.98 Survey [0..10]	53
Female labor force	Percentage of total labor force	42.34 %	48
▷ Health infrastructure	meets the needs of society	2.56 Survey [0..10]	60

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	65.70 index	16
▷ Attracting and retaining talents	is a priority in companies	4.92 Survey [0..10]	63
Worker motivation	in companies is high	5.10 Survey [0..10]	46
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.40 Survey [0..10]	38
Quality of life	is high	4.37 Survey [0..10]	55
Foreign highly-skilled personnel	are attracted to your country's business environment	5.12 Survey [0..10]	40
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	13,359 US\$	43
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	163,911 US\$	30
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.42 %	9
▷ Justice	is fairly administered	2.47 Survey [0..10]	59
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	31.06 micrograms	56

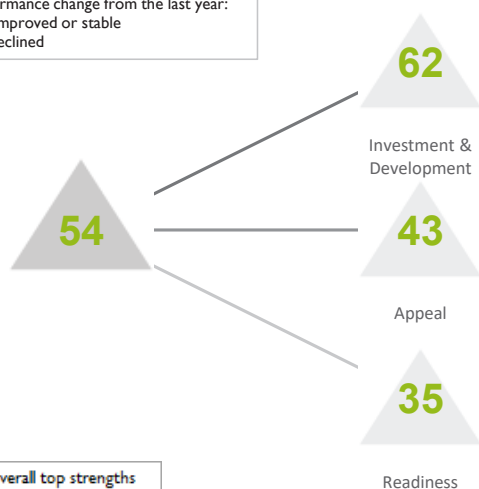
### READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	12.80 %	1
Skilled labor	is readily available	4.56 Survey [0..10]	44
Finance skills	are readily available	4.88 Survey [0..10]	52
International experience	of senior managers is generally significant	5.33 Survey [0..10]	38
Competent senior managers	are readily available	4.21 Survey [0..10]	52
▷ Primary and secondary education	meets the needs of a competitive economy	3.36 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	4.67 Survey [0..10]	55
Management education	meets the needs of the business community	4.86 Survey [0..10]	55
Language skills	are meeting the needs of enterprises	4.37 Survey [0..10]	57
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	402 Average	52

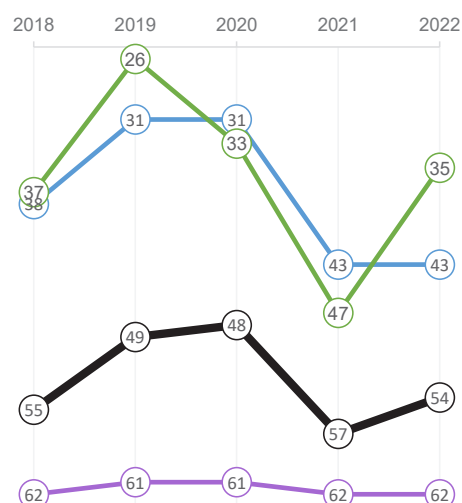
## PHILIPPINES

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 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	361 US\$	62
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	25.19 ratio	58
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	24.64 ratio	59
Apprenticeships	are sufficiently implemented	4.15 Survey [0..10]	52
Employee training	is a high priority in companies	5.89 Survey [0..10]	38
Female labor force	Percentage of total labor force	40.26 %	51
Health infrastructure	meets the needs of society	4.02 Survey [0..10]	51

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	77.30 index	30
Attracting and retaining talents	is a priority in companies	6.68 Survey [0..10]	36
Worker motivation	in companies is high	5.77 Survey [0..10]	35
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.91 Survey [0..10]	46
Quality of life	is high	5.14 Survey [0..10]	49
Foreign highly-skilled personnel	are attracted to your country's business environment	4.64 Survey [0..10]	45
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	12,791 US\$	44
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	159,418 US\$	33
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.45 %	15
Justice	is fairly administered	3.71 Survey [0..10]	50
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	18.79 micrograms	38

## READINESS

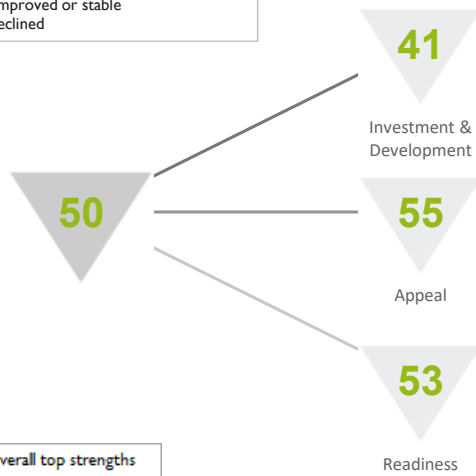
		Value	2022 Rank
▶ Labor force growth	Percentage change	8.67 %	3
▶ Skilled labor	is readily available	6.80 Survey [0..10]	2
Finance skills	are readily available	6.34 Survey [0..10]	29
International experience	of senior managers is generally significant	5.64 Survey [0..10]	30
▶ Competent senior managers	are readily available	6.18 Survey [0..10]	20
Primary and secondary education	meets the needs of a competitive economy	5.51 Survey [0..10]	45
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.28 %	15
University education	meets the needs of a competitive economy	6.47 Survey [0..10]	32
Management education	meets the needs of the business community	6.65 Survey [0..10]	29
Language skills	are meeting the needs of enterprises	7.20 Survey [0..10]	23
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



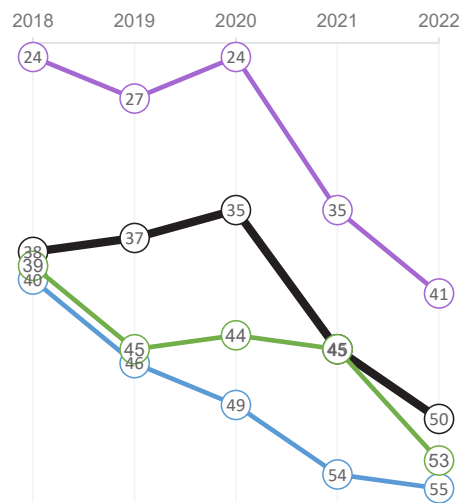
# POLAND

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 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	4,033 US\$	39
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.19 ratio	6
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.15 ratio	21
▷ Apprenticeships	are sufficiently implemented	3.23 Survey [0..10]	60
▷ Employee training	is a high priority in companies	4.51 Survey [0..10]	60
Female labor force	Percentage of total labor force	45.22 %	34
▷ Health infrastructure	meets the needs of society	2.53 Survey [0..10]	61

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	61.70 index	9
▷ Attracting and retaining talents	is a priority in companies	5.14 Survey [0..10]	60
Worker motivation	in companies is high	5.19 Survey [0..10]	45
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.51 Survey [0..10]	50
Quality of life	is high	4.48 Survey [0..10]	54
Foreign highly-skilled personnel	are attracted to your country's business environment	3.77 Survey [0..10]	53
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	18,898 US\$	35
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	145,948 US\$	37
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.18 %	30
Justice	is fairly administered	2.41 Survey [0..10]	60
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	22.77 micrograms	48

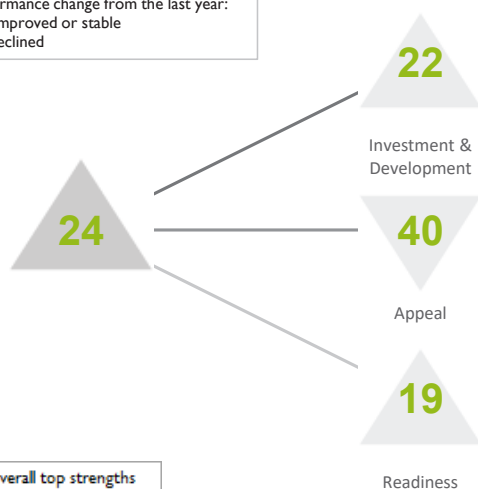
### READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	1.63 %	22
Skilled labor	is readily available	3.75 Survey [0..10]	56
▷ Finance skills	are readily available	4.46 Survey [0..10]	61
International experience	of senior managers is generally significant	4.53 Survey [0..10]	54
Competent senior managers	are readily available	4.31 Survey [0..10]	50
Primary and secondary education	meets the needs of a competitive economy	3.82 Survey [0..10]	55
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.45 %	48
University education	meets the needs of a competitive economy	4.33 Survey [0..10]	60
Management education	meets the needs of the business community	4.87 Survey [0..10]	54
Language skills	are meeting the needs of enterprises	5.16 Survey [0..10]	48
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.62 number	45
▶ Educational assessment - PISA	PISA survey of 15-year olds	513 Average	10

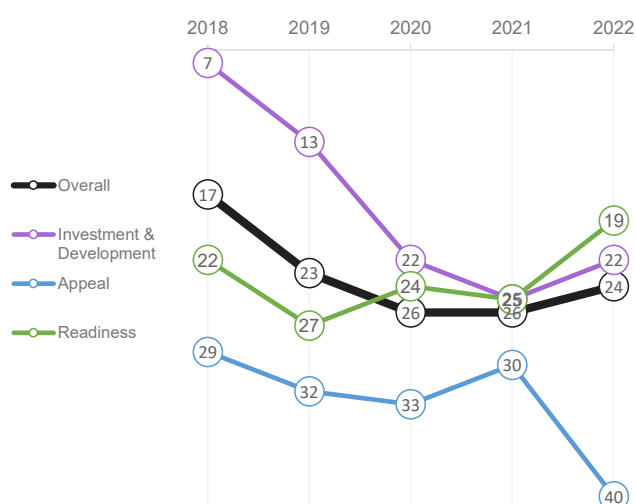
# PORTUGAL

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 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	5,774 US\$	33
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.07 ratio	13
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	8.84 ratio	4
▶ Apprenticeships	are sufficiently implemented	4.74 Survey [0..10]	45
▷ Employee training	is a high priority in companies	4.48 Survey [0..10]	61
▶ Female labor force	Percentage of total labor force	49.70 %	3
▶ Health infrastructure	meets the needs of society	6.68 Survey [0..10]	29

### APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	76.80 index	29
▷ Attracting and retaining talents	is a priority in companies	5.97 Survey [0..10]	51
▷ Worker motivation	in companies is high	4.94 Survey [0..10]	53
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.87 Survey [0..10]	56
Quality of life	is high	7.39 Survey [0..10]	29
Foreign highly-skilled personnel	are attracted to your country's business environment	5.45 Survey [0..10]	32
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	21,500 US\$	33
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	157,932 US\$	34
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	7.00 %	41
▷ Justice	is fairly administered	2.65 Survey [0..10]	57
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	8.18 micrograms	11

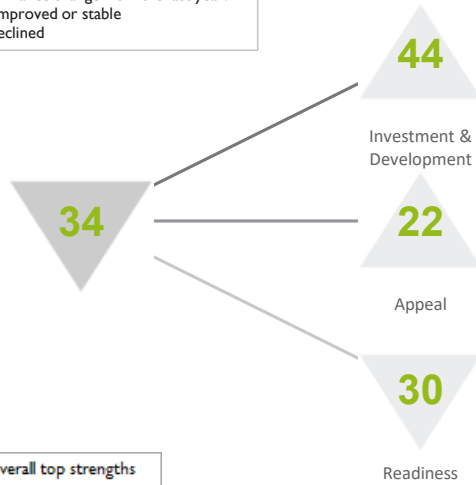
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	2.32 %	16
Skilled labor	is readily available	5.55 Survey [0..10]	32
Finance skills	are readily available	5.38 Survey [0..10]	45
International experience	of senior managers is generally significant	4.94 Survey [0..10]	48
Competent senior managers	are readily available	4.48 Survey [0..10]	47
Primary and secondary education	meets the needs of a competitive economy	6.29 Survey [0..10]	32
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.82 %	17
University education	meets the needs of a competitive economy	7.29 Survey [0..10]	20
Management education	meets the needs of the business community	6.94 Survey [0..10]	21
▶ Language skills	are meeting the needs of enterprises	8.39 Survey [0..10]	8
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

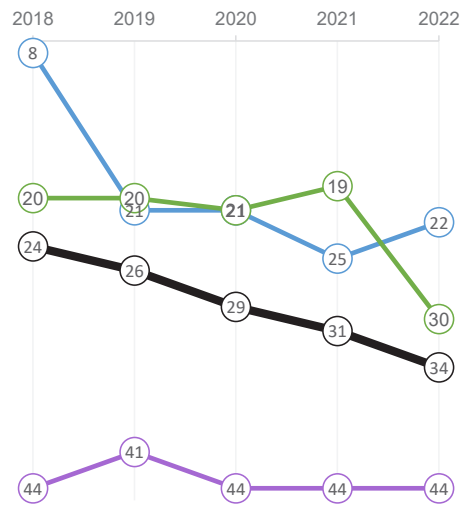
# QATAR

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 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	12,468 US\$	10
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.46 ratio	20
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.51 ratio	26
▶ Apprenticeships	are sufficiently implemented	6.18 Survey [0..10]	8
Employee training	is a high priority in companies	6.52 Survey [0..10]	19
▷ Female labor force	Percentage of total labor force	15.28 %	63
▶ Health infrastructure	meets the needs of society	8.28 Survey [0..10]	6

### APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	63.20 index	12
Attracting and retaining talents	is a priority in companies	7.39 Survey [0..10]	22
Worker motivation	in companies is high	6.55 Survey [0..10]	15
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.94 Survey [0..10]	18
Quality of life	is high	8.22 Survey [0..10]	15
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	7.78 Survey [0..10]	4
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	22,573 US\$	32
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	161,676 US\$	31
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	7.96 Survey [0..10]	10
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	77.11 micrograms	62

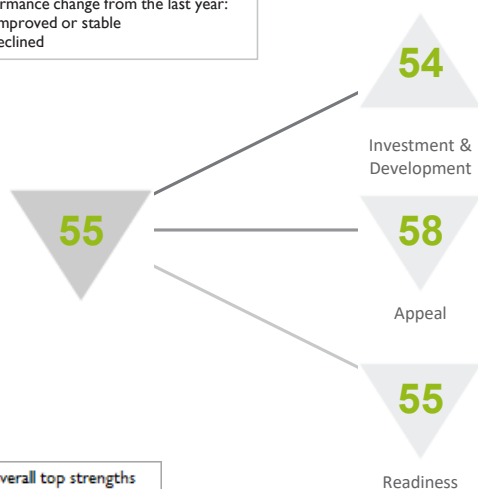
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-5.07 %	63
Skilled labor	is readily available	6.29 Survey [0..10]	12
Finance skills	are readily available	6.80 Survey [0..10]	16
▶ International experience	of senior managers is generally significant	7.74 Survey [0..10]	2
Competent senior managers	are readily available	6.62 Survey [0..10]	13
Primary and secondary education	meets the needs of a competitive economy	7.86 Survey [0..10]	10
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	21.09 %	42
University education	meets the needs of a competitive economy	7.90 Survey [0..10]	11
Management education	meets the needs of the business community	7.65 Survey [0..10]	9
Language skills	are meeting the needs of enterprises	7.90 Survey [0..10]	15
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

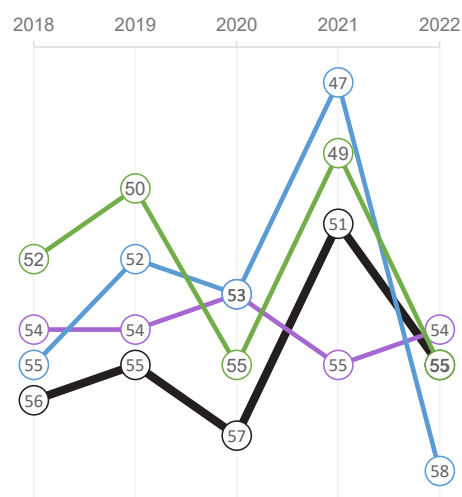
## ROMANIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	3.7 %	51
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	2,623 US\$	44
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	19.40 ratio	53
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.50 ratio	25
▷ Apprenticeships	are sufficiently implemented	2.81 Survey [0..10]	62
Employee training	is a high priority in companies	5.31 Survey [0..10]	47
Female labor force	Percentage of total labor force	42.44 %	47
▷ Health infrastructure	meets the needs of society	3.38 Survey [0..10]	58

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing [New York City = 100]	81.00 index	37
Attracting and retaining talents	is a priority in companies	6.03 Survey [0..10]	50
▷ Worker motivation	in companies is high	4.53 Survey [0..10]	57
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.97 Survey [0..10]	55
▷ Quality of life	is high	4.09 Survey [0..10]	57
Foreign highly-skilled personnel	are attracted to your country's business environment	3.91 Survey [0..10]	51
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	11,654 US\$	51
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	90,522 US\$	50
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.30 %	14
Justice	is fairly administered	4.47 Survey [0..10]	47
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	15.06 micrograms	28

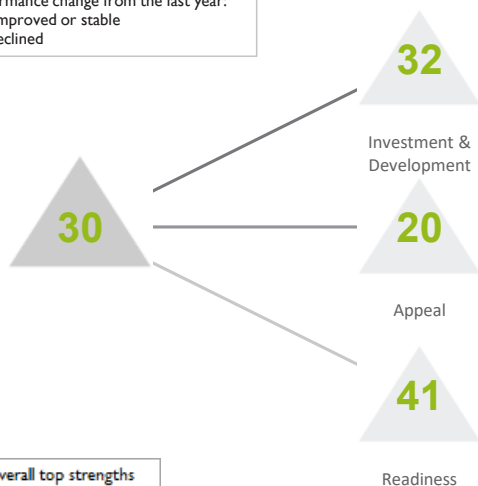
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	-0.68 %	49
Skilled labor	is readily available	3.84 Survey [0..10]	55
Finance skills	are readily available	4.73 Survey [0..10]	55
International experience	of senior managers is generally significant	4.53 Survey [0..10]	55
▷ Competent senior managers	are readily available	3.84 Survey [0..10]	57
Primary and secondary education	meets the needs of a competitive economy	4.28 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	5.00 Survey [0..10]	52
Management education	meets the needs of the business community	4.75 Survey [0..10]	56
▶ Language skills	are meeting the needs of enterprises	6.75 Survey [0..10]	28
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.68 number	44
Educational assessment - PISA	PISA survey of 15-year olds	428 Average	44

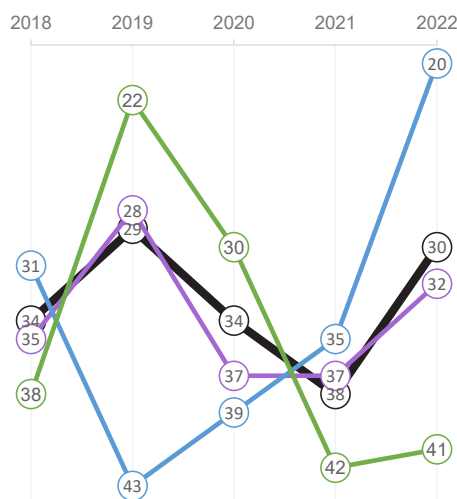
# SAUDI ARABIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	7.8 %	3
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,330 US\$	30
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.82 ratio	27
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.99 ratio	41
▶ Apprenticeships	are sufficiently implemented	6.16 Survey [0..10]	9
Employee training	is a high priority in companies	6.61 Survey [0..10]	14
▷ Female labor force	Percentage of total labor force	21.52 %	61
Health infrastructure	meets the needs of society	7.34 Survey [0..10]	21

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	62.10 index	10
Attracting and retaining talents	is a priority in companies	7.45 Survey [0..10]	21
Worker motivation	in companies is high	6.47 Survey [0..10]	16
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.53 Survey [0..10]	24
Quality of life	is high	8.19 Survey [0..10]	16
Foreign highly-skilled personnel	are attracted to your country's business environment	7.11 Survey [0..10]	10
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	28,388 US\$	26
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	144,621 US\$	38
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	7.59 Survey [0..10]	15
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	64.06 micrograms	61

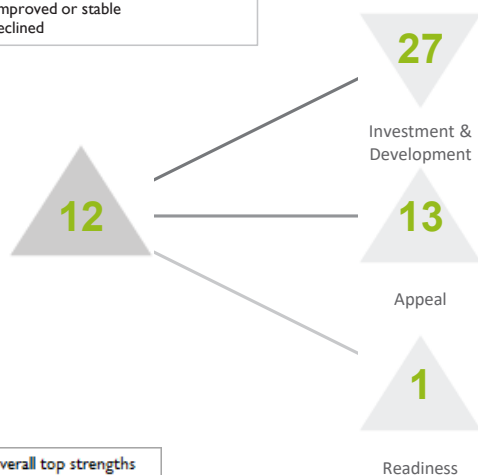
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	0.47 %	35
▷ Skilled labor	is readily available	4.68 Survey [0..10]	41
Finance skills	are readily available	6.26 Survey [0..10]	30
▶ International experience	of senior managers is generally significant	7.05 Survey [0..10]	8
Competent senior managers	are readily available	6.16 Survey [0..10]	22
Primary and secondary education	meets the needs of a competitive economy	6.21 Survey [0..10]	33
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	23.34 %	32
University education	meets the needs of a competitive economy	7.12 Survey [0..10]	23
Management education	meets the needs of the business community	6.88 Survey [0..10]	24
Language skills	are meeting the needs of enterprises	7.44 Survey [0..10]	20
▷ 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

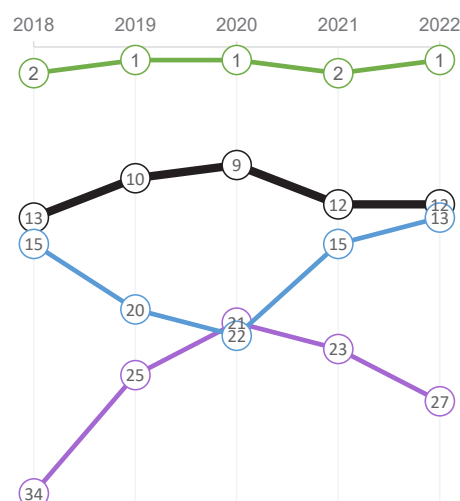
## SINGAPORE

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▷ Total public expenditure on education	Percentage of GDP	2.6 %	62
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,929 US\$	16
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	24
Apprenticeships	are sufficiently implemented	5.86 Survey [0..10]	13
Employee training	is a high priority in companies	6.36 Survey [0..10]	24
Female labor force	Percentage of total labor force	46.80 %	25
Health infrastructure	meets the needs of society	8.18 Survey [0..10]	8

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	108.40 index	56
Attracting and retaining talents	is a priority in companies	7.36 Survey [0..10]	24
Worker motivation	in companies is high	6.11 Survey [0..10]	26
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.86 Survey [0..10]	8
Quality of life	is high	8.25 Survey [0..10]	14
Foreign highly-skilled personnel	are attracted to your country's business environment	7.61 Survey [0..10]	5
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	- US\$	-
▶ 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	2.68 %	18
Justice	is fairly administered	8.14 Survey [0..10]	7
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	19.00 micrograms	40

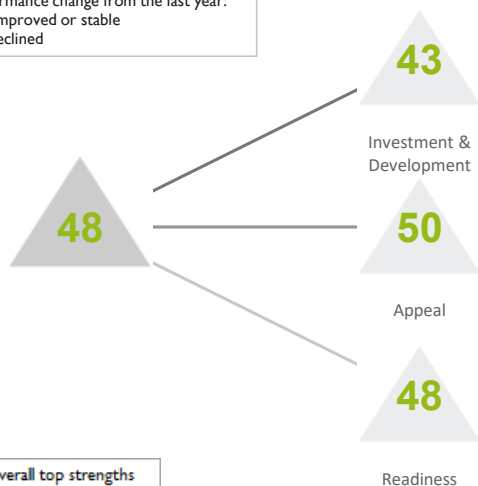
## READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-2.86 %	60
Skilled labor	is readily available	6.50 Survey [0..10]	8
Finance skills	are readily available	6.93 Survey [0..10]	12
International experience	of senior managers is generally significant	7.14 Survey [0..10]	5
Competent senior managers	are readily available	6.82 Survey [0..10]	8
▶ Primary and secondary education	meets the needs of a competitive economy	8.43 Survey [0..10]	4
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	36.27 %	3
University education	meets the needs of a competitive economy	7.93 Survey [0..10]	10
Management education	meets the needs of the business community	7.75 Survey [0..10]	7
Language skills	are meeting the needs of enterprises	8.25 Survey [0..10]	10
▶ 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

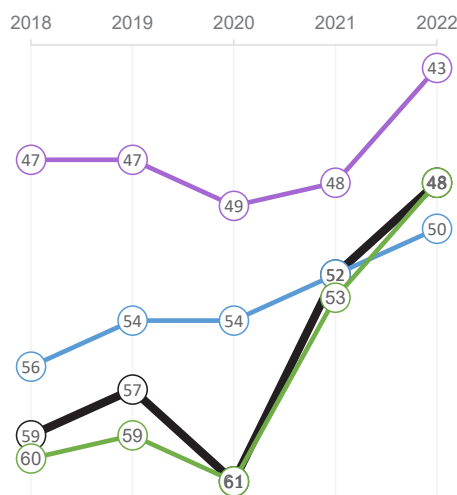
## SLOVAK REPUBLIC

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	42
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	4,830 US\$	37
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	17.46 ratio	47
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.01 ratio	42
▶ Apprenticeships	are sufficiently implemented	3.83 Survey [0..10]	56
Employee training	is a high priority in companies	5.33 Survey [0..10]	46
▶ Female labor force	Percentage of total labor force	46.97 %	20
▷ Health infrastructure	meets the needs of society	3.89 Survey [0..10]	53

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	71.60 index	22
Attracting and retaining talents	is a priority in companies	6.11 Survey [0..10]	47
Worker motivation	in companies is high	5.03 Survey [0..10]	50
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.78 Survey [0..10]	58
Quality of life	is high	5.75 Survey [0..10]	42
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	3.36 Survey [0..10]	56
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	14,558 US\$	40
▶ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	175,796 US\$	29
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.77 %	27
Justice	is fairly administered	3.61 Survey [0..10]	51
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	18.53 micrograms	37

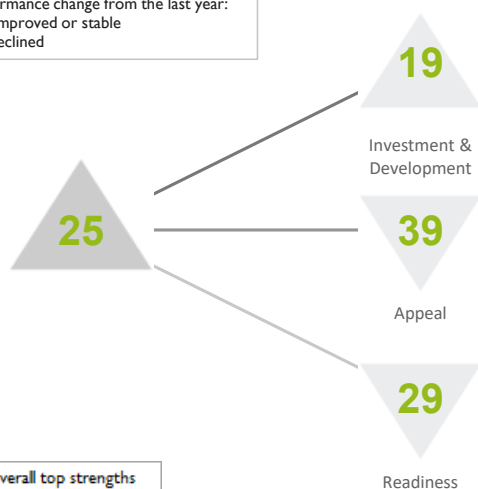
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	1.31 %	27
Skilled labor	is readily available	4.00 Survey [0..10]	53
Finance skills	are readily available	5.07 Survey [0..10]	50
International experience	of senior managers is generally significant	5.27 Survey [0..10]	40
Competent senior managers	are readily available	4.33 Survey [0..10]	49
Primary and secondary education	meets the needs of a competitive economy	4.33 Survey [0..10]	50
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.18 %	37
▷ University education	meets the needs of a competitive economy	4.72 Survey [0..10]	54
Management education	meets the needs of the business community	5.44 Survey [0..10]	49
Language skills	are meeting the needs of enterprises	5.67 Survey [0..10]	42
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

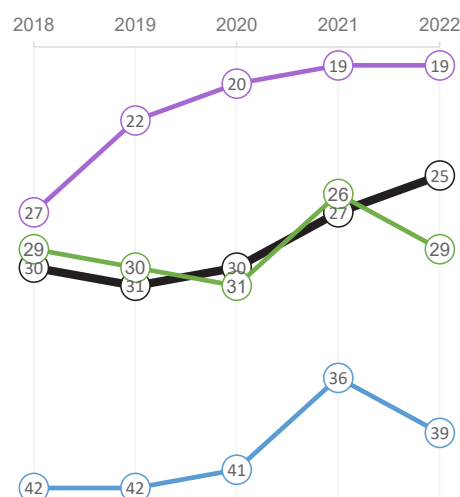
## SLOVENIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.8 %	18
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	7,358 US\$	29
▶ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.29 ratio	7
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.27 ratio	9
▷ Apprenticeships	are sufficiently implemented	3.14 Survey [0..10]	61
Employee training	is a high priority in companies	6.32 Survey [0..10]	26
Female labor force	Percentage of total labor force	45.98 %	32
▷ Health infrastructure	meets the needs of society	4.87 Survey [0..10]	44

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	69.30 index	20
Attracting and retaining talents	is a priority in companies	6.56 Survey [0..10]	40
Worker motivation	in companies is high	5.27 Survey [0..10]	44
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.83 Survey [0..10]	47
Quality of life	is high	8.05 Survey [0..10]	19
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	3.40 Survey [0..10]	55
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	23,443 US\$	31
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	127,847 US\$	42
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	5.40 %	33
Justice	is fairly administered	4.87 Survey [0..10]	44
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	17.06 micrograms	35

## READINESS

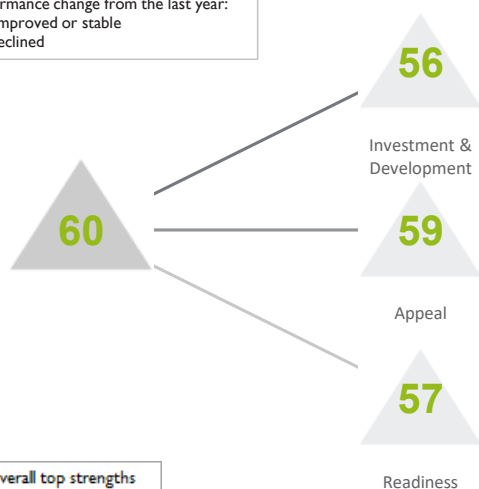
		Value	2022 Rank
▷ Labor force growth	Percentage change	-0.87 %	52
Skilled labor	is readily available	4.92 Survey [0..10]	37
Finance skills	are readily available	5.70 Survey [0..10]	41
International experience	of senior managers is generally significant	5.05 Survey [0..10]	44
Competent senior managers	are readily available	4.93 Survey [0..10]	42
Primary and secondary education	meets the needs of a competitive economy	6.60 Survey [0..10]	26
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.64 %	12
University education	meets the needs of a competitive economy	6.32 Survey [0..10]	35
Management education	meets the needs of the business community	6.93 Survey [0..10]	22
▶ Language skills	are meeting the needs of enterprises	7.71 Survey [0..10]	16
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



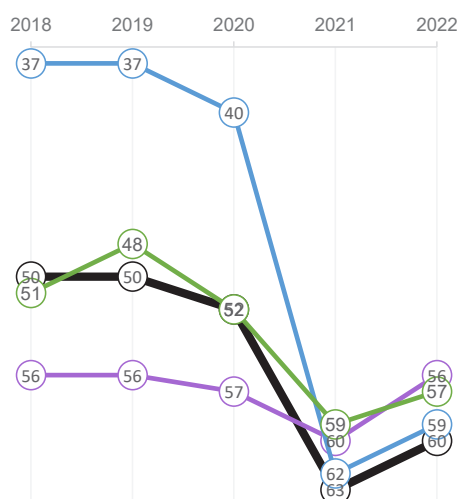
## SOUTH AFRICA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	8.4 %	2
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,853 US\$	49
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	30.30 ratio	61
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	27.15 ratio	62
▷ Apprenticeships	are sufficiently implemented	3.46 Survey [0..10]	59
Employee training	is a high priority in companies	4.93 Survey [0..10]	55
▶ Female labor force	Percentage of total labor force	45.18 %	35
Health infrastructure	meets the needs of society	3.65 Survey [0..10]	55

## APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	54.10 index	3
Attracting and retaining talents	is a priority in companies	5.39 Survey [0..10]	57
▷ Worker motivation	in companies is high	4.24 Survey [0..10]	58
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.92 Survey [0..10]	45
Quality of life	is high	4.60 Survey [0..10]	53
Foreign highly-skilled personnel	are attracted to your country's business environment	4.75 Survey [0..10]	44
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	17,757 US\$	36
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	43,111 US\$	58
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	8.80 %	45
Justice	is fairly administered	4.82 Survey [0..10]	45
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	28.33 micrograms	54

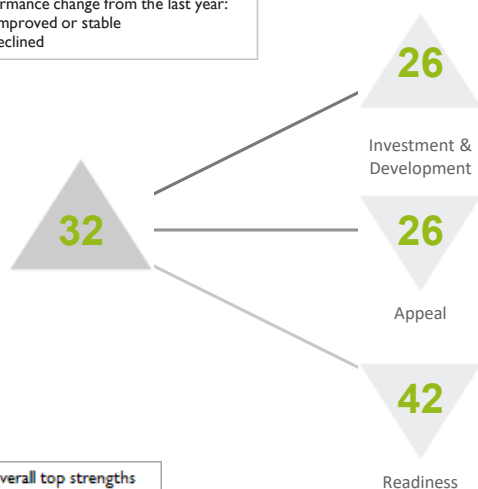
## READINESS

		Value	2022 Rank
Labor force growth	Percentage change	0.94 %	30
Skilled labor	is readily available	4.07 Survey [0..10]	51
Finance skills	are readily available	4.78 Survey [0..10]	53
International experience	of senior managers is generally significant	4.57 Survey [0..10]	53
Competent senior managers	are readily available	4.90 Survey [0..10]	44
Primary and secondary education	meets the needs of a competitive economy	3.67 Survey [0..10]	58
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	17.41 %	56
University education	meets the needs of a competitive economy	4.93 Survey [0..10]	53
Management education	meets the needs of the business community	5.17 Survey [0..10]	51
Language skills	are meeting the needs of enterprises	5.12 Survey [0..10]	49
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.60 number	52
Educational assessment - PISA	PISA survey of 15-year olds	- Average	-

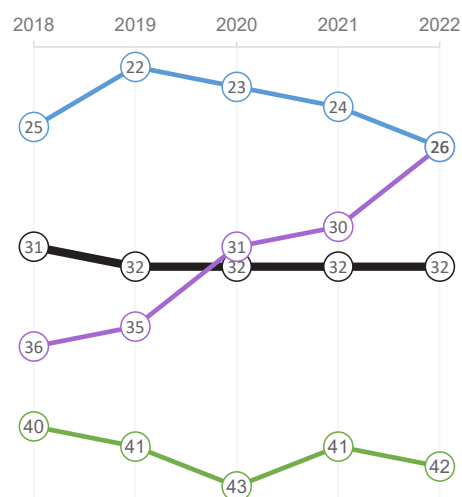
## SPAIN

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	4.6 %	41
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,935 US\$	31
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.27 ratio	26
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.92 ratio	19
Apprenticeships	are sufficiently implemented	4.91 Survey [0..10]	39
▷ Employee training	is a high priority in companies	5.19 Survey [0..10]	50
▶ Female labor force	Percentage of total labor force	47.20 %	14
▶ Health infrastructure	meets the needs of society	8.05 Survey [0..10]	10

## APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	79.30 index	35
▷ Attracting and retaining talents	is a priority in companies	5.92 Survey [0..10]	52
▷ Worker motivation	in companies is high	5.08 Survey [0..10]	48
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.41 Survey [0..10]	37
▶ Quality of life	is high	8.37 Survey [0..10]	13
Foreign highly-skilled personnel	are attracted to your country's business environment	6.00 Survey [0..10]	23
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	36,803 US\$	20
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	203,446 US\$	20
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	8.70 %	44
Justice	is fairly administered	5.01 Survey [0..10]	41
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	9.99 micrograms	13

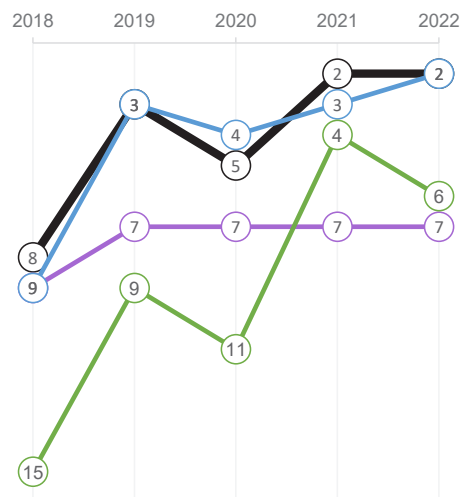
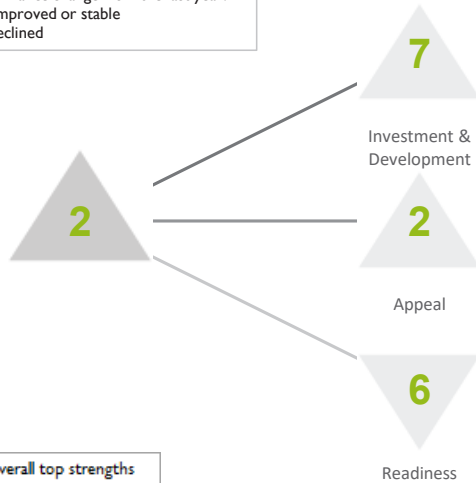
## READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	2.07 %	18
Skilled labor	is readily available	5.80 Survey [0..10]	26
Finance skills	are readily available	6.09 Survey [0..10]	35
▷ International experience	of senior managers is generally significant	4.95 Survey [0..10]	46
Competent senior managers	are readily available	5.06 Survey [0..10]	39
Primary and secondary education	meets the needs of a competitive economy	5.53 Survey [0..10]	44
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	20.81 %	43
University education	meets the needs of a competitive economy	5.61 Survey [0..10]	44
Management education	meets the needs of the business community	6.80 Survey [0..10]	26
▷ Language skills	are meeting the needs of enterprises	4.69 Survey [0..10]	53
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.74 number	43
Educational assessment - PISA	PISA survey of 15-year olds	492 Average	27

# SWEDEN

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	7.2 %	5
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	13,889 US\$	7
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.09 ratio	23
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.25 ratio	35
Apprenticeships	are sufficiently implemented	5.74 Survey [0..10]	19
Employee training	is a high priority in companies	7.29 Survey [0..10]	7
Female labor force	Percentage of total labor force	47.11 %	15
Health infrastructure	meets the needs of society	7.59 Survey [0..10]	16

### APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	77.80 index	32
Attracting and retaining talents	is a priority in companies	8.09 Survey [0..10]	5
Worker motivation	in companies is high	7.42 Survey [0..10]	7
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	7.91 Survey [0..10]	2
Quality of life	is high	9.13 Survey [0..10]	7
Foreign highly-skilled personnel	are attracted to your country's business environment	6.48 Survey [0..10]	17
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	51,960 US\$	7
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	208,113 US\$	19
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.39 %	59
Justice	is fairly administered	8.74 Survey [0..10]	4
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.72 micrograms	2

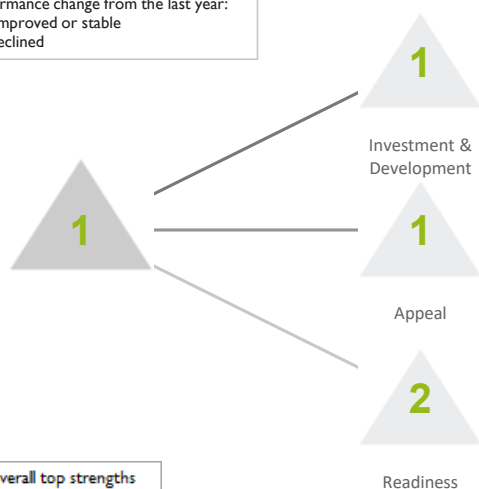
### READINESS

		Value	2022 Rank
Labor force growth	Percentage change	1.59 %	23
Skilled labor	is readily available	6.39 Survey [0..10]	10
Finance skills	are readily available	7.61 Survey [0..10]	4
▶ International experience	of senior managers is generally significant	7.26 Survey [0..10]	3
▶ Competent senior managers	are readily available	7.17 Survey [0..10]	3
Primary and secondary education	meets the needs of a competitive economy	7.64 Survey [0..10]	13
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.01 %	20
University education	meets the needs of a competitive economy	8.22 Survey [0..10]	7
Management education	meets the needs of the business community	8.00 Survey [0..10]	5
▶ Language skills	are meeting the needs of enterprises	8.91 Survey [0..10]	3
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.08 number	29
Educational assessment - PISA	PISA survey of 15-year olds	503 Average	15

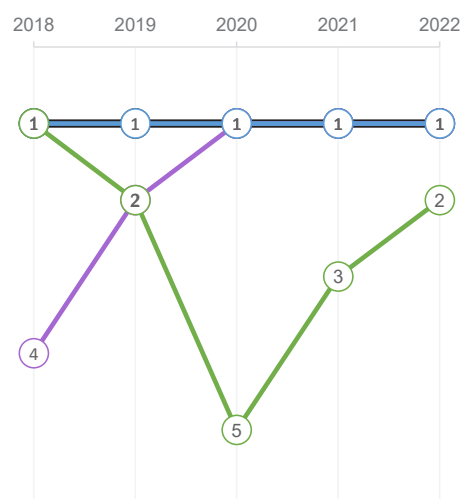
# SWITZERLAND

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.7 %	19
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	26,209 US\$	2
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.10 ratio	36
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.96 ratio	32
▶ Apprenticeships	are sufficiently implemented	8.85 Survey [0..10]	1
Employee training	is a high priority in companies	7.82 Survey [0..10]	2
Female labor force	Percentage of total labor force	46.72 %	26
Health infrastructure	meets the needs of society	8.87 Survey [0..10]	2

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	115.90 index	58
Attracting and retaining talents	is a priority in companies	8.00 Survey [0..10]	6
Worker motivation	in companies is high	7.78 Survey [0..10]	2
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	7.85 Survey [0..10]	3
Quality of life	is high	9.69 Survey [0..10]	4
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	8.97 Survey [0..10]	1
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	81,614 US\$	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	8.47 %	43
Justice	is fairly administered	8.69 Survey [0..10]	5
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	10.04 micrograms	15

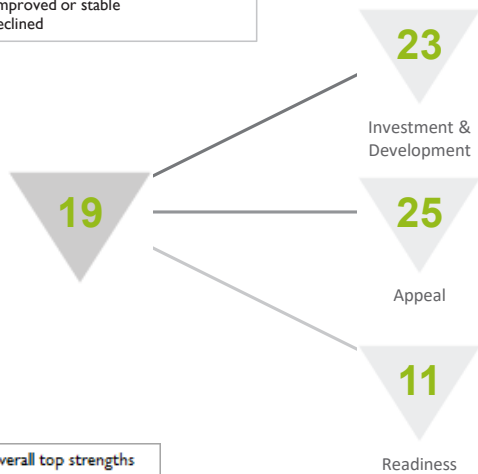
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-0.16 %	43
Skilled labor	is readily available	6.54 Survey [0..10]	6
Finance skills	are readily available	8.21 Survey [0..10]	1
▶ International experience	of senior managers is generally significant	8.03 Survey [0..10]	1
Competent senior managers	are readily available	7.01 Survey [0..10]	5
Primary and secondary education	meets the needs of a competitive economy	8.90 Survey [0..10]	2
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	25.17 %	28
University education	meets the needs of a competitive economy	9.09 Survey [0..10]	1
Management education	meets the needs of the business community	8.72 Survey [0..10]	1
Language skills	are meeting the needs of enterprises	8.94 Survey [0..10]	2
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

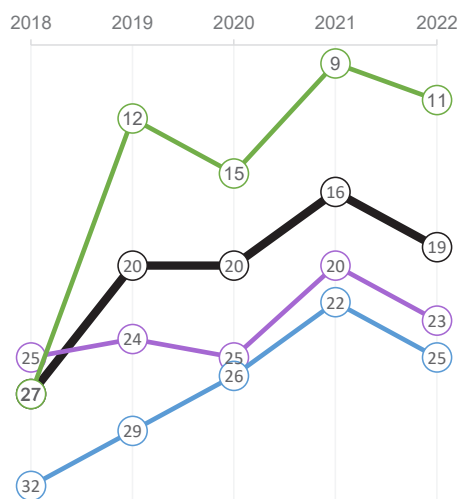
# TAIWAN, CHINA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▷ Total public expenditure on education	Percentage of GDP	3.6 %	52
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,722 US\$	34
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	12.10 ratio	34
▶ Apprenticeships	are sufficiently implemented	6.35 Survey [0..10]	7
▶ Employee training	is a high priority in companies	7.32 Survey [0..10]	6
Female labor force	Percentage of total labor force	44.67 %	37
▶ Health infrastructure	meets the needs of society	8.58 Survey [0..10]	4

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	92.10 index	50
Attracting and retaining talents	is a priority in companies	7.06 Survey [0..10]	27
▶ Worker motivation	in companies is high	7.54 Survey [0..10]	5
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	4.20 Survey [0..10]	40
Quality of life	is high	7.72 Survey [0..10]	28
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	4.88 Survey [0..10]	43
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	26,500 US\$	28
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	183,102 US\$	24
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.55 %	17
Justice	is fairly administered	6.53 Survey [0..10]	25
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	16.20 micrograms	31

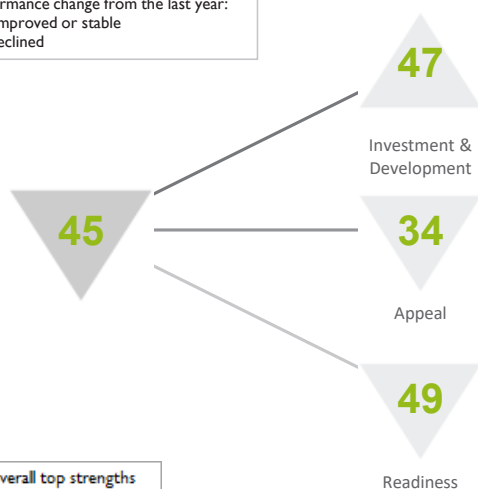
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-0.38 %	46
Skilled labor	is readily available	6.05 Survey [0..10]	19
Finance skills	are readily available	6.86 Survey [0..10]	14
International experience	of senior managers is generally significant	5.70 Survey [0..10]	27
Competent senior managers	are readily available	6.17 Survey [0..10]	21
Primary and secondary education	meets the needs of a competitive economy	8.00 Survey [0..10]	8
▶ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	32.36 %	7
University education	meets the needs of a competitive economy	7.60 Survey [0..10]	14
Management education	meets the needs of the business community	7.45 Survey [0..10]	10
Language skills	are meeting the needs of enterprises	6.43 Survey [0..10]	31
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

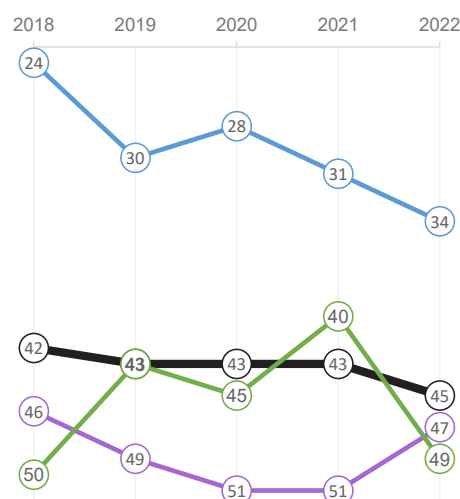
## THAILAND

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 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	1,078 US\$	54
	Pupil-teacher ratio (primary education)	14.00 ratio	29
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	21.59 ratio	57
	Apprenticeships	are sufficiently implemented	5.47 Survey [0..10] 27
▶ Employee training	is a high priority in companies	6.44 Survey [0..10]	20
	Female labor force	Percentage of total labor force	45.77 % 33
▶ Health infrastructure	meets the needs of society	7.39 Survey [0..10]	19

## APPEAL

		Value	2022 Rank
	Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	84.90 index 42
	Attracting and retaining talents	is a priority in companies	6.81 Survey [0..10] 32
	Worker motivation	in companies is high	6.30 Survey [0..10] 21
	Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.21 Survey [0..10] 28
	Quality of life	is high	6.36 Survey [0..10] 38
	Foreign highly-skilled personnel	are attracted to your country's business environment	5.90 Survey [0..10] 25
	Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	12,681 US\$ 45
	Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	193,546 US\$ 23
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	1.90 %	11
	Justice	is fairly administered	5.78 Survey [0..10] 34
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	27.32 micrograms	52

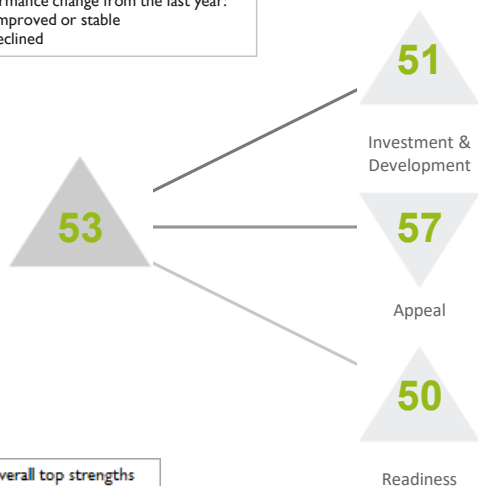
## READINESS

		Value	2022 Rank
	Labor force growth	Percentage change	0.40 % 37
▶ Skilled labor	is readily available	5.88 Survey [0..10]	21
	Finance skills	are readily available	5.82 Survey [0..10] 39
▶ International experience	of senior managers is generally significant	5.96 Survey [0..10]	19
	Competent senior managers	are readily available	6.04 Survey [0..10] 25
	Primary and secondary education	meets the needs of a competitive economy	5.56 Survey [0..10] 43
	Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.06 % 38
	University education	meets the needs of a competitive economy	5.78 Survey [0..10] 41
	Management education	meets the needs of the business community	6.22 Survey [0..10] 37
	Language skills	are meeting the needs of enterprises	4.97 Survey [0..10] 50
▷ 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

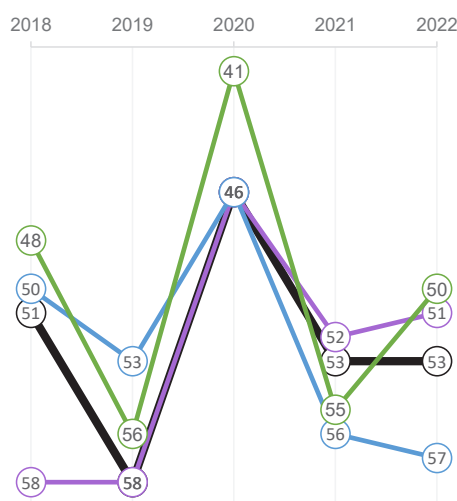
# TURKEY

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
▶ Total public expenditure on education	Percentage of GDP	5.4 %	24
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	1,474 US\$	52
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	17.07 ratio	45
▶ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.93 ratio	40
Apprenticeships	are sufficiently implemented	3.67 Survey [0..10]	57
▷ Employee training	is a high priority in companies	4.33 Survey [0..10]	63
Female labor force	Percentage of total labor force	32.28 %	57
Health infrastructure	meets the needs of society	5.92 Survey [0..10]	35

### APPEAL

		Value	2022 Rank
▶ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	57.40 index	6
▷ Attracting and retaining talents	is a priority in companies	5.27 Survey [0..10]	59
Worker motivation	in companies is high	4.67 Survey [0..10]	56
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	3.31 Survey [0..10]	52
▷ Quality of life	is high	4.08 Survey [0..10]	58
Foreign highly-skilled personnel	are attracted to your country's business environment	3.80 Survey [0..10]	52
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	8,368 US\$	55
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	128,492 US\$	41
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.15 %	23
Justice	is fairly administered	3.23 Survey [0..10]	53
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	26.85 micrograms	51

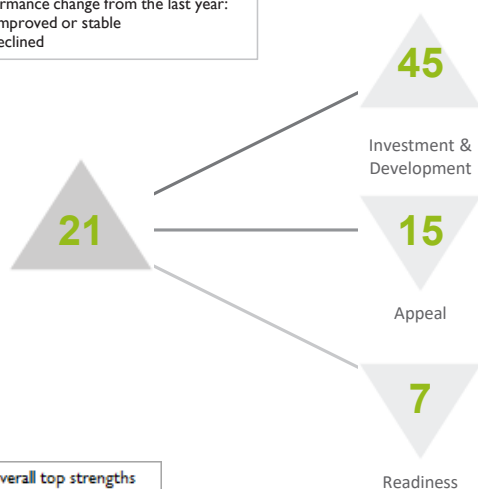
### READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	6.45 %	4
Skilled labor	is readily available	4.48 Survey [0..10]	45
Finance skills	are readily available	4.63 Survey [0..10]	58
International experience	of senior managers is generally significant	5.09 Survey [0..10]	43
Competent senior managers	are readily available	4.53 Survey [0..10]	46
Primary and secondary education	meets the needs of a competitive economy	3.72 Survey [0..10]	56
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	15.21 %	59
▷ University education	meets the needs of a competitive economy	4.46 Survey [0..10]	58
Management education	meets the needs of the business community	4.73 Survey [0..10]	57
Language skills	are meeting the needs of enterprises	4.41 Survey [0..10]	56
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

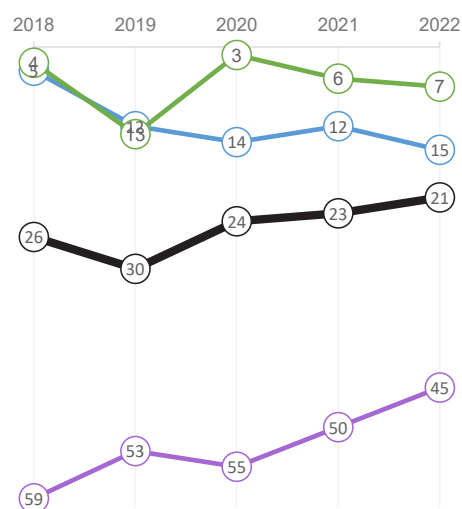
## UAE

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



## INVESTMENT &amp; DEVELOPMENT

		Value	2022 Rank
▷ Total public expenditure on education	Percentage of GDP	3.9 %	49
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,441 US\$	24
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.76 ratio	52
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.59 ratio	10
Apprenticeships	are sufficiently implemented	5.43 Survey [0..10]	28
Employee training	is a high priority in companies	6.29 Survey [0..10]	28
▷ Female labor force	Percentage of total labor force	25.24 %	59
Health infrastructure	meets the needs of society	7.64 Survey [0..10]	15

## APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	86.40 index	44
Attracting and retaining talents	is a priority in companies	6.93 Survey [0..10]	30
Worker motivation	in companies is high	6.29 Survey [0..10]	22
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.36 Survey [0..10]	12
Quality of life	is high	8.57 Survey [0..10]	11
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	7.79 Survey [0..10]	3
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	32,449 US\$	24
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	243,522 US\$	14
▶ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.00 %	1
Justice	is fairly administered	7.19 Survey [0..10]	20
▷ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	43.08 micrograms	58

## READINESS

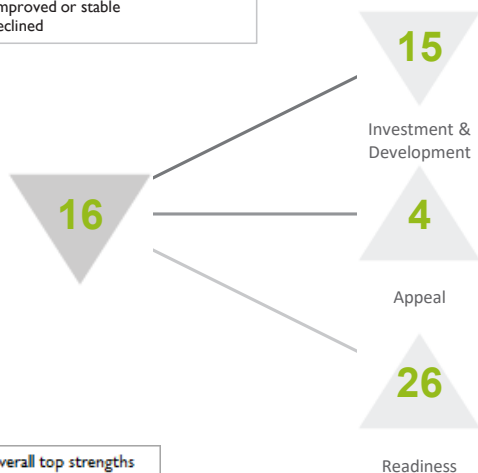
		Value	2022 Rank
Labor force growth	Percentage change	0.10 %	41
Skilled labor	is readily available	6.57 Survey [0..10]	4
Finance skills	are readily available	6.93 Survey [0..10]	12
▶ International experience	of senior managers is generally significant	7.26 Survey [0..10]	4
▶ Competent senior managers	are readily available	7.21 Survey [0..10]	2
Primary and secondary education	meets the needs of a competitive economy	6.86 Survey [0..10]	22
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	33.15 %	6
University education	meets the needs of a competitive economy	6.79 Survey [0..10]	27
Management education	meets the needs of the business community	6.50 Survey [0..10]	34
Language skills	are meeting the needs of enterprises	8.43 Survey [0..10]	7
▶ 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



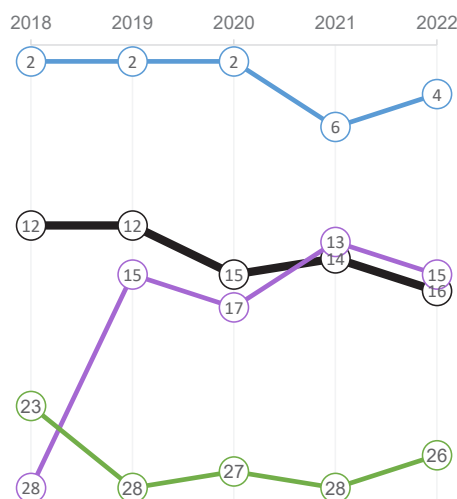
# USA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	6.0 %	11
▶ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	16,116 US\$	4
	Pupil-teacher ratio (primary education)	15.03 ratio	35
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	15.02 ratio	49
	Apprenticeships	are sufficiently implemented	5.40 Survey [0..10]
	Employee training	is a high priority in companies	6.11 Survey [0..10]
	Female labor force	Percentage of total labor force	46.94 %
	Health infrastructure	meets the needs of society	5.51 Survey [0..10]

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	100.00 index	54
	Attracting and retaining talents	is a priority in companies	7.49 Survey [0..10]
	Worker motivation	in companies is high	6.04 Survey [0..10]
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.97 Survey [0..10]	7
	Quality of life	is high	7.15 Survey [0..10]
▶ Foreign highly-skilled personnel	are attracted to your country's business environment	7.60 Survey [0..10]	6
▶ Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	59,616 US\$	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	10.49 %	52
	Justice	is fairly administered	6.38 Survey [0..10]
	Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	7.68 micrograms

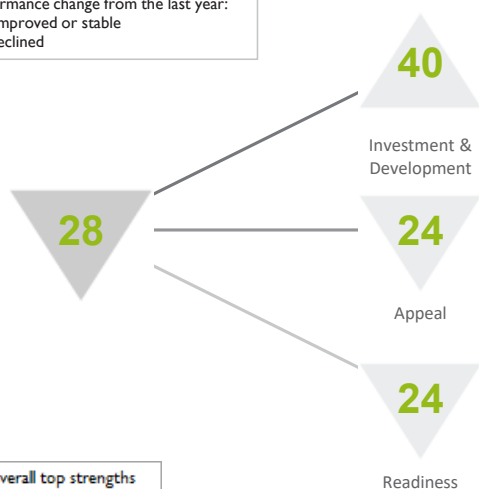
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	0.22 %	39
	Skilled labor	is readily available	6.23 Survey [0..10]
	Finance skills	are readily available	6.70 Survey [0..10]
	International experience	of senior managers is generally significant	5.73 Survey [0..10]
	Competent senior managers	are readily available	6.34 Survey [0..10]
	Primary and secondary education	meets the needs of a competitive economy	6.84 Survey [0..10]
▷ Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	19.55 %	46
	University education	meets the needs of a competitive economy	7.52 Survey [0..10]
	Management education	meets the needs of the business community	7.28 Survey [0..10]
	Language skills	are meeting the needs of enterprises	6.21 Survey [0..10]
	Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.89 number
	Educational assessment - PISA	PISA survey of 15-year olds	495 Average

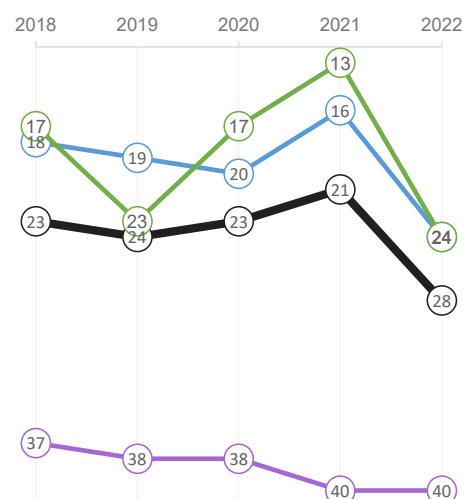
# UNITED KINGDOM

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.4 %	23
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	9,664 US\$	19
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	19.62 ratio	54
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	17.71 ratio	52
Apprenticeships	are sufficiently implemented	4.76 Survey [0..10]	43
Employee training	is a high priority in companies	5.93 Survey [0..10]	37
▶ Female labor force	Percentage of total labor force	47.68 %	11
Health infrastructure	meets the needs of society	5.86 Survey [0..10]	36

### APPEAL

		Value	2022 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	95.20 index	51
Attracting and retaining talents	is a priority in companies	6.64 Survey [0..10]	38
Worker motivation	in companies is high	5.55 Survey [0..10]	39
▶ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.34 Survey [0..10]	13
Quality of life	is high	6.50 Survey [0..10]	35
Foreign highly-skilled personnel	are attracted to your country's business environment	6.38 Survey [0..10]	18
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	39,774 US\$	17
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	242,150 US\$	15
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.29 %	48
Justice	is fairly administered	6.71 Survey [0..10]	22
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	10.02 micrograms	14

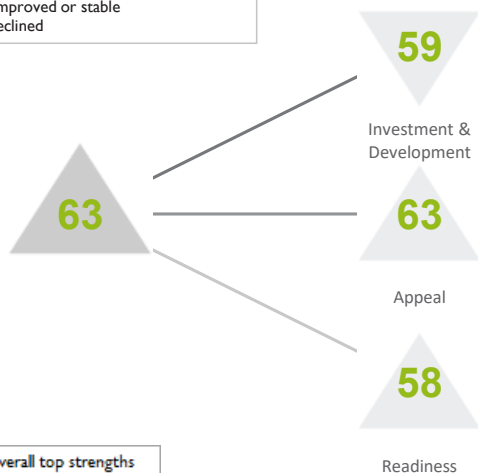
### READINESS

		Value	2022 Rank
▷ Labor force growth	Percentage change	-0.56 %	47
Skilled labor	is readily available	5.69 Survey [0..10]	30
Finance skills	are readily available	6.41 Survey [0..10]	27
International experience	of senior managers is generally significant	5.55 Survey [0..10]	33
Competent senior managers	are readily available	5.79 Survey [0..10]	30
Primary and secondary education	meets the needs of a competitive economy	6.40 Survey [0..10]	28
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	22.75 %	35
University education	meets the needs of a competitive economy	6.76 Survey [0..10]	29
Management education	meets the needs of the business community	6.19 Survey [0..10]	39
Language skills	are meeting the needs of enterprises	5.64 Survey [0..10]	43
▶ 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

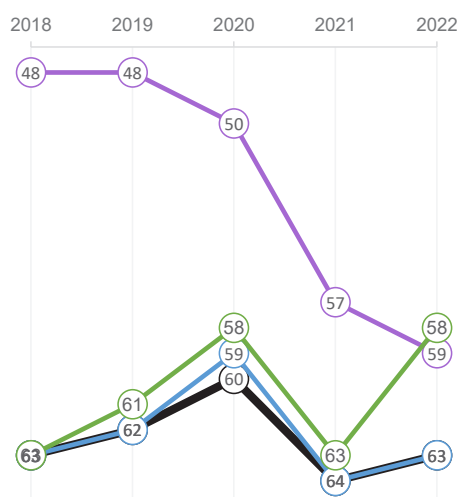
# VENEZUELA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 △ improved  
 ▼ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses



### INVESTMENT & DEVELOPMENT

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	- %	-
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	3.93	Survey [0..10] 54
Employee training	is a high priority in companies	4.58	Survey [0..10] 58
Female labor force	Percentage of total labor force	34.98 %	56
▶ Health infrastructure	meets the needs of society	1.39	Survey [0..10] 63

### APPEAL

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	- index	-
Attracting and retaining talents	is a priority in companies	6.07	Survey [0..10] 49
Worker motivation	in companies is high	3.86	Survey [0..10] 62
▷ Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	2.04	Survey [0..10] 63
▷ Quality of life	is high	2.18	Survey [0..10] 63
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	1.64	Survey [0..10] 63
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	- US\$	-
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	23,610 US\$	60
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	- %	-
▷ Justice	is fairly administered	0.65	Survey [0..10] 63
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	22.22 micrograms	46

### READINESS

		Value	2022 Rank
▶ Labor force growth	Percentage change	1.97 %	19
Skilled labor	is readily available	4.14	Survey [0..10] 50
Finance skills	are readily available	4.57	Survey [0..10] 59
International experience	of senior managers is generally significant	4.11	Survey [0..10] 60
Competent senior managers	are readily available	3.39	Survey [0..10] 62
Primary and secondary education	meets the needs of a competitive economy	3.11	Survey [0..10] 61
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	- %	-
University education	meets the needs of a competitive economy	4.58	Survey [0..10] 56
Management education	meets the needs of the business community	4.50	Survey [0..10] 59
Language skills	are meeting the needs of enterprises	3.57	Survey [0..10] 59
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 professions 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 factors
- > Aggregate factors to build the overall talent ranking
- > Normalize the factors and overall ranking to the 0-100 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.

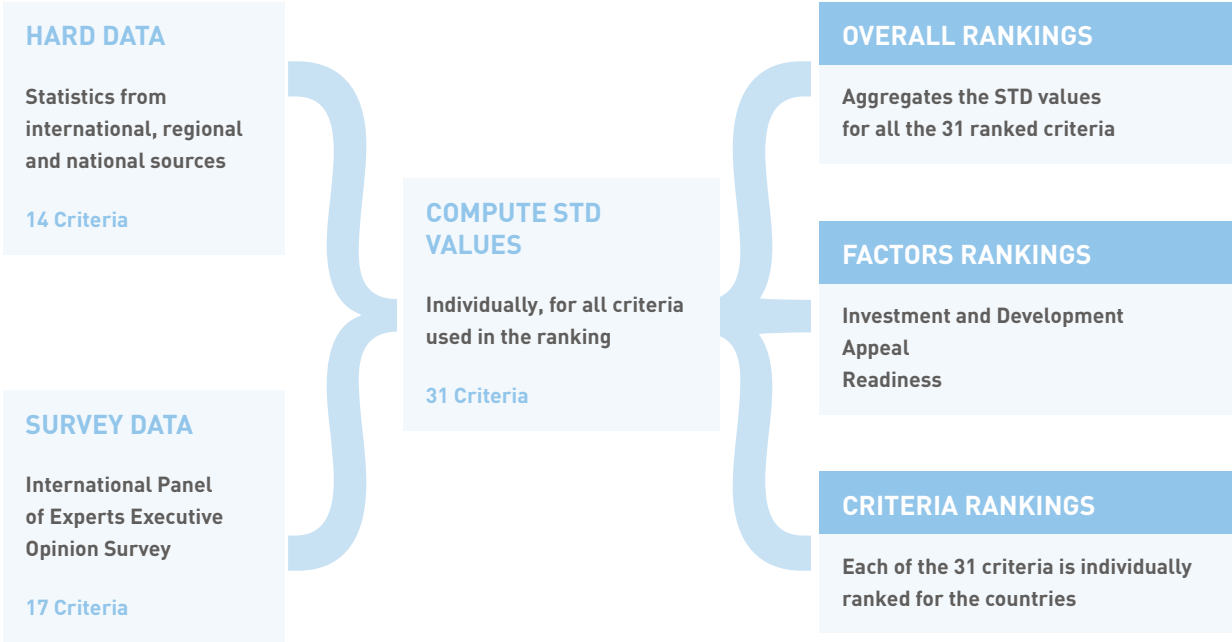
Additionally, hard data may not be available for specific countries in specific years. Whenever possible, we use the most recent data available.

# What is the IMD World Talent Ranking?

## World Talent Ranking Factors



## Computing the Rankings



**Table 1:** Sample size (2018-2022)

Years	2018	2019	2020	2021	2022
Countries	63	63	63	63	63

**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 2022.

Which was conducted from mid-February to early May 2022, with a total number of 6'031 respondents.

## Background Criteria

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### 0.0.1 [B] Exchange Rate

International Financial Statistics Online February 2021 (IMF)

National sources

Period average.

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### 0.0.2 [B] Population - market size

World Economic Outlook April 2022

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 (2022), Main Economic Indicators - complete database

National sources

Provisional data or estimates for most recent year. Malaysia: Data for 2021 is sum of 4 quarters. Taiwan, China: 2019 and 2020 data are revised according to the annual revisions released by DGBAS in November 2021.

## Factor 1: Investment & Development

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### 1.01 Total public expenditure on education

IMF Government Finance Statistics

Eurostat March 2022

UNESCO <http://stats.uis.unesco.org>

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 2022

UNESCO <http://stats.uis.unesco.org>

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)**UNESCO <http://stats.uis.unesco.org>

OECD Education at a Glance 2022

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)**UNESCO <http://stats.uis.unesco.org>

OECD Education at a Glance 2022

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 (2022), Main Economic Indicators - complete database

National sources

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

**Factor 2: Appeal**

<p><b>2.01</b></p>	<p><b>Cost-of-living index</b>  MERCER Cost of Living survey 2021  www.mercer.com</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 survey covers 214 cities across five continents and measures the comparative cost of over 200 items in each location, including housing, transport, food, clothing, household goods and entertainment. It is the world’s most comprehensive cost of living survey and is used to help multinational companies and governments determine compensation allowance for their expatriate employees. New York is used as the base city (=100) for the index and all cities are compared against New York. Currency movements are measured against the US dollar. The cost of housing - often the biggest expense for expats - plays an important part in determining where cities are ranked.  Data is not always comparable over years (money fluctuations in 2010 and 2011).</p>	
<p><b>2.07 [7]</b></p>	<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>	
<p><b>2.08 [4]</b></p>	<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>	
<p><b>2.09</b></p>	<p><b>Collected personal income tax</b>  OECD (2022), “Revenue Statistics: Comparative tables”, OECD Tax Statistics (database)  Government Finance Statistics 2022  National sources</p>
<p>Personal income taxes paid to general government. Russia: break in series in 2005 and 2007. Singapore: financial year.</p>	
<p><b>2.11</b></p>	<p><b>Exposure to particle pollution</b>  OECD (2022), “Green growth indicators”, OECD Environment Statistics (database)</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>	

<b>2.11</b>	<p><b>Exposure to particle pollution</b>  OECD (2022), "Green growth indicators", OECD Environment Statistics (database)</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>
<b>Factor 3: Readiness</b>	
<b>3.01</b>	<p><b>Labor force growth</b>  OECD (2022), Main Economic Indicators - complete database  National sources</p>
<p>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.</p>	
<b>3.07</b>	<p><b>Graduates in Sciences</b>  UNESCO  National sources</p>
<p>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.</p>	
<b>3.11</b>	<p><b>Student mobility inbound</b>  UNESCO <a href="http://stats.uis.unesco.org">http://stats.uis.unesco.org</a></p>
<p>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.</p>	
<b>3.12 [3]</b>	<p><b>Educational assessment - PISA</b>  PISA 2018 (OECD)  <a href="http://www.oecd.org/pisa/">http://www.oecd.org/pisa/</a></p>
<p>The OECD's Programme for International Student Assessment (PISA) is a regular survey of 15-year olds which assesses aspects of their preparedness for adult life. PISA selects a sample of students that represents the full population of 15-year-old students in each participating country or education system, in both public and private schools. Mathematical literacy: an individual's capacity to identify and understand the role that mathematics plays in the world, to make well-founded judgments and to use and engage with mathematics in ways that meet the needs of that individual's life as a constructive, concerned and reflective citizen. Scientific literacy: an individual's scientific knowledge and use of that knowledge to identify questions, to acquire new knowledge, to explain scientific phenomena, and to draw evidence based conclusions about science-related issues, understanding of the characteristic features of science as a form of human knowledge and enquiry, awareness of how science and technology shape our material, intellectual, and cultural environments, and willingness to engage in science-related issues, and with the ideas of science, as a reflective citizen. 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.</p>	

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

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IMD is an independent academic institution with campuses in Lausanne and Singapore. For more than 75 years, IMD has been a pioneering force in developing leaders who transform organizations and contribute to society.

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