Azerbaijan - Country Brief
Global Talent Competitiveness Index (GTCI) 2025

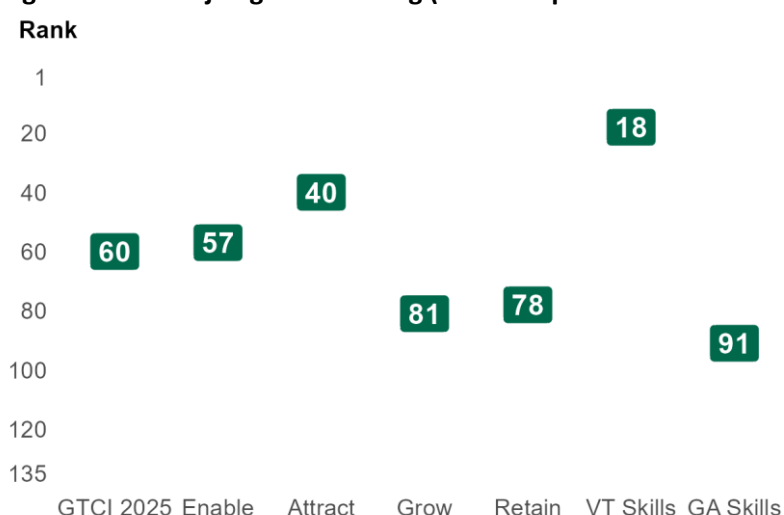|	
Total population:	10.20 million
GDP:	US$ 74.316 billion
GDP (PPP) per capita:	US$ 23,714
	(67 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	60 (out of 135)

Global GTCI position

In GTCI 2025, Azerbaijan is ranked 60th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Azerbaijan relate to Employability, Business and Labour Landscape and Mid-level Skills, among others. Still, more could be done to improve the economy's performances in the Formal Education, Regulatory Landscape and Talent Impact sub-pillars.

Figure 1: Azerbaijan global ranking (GTCI sample of 135 countries)

Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

Comparison with different groups of countries

Azerbaijan is situated in Northern Africa and Western Asia and is classified as Upper-middle income. Within its region, the country is ranked 11th out of 19 countries (Table 1).

Azerbaijan is ranked 10th within the group of Upper-middle income countries (implying that 71 percent of countries rank lower).

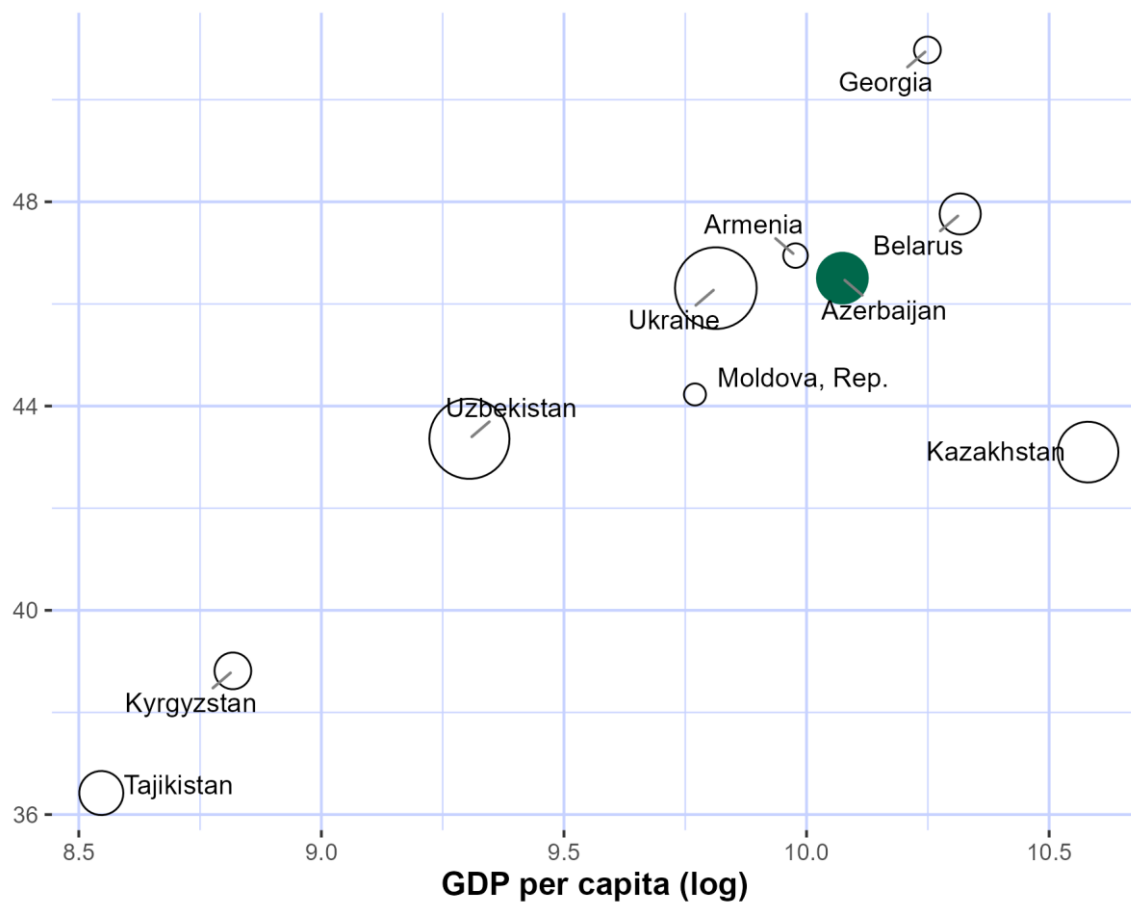**Table 1: Azerbaijan performance vs. income groups and regions**

Comparison group	Top 3 scorers of the group	Score GAP: Azerbaijan score minus group highest score	Share of countries in the group ranked below Azerbaijan
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	3.1	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-26.8	50%
Europe	Switzerland, Denmark, Finland	-26.6	15%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-6.2	78%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-13.7	42%
Northern America	United States of America, Canada	-22.9	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-3.2	94%
Income group			
High income	Singapore, Switzerland, Denmark	-26.8	4%
Upper-middle income	Georgia, Malaysia, Mauritius	-4.5	71%
Lower-middle income	Uzbekistan, Jordan, Philippines	3.1	100%
Low income	Rwanda, Malawi, Gambia	12.6	100%

Comparison with group of competitors

Azerbaijan's group of competitors is defined as post-Soviet republics in Eurasia, excluding Russia. It comprises a group of 10 economies. Figure 2 plots how Azerbaijan fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Azerbaijan's GTCI score and GDP per capita are both greater than the corresponding medians of its group of competitors. Thus, the country's talent competitiveness is in line with what would be expected given its income level.

Figure 2: GTCI score and GDP per capita (log) of Azerbaijan and its identified competitors

Note: Bubble size indicates country population.

Performance against its income group and region
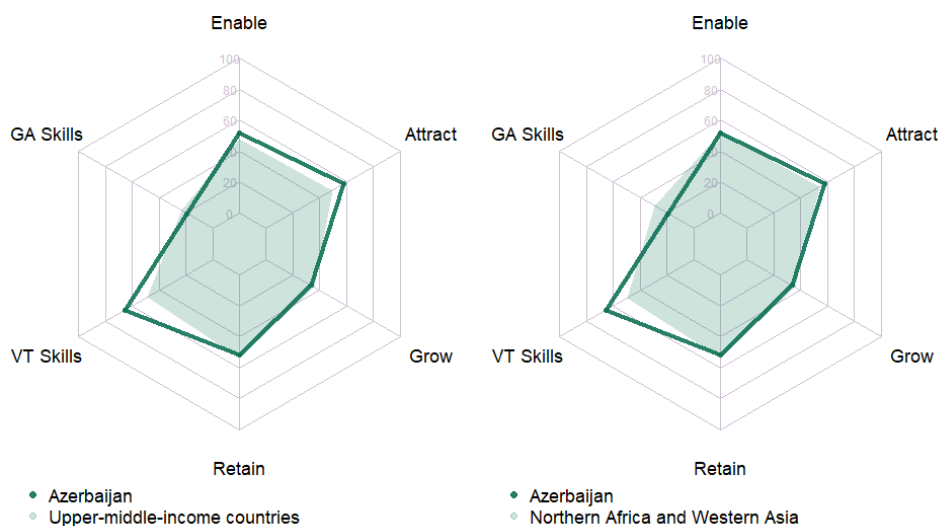
Upper-middle-income countries
Azerbaijan is ranked 10th in the group of upper-middle-income countries (Figure 3, left panel). In terms of pillar performance, it has a higher score than the income group average in three of the six pillars: GTCI, Enable, Attract and VT. At the sub-pillar level, it outperforms upper-middle-income countries in seven of the fourteen sub-pillars: Market Landscape, Business Labour Landscape, External Openness, Internal Openness, Lifelong Learning, Midlevel Skills and Employability.

Northern Africa and Western Asia
Azerbaijan is ranked 11th within Northern Africa and Western Asia (Figure 3, right panel). It has a score above the regional average in three of the six pillars: GTCI, Enable, Attract and VT. With regard to sub-pillars, it outperforms the average in Northern Africa and Western Asia in five of the fourteen sub-pillars: Business Labour Landscape, Internal Openness, Lifelong Learning, Midlevel Skills and Employability.

Figure 3: Azerbaijan pillar scores vs. averages of relevant income group and region

Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, Azerbaijan's ranking ranges from 43rd to 71st place (see Figure 4). During GTCI 2020-GTCI 2025, Azerbaijan ranks 54 out of a total 134 countries (on average), which is better than the average rank of 59 in GTCI 2015-GTCI 2019.

Figure 4: Evolution of GTCI rank for Azerbaijan, 2015-2025

58 (out of 93)	71 (out of 109)	66 (out of 118)	57 (out of 119)	43 (out of 125)
GTCI 2014	GTCI 2015-16	GTCI 2017	GTCI 2018	GTCI 2019
45 (out of 132)	54 (out of 134)	55 (out of 133)	58 (out of 134)	60 (out of 135)
GTCI 2020	GTCI 2021	GTCI 2022	GTCI 2023	GTCI 2025

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