

## Bosnia and Herzegovina - Country Brief Global Talent Competitiveness Index (GTCI) 2025

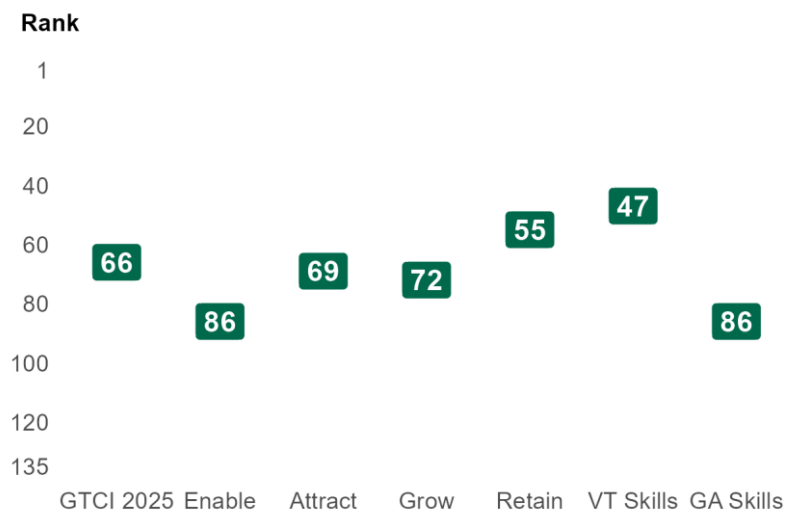


Total population:	3.16 million
GDP:	US\$ 27.592 billion
GDP (PPP) per capita:	US\$ 20,496 (71 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	66 (out of 135)

### Global GTCI position

In GTCI 2025, Bosnia and Herzegovina is ranked 66th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Bosnia and Herzegovina relate to Mid-level Skills, Business and Labour Landscape and Lifestyle, among others. Still, more could be done to improve the economy's performances in the High-level Skills, Employability and Market Landscape sub-pillars.

**Figure 1: Bosnia and Herzegovina 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

Bosnia and Herzegovina is situated in Europe and is classified as Upper-middle income. Within its region, the country is ranked 38th out of 39 countries (Table 1).



Bosnia and Herzegovina is ranked 15th within the group of Upper-middle income countries (implying that 57 percent of countries rank lower).

**Table 1: Bosnia and Herzegovina performance vs. income groups and regions**

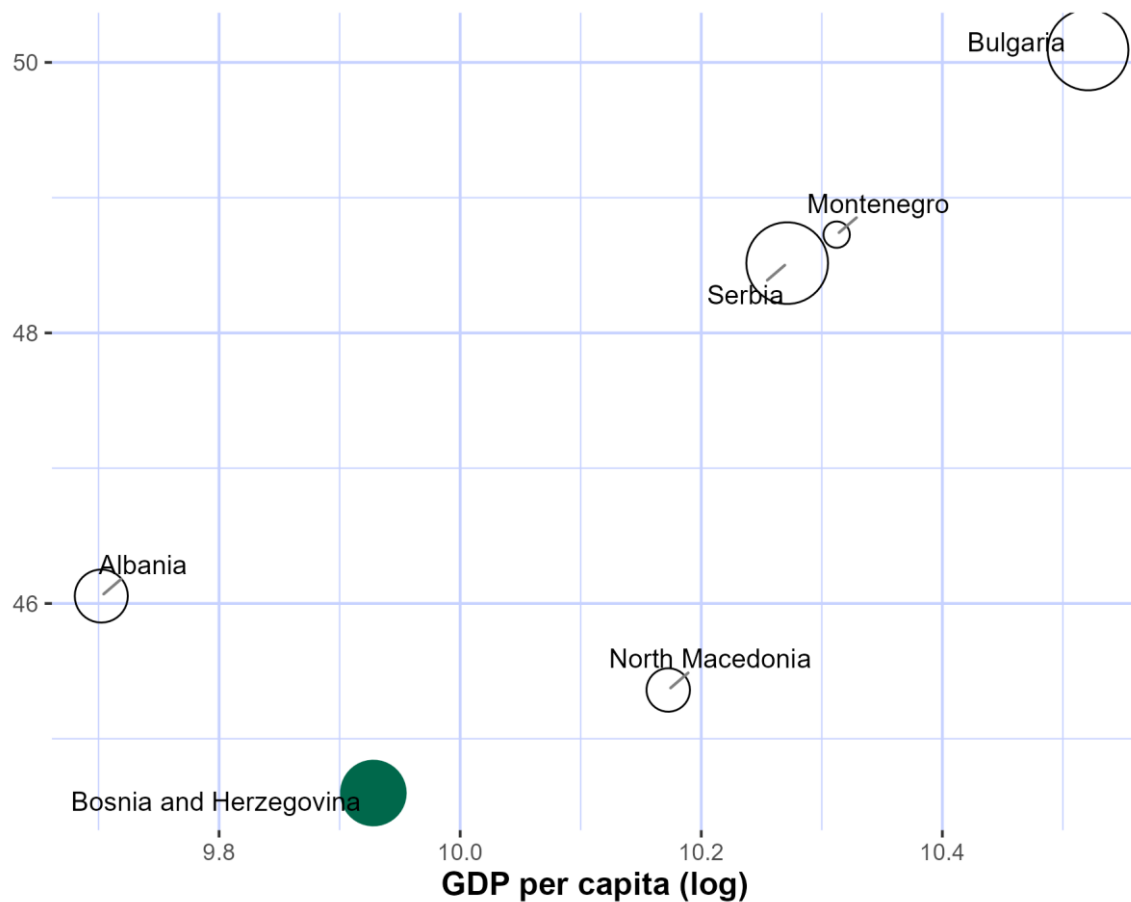
Comparison group	Top 3 scorers of the group	Score GAP: Bosnia and Herzegovina score minus group highest score	Share of countries in the group ranked below Bosnia and Herzegovina
<b>Region</b>			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	1.2	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-28.7	44%
Europe	Switzerland, Denmark, Finland	-28.5	3%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-8.1	78%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-15.6	42%
Northern America	United States of America, Canada	-24.8	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-5.1	94%
<b>Income group</b>			
High income	Singapore, Switzerland, Denmark	-28.7	2%
Upper-middle income	Georgia, Malaysia, Mauritius	-6.4	57%
Lower-middle income	Uzbekistan, Jordan, Philippines	1.2	100%
Low income	Rwanda, Malawi, Gambia	10.7	100%

### Comparison with group of competitors

Bosnia and Herzegovina's group of competitors is defined as lower-middle-income and upper-middle-income countries located in Eastern and Southern Europe (excl post-Soviet republics). It comprises a group of 6 economies. Figure 2 plots how Bosnia and Herzegovina fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Bosnia and Herzegovina's GTCI score and GDP per capita are both lower than the corresponding medians of its group of competitors. Thus, the country's talent competitiveness is not in line with what would be expected given its income level.

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



Note: Bubble size indicates country population.

### Performance against its income group and region

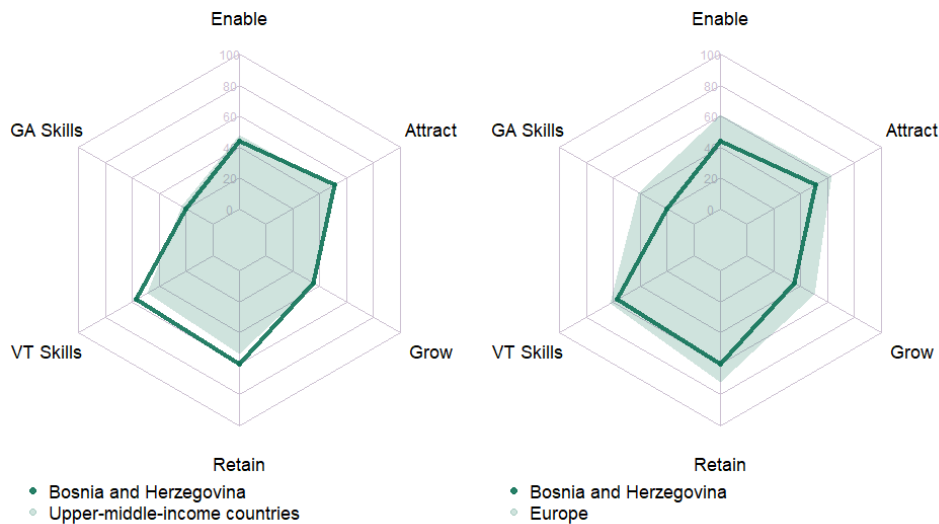
#### *Upper-middle-income countries*

Bosnia and Herzegovina is ranked 15th 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, Attract, Retain and VT. At the sub-pillar level, it outperforms upper-middle-income countries in seven of the fourteen sub-pillars: Business Labour Landscape, External Openness, Internal Openness, Formal Education, Sustainability, Lifestyle and Midlevel Skills.

#### *Europe*

Bosnia and Herzegovina is ranked 38th within Europe (Figure 3, right panel). It lags behind its region in each of the six pillars. With regard to sub-pillars, it outperforms the average in Europe in one of the fourteen sub-pillars: Midlevel Skills.

**Figure 3: Bosnia and Herzegovina pillar scores vs. averages of relevant income group and region**



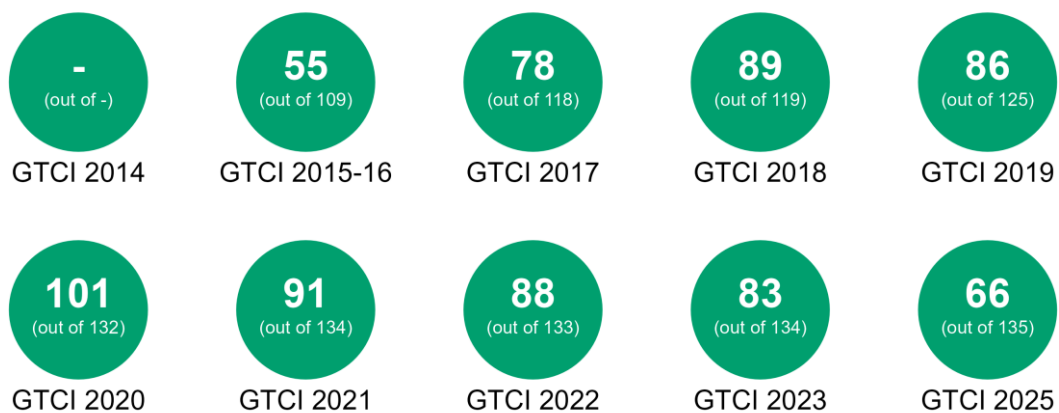
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**Longer-term trends in talent competitiveness**

Across all GTCI editions from 2015 to 2025, Bosnia and Herzegovina’s ranking ranges from 101st to 91st place (see Figure 4).

During GTCI 2020-GTCI 2025, Bosnia and Herzegovina ranks 86 out of a total 134 countries (on average), which is a decline from the average rank of 77 in GTCI 2015-GTCI 2019.

**Figure 4: Evolution of GTCI rank for Bosnia and Herzegovina, 2015-2025**





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