

Botswana - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

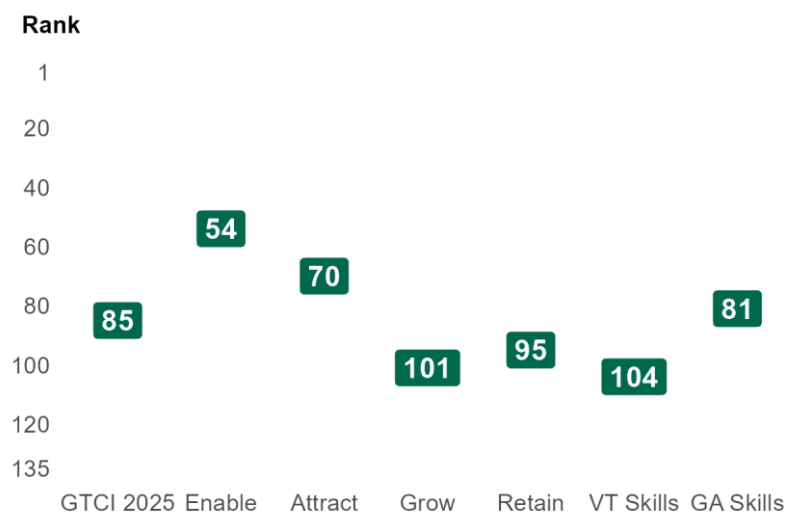


Total population:	2.52 million
GDP:	US\$ 19.411 billion
GDP (PPP) per capita:	US\$ 16,663
	(80 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	85 (out of 135)

Global GTCI position

In GTCI 2025, Botswana is ranked 85th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Botswana relate to Regulatory Landscape, High-level Skills and Internal Openness, among others. Still, more could be done to improve the economy's performances in the Lifestyle, Formal Education and Talent Impact sub-pillars.

Figure 1: Botswana 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

Botswana is situated in Sub-Saharan Africa and is classified as Upper-middle income. Within its region, the country is ranked 5th out of 31 countries (Table 1).



Botswana is ranked 28th within the group of Upper-middle income countries (implying that 20 percent of countries rank lower).

Table 1: Botswana performance vs. income groups and regions

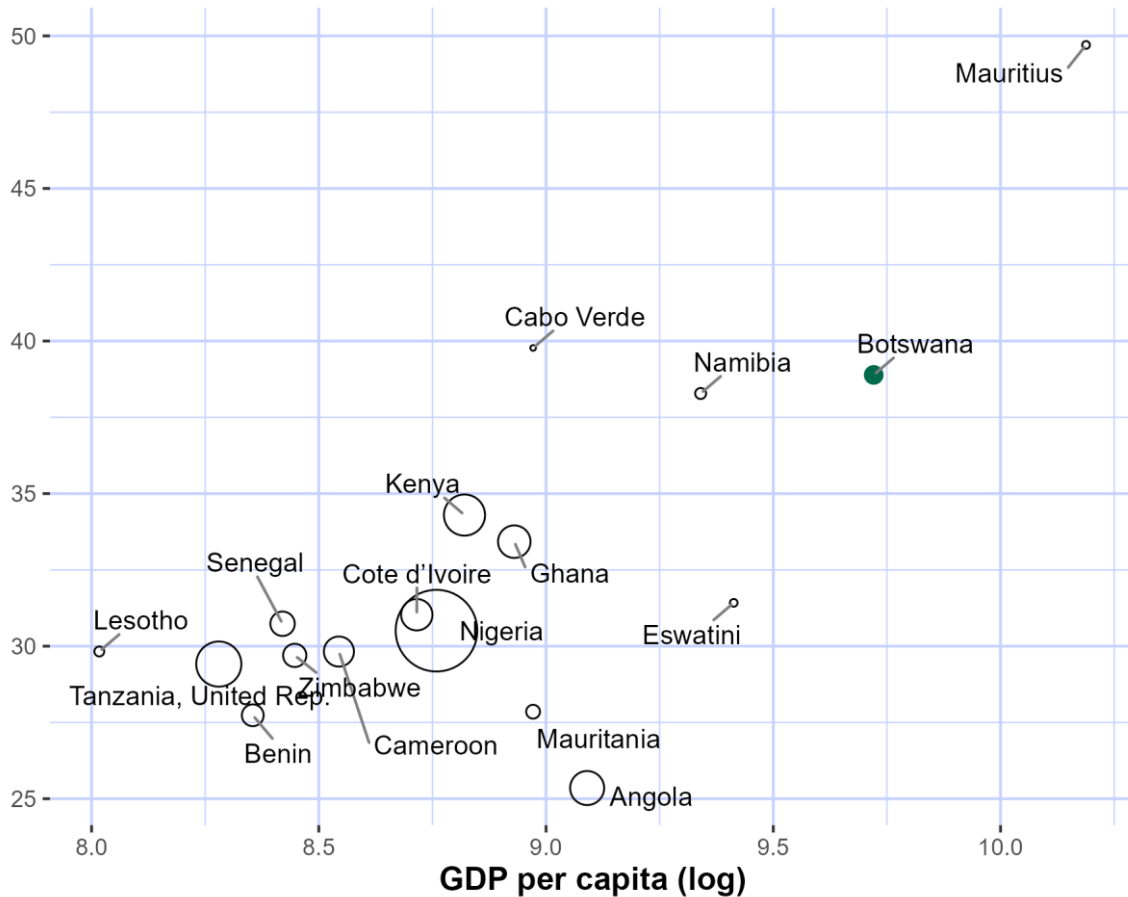
Comparison group	Top 3 scorers of the group	Score GAP: Botswana score minus group highest score	Share of countries in the group ranked below Botswana
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-4.5	80%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-34.4	19%
Europe	Switzerland, Denmark, Finland	-34.3	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-13.8	44%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-21.3	26%
Northern America	United States of America, Canada	-30.5	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-10.8	84%
Income group			
High income	Singapore, Switzerland, Denmark	-34.4	0%
Upper-middle income	Georgia, Malaysia, Mauritius	-12.1	20%
Lower-middle income	Uzbekistan, Jordan, Philippines	-4.5	86%
Low income	Rwanda, Malawi, Gambia	5.0	100%

Comparison with group of competitors

Botswana's group of competitors is defined as lower-middle-income and upper-middle-income countries located in Sub-Saharan Africa. It comprises a group of 17 economies. Figure 2 plots how Botswana fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Botswana'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 Botswana and its identified competitors



Note: Bubble size indicates country population.

Performance against its income group and region

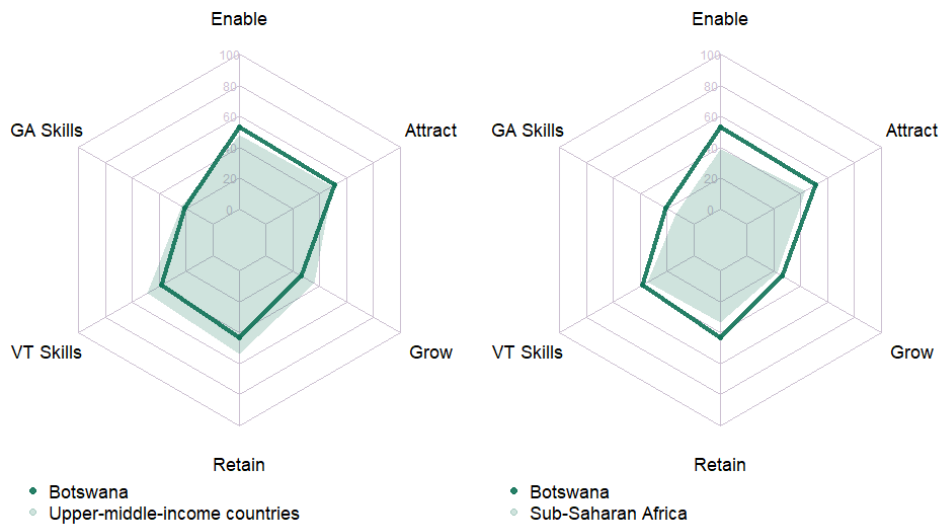
Upper-middle-income countries

Botswana is ranked 28th 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 two of the six pillars: Enable and Attract. At the sub-pillar level, it outperforms upper-middle-income countries in five of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Internal Openness, Sustainability and Highlevel Skills.

Sub-Saharan Africa

Botswana is ranked 5th within Sub-Saharan Africa (Figure 3, right panel). It outperforms its region in each of the six pillars. With regard to sub-pillars, it outperforms the average in Sub-Saharan Africa in eleven of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, External Openness, Internal Openness, Lifelong Learning, Access Growth Opportunities, Sustainability, Lifestyle, Midlevel Skills, Employability and Highlevel Skills.

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

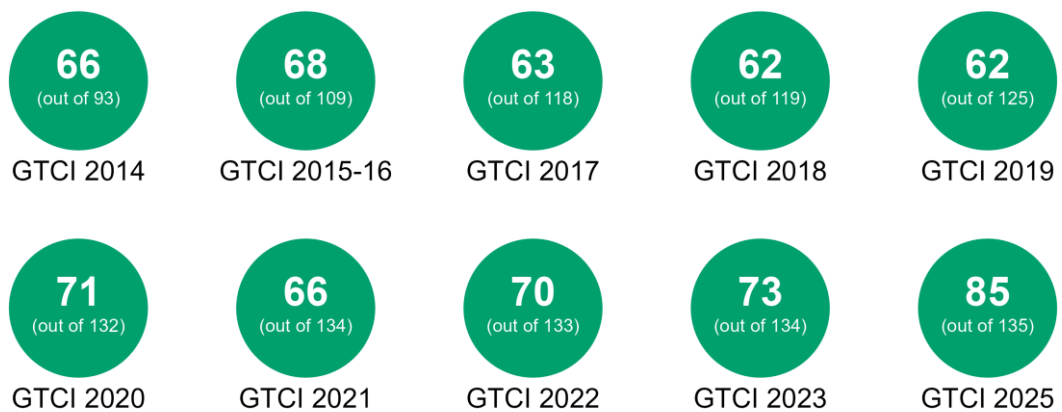


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Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, Botswana’s ranking ranges from 62nd to 85th place (see Figure 4). During GTCI 2020-GTCI 2025, Botswana ranks 73 out of a total 134 countries (on average), which is a decline from the average rank of 64 in GTCI 2015-GTCI 2019.

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





Sources

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