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

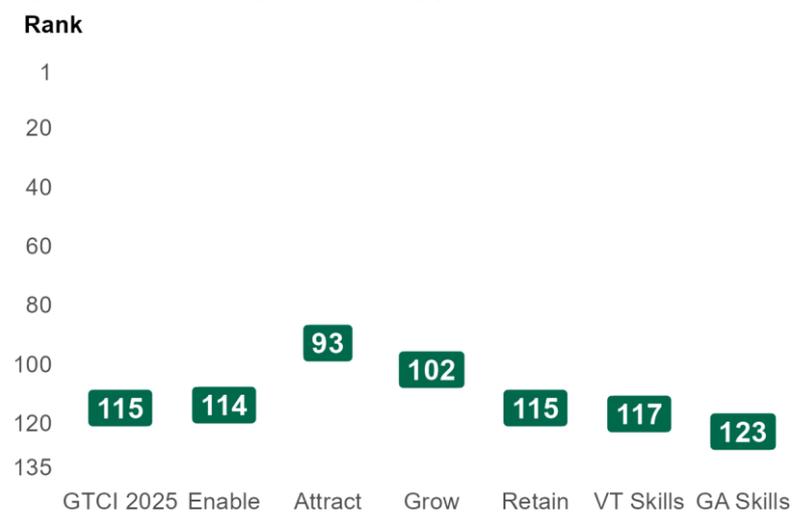|	
Total population:	17.64 million
GDP:	US$ 39.838 billion
GDP (PPP) per capita:	US$ 7,064
	(108 out of 135 countries)
Country income level:	Lower-middle income
GTCI 2025 ranking:	115 (out of 135)

Global GTCI position

In GTCI 2025, Cambodia is ranked 115th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Cambodia relate to Access to Growth Opportunities, Employability and External Openness, among others. Still, more could be done to improve the economy's performances in the Mid-level Skills, Lifelong Learning and High-level Skills sub-pillars.

Figure 1: Cambodia 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

Cambodia is situated in Eastern, Southeastern Asia and Oceania and is classified as Lower-middle income. Within its region, the country is ranked 15th out of 16 countries (Table 1).

Cambodia is ranked 25th within the group of Lower-middle income countries (implying that 29 percent of countries rank lower).

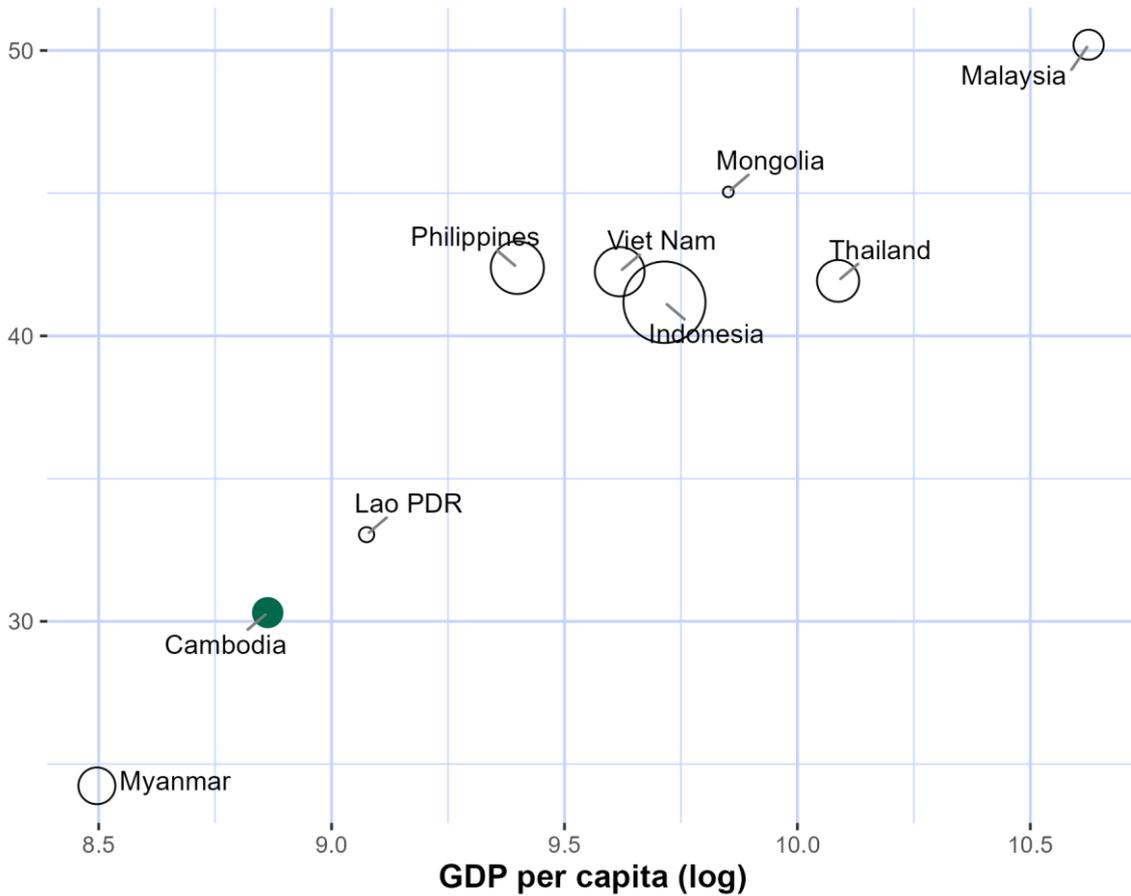**Table 1: Cambodia performance vs. income groups and regions**

Comparison group	Top 3 scorers of the group	Score GAP: Cambodia score minus group highest score	Share of countries in the group ranked below Cambodia
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-13.1	20%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-43.0	6%
Europe	Switzerland, Denmark, Finland	-42.8	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-22.4	0%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-29.9	5%
Northern America	United States of America, Canada	-39.1	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-19.4	52%
Income group			
High income	Singapore, Switzerland, Denmark	-43.0	0%
Upper-middle income	Georgia, Malaysia, Mauritius	-20.7	0%
Lower-middle income	Uzbekistan, Jordan, Philippines	-13.1	29%
Low income	Rwanda, Malawi, Gambia	-3.6	77%

Comparison with group of competitors

Cambodia's group of competitors is defined as upper-middle-income and lower-middle-income countries located in Eastern, Southeastern Asia and Oceania. It comprises a group of 9 economies. Figure 2 plots how Cambodia fares against each competitor in terms of GTCI score and GDP per capita.

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

Note: Bubble size indicates country population.
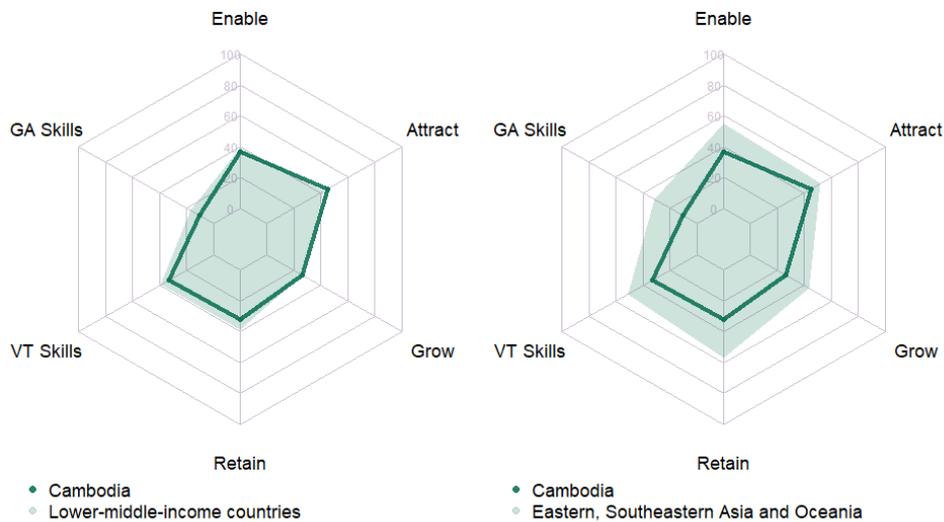
Performance against its income group and region

Lower-middle-income countries
Cambodia is ranked 25th in the group of lower-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: Attract and Grow. At the sub-pillar level, it outperforms lower-middle-income countries in five of the fourteen sub-pillars: Regulatory Landscape, External Openness, Access Growth Opportunities, Employability and Talent Impact.

Eastern, Southeastern Asia and Oceania
Cambodia is ranked 15th within Eastern, Southeastern Asia and Oceania (Figure 3, right panel). It lags behind its region in each of the six pillars. With regard to sub-pillars, it trails the regional average in each of them.

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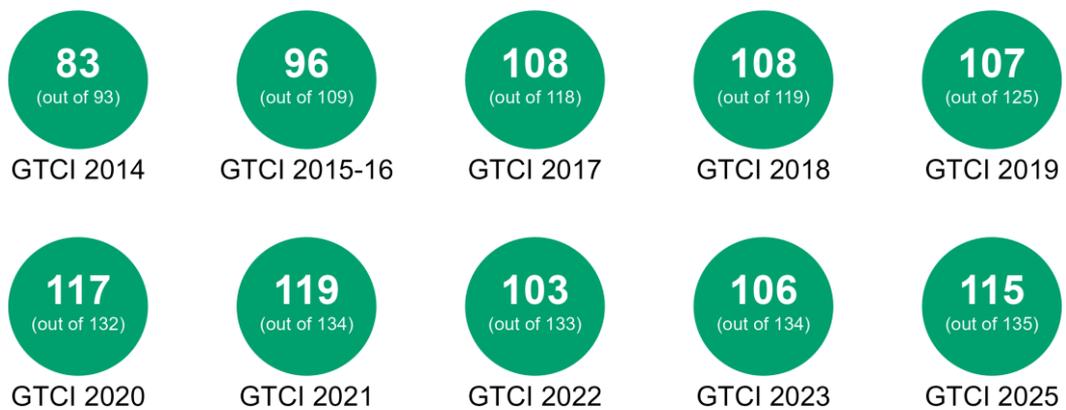

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Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, Cambodia's ranking ranges from 103rd to 96th place (see Figure 4). During GTCI 2020-GTCI 2025, Cambodia ranks 112 out of a total 134 countries (on average), which is a decline from the average rank of 100 in GTCI 2015-GTCI 2019.

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

83 (out of 93)	96 (out of 109)	108 (out of 118)	108 (out of 119)	107 (out of 125)
GTCI 2014	GTCI 2015-16	GTCI 2017	GTCI 2018	GTCI 2019
117 (out of 132)	119 (out of 134)	103 (out of 133)	106 (out of 134)	115 (out of 135)
GTCI 2020	GTCI 2021	GTCI 2022	GTCI 2023	GTCI 2025

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