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

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Total population:	1,408.98 million
GDP:	US$ 18748.009 billion
GDP (PPP) per capita:	US$ 27,093
	(62 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	53 (out of 135)

Global GTCI position

In GTCI 2025, China is ranked 53rd out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of China relate to Lifelong Learning, Market Landscape and Formal Education, among others. Still, more could be done to improve the economy's performances in the Mid-level Skills, Business and Labour Landscape and External Openness sub-pillars.

Figure 1: China global ranking (GTCI sample of 135 countries)
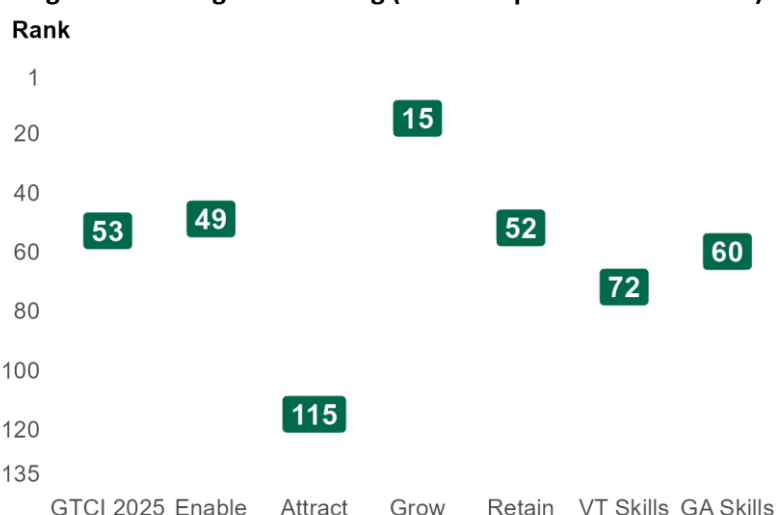
Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

Comparison with different groups of countries

China is situated in Eastern, Southeastern Asia and Oceania and is classified as Upper-middle income. Within its region, the country is ranked 8th out of 16 countries (Table 1).

China is ranked 5th within the group of Upper-middle income countries (implying that 86 percent of countries rank lower).

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

Comparison group	Top 3 scorers of the group	Score GAP: China score minus group highest score	Share of countries in the group ranked below China
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	5.3	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-24.6	50%
Europe	Switzerland, Denmark, Finland	-24.5	23%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-4.0	83%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-11.5	58%
Northern America	United States of America, Canada	-20.8	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-1.1	94%
Income group			
High income	Singapore, Switzerland, Denmark	-24.6	8%
Upper-middle income	Georgia, Malaysia, Mauritius	-2.3	86%
Lower-middle income	Uzbekistan, Jordan, Philippines	5.3	100%
Low income	Rwanda, Malawi, Gambia	14.7	100%

Comparison with group of competitors

China's group of competitors is defined as 5 countries that are members of the BRICS: Brazil, Russia, India, China, and South Africa Figure 2 plots how China fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, China'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 China and its identified competitors
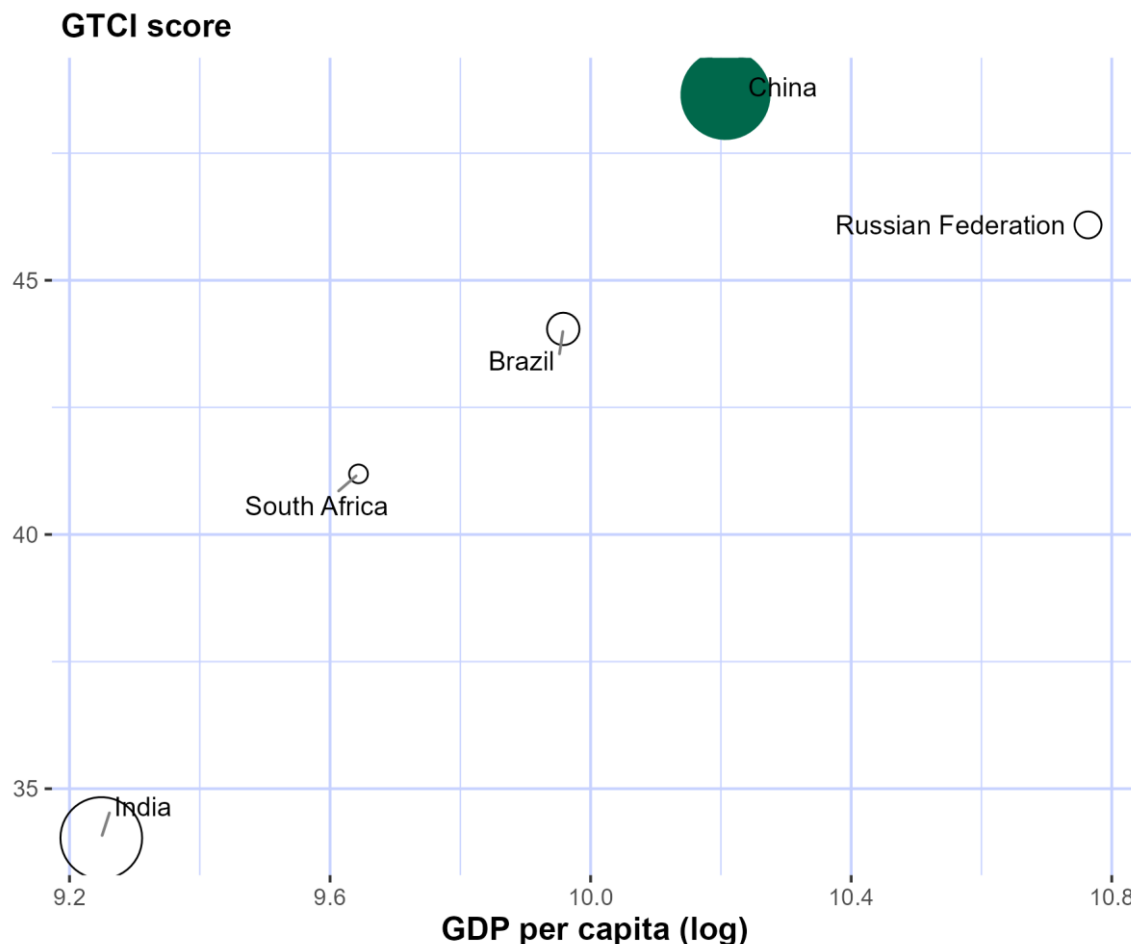
Note: Bubble size indicates country population.


Performance against its income group and region

Upper-middle-income countries
China is ranked 5th 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 four of the six pillars: GTCI, Enable, Grow, Retain and GA. At the sub-pillar level, it outperforms upper-middle-income countries in eight of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Internal Openness, Formal Education, Lifelong Learning, Sustainability, Employability and Talent Impact.

Eastern, Southeastern Asia and Oceania
China is ranked 8th within Eastern, Southeastern Asia and Oceania (Figure 3, right panel). It has a score above the regional average in three of the six pillars: GTCI, Enable, Grow and Retain. With regard to sub-pillars, it outperforms the average in Eastern, Southeastern Asia and Oceania in six of the fourteen sub-pillars: Market Landscape, Formal Education, Lifelong Learning, Sustainability, Employability and Talent Impact.

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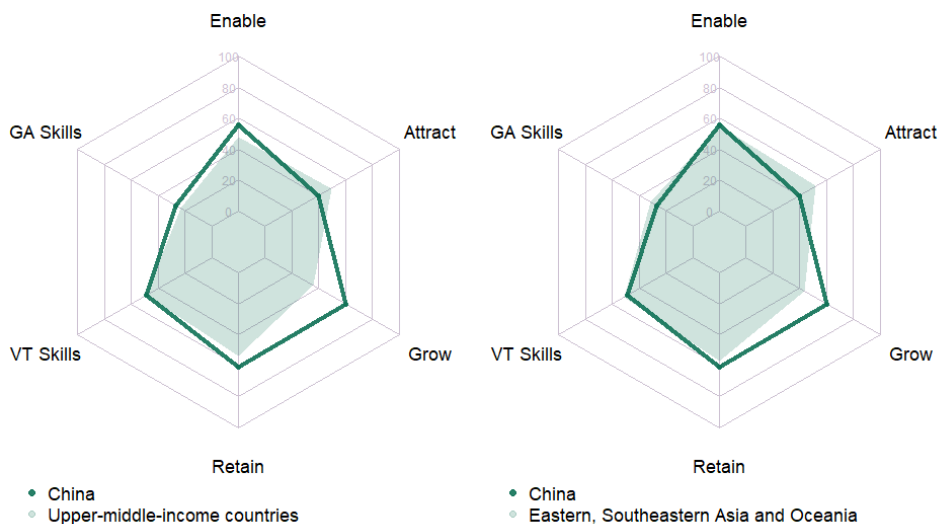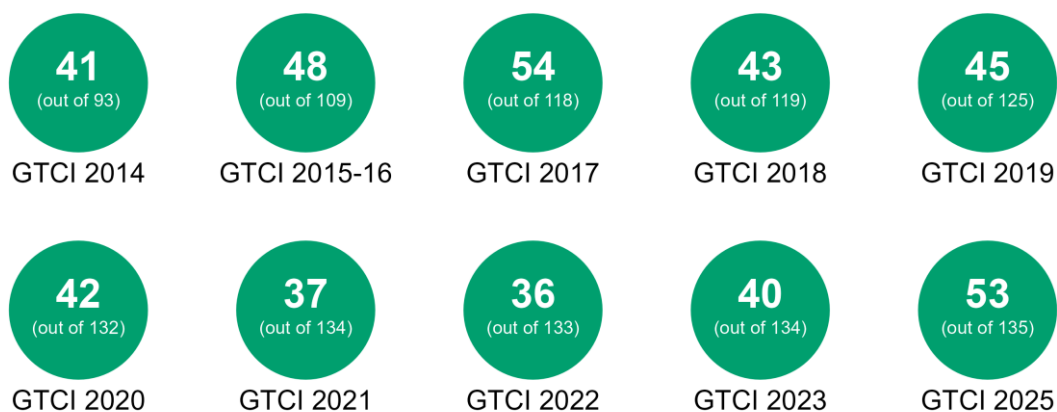

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Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, China's ranking ranges from 36th to 54th place (see Figure 4). During GTCI 2020-GTCI 2025, China ranks 42 out of a total 134 countries (on average), which is better than the average rank of 46 in GTCI 2015-GTCI 2019.

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

41 (out of 93)	48 (out of 109)	54 (out of 118)	43 (out of 119)	45 (out of 125)
GTCI 2014	GTCI 2015-16	GTCI 2017	GTCI 2018	GTCI 2019
42 (out of 132)	37 (out of 134)	36 (out of 133)	40 (out of 134)	53 (out of 135)
GTCI 2020	GTCI 2021	GTCI 2022	GTCI 2023	GTCI 2025

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