

Croatia - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

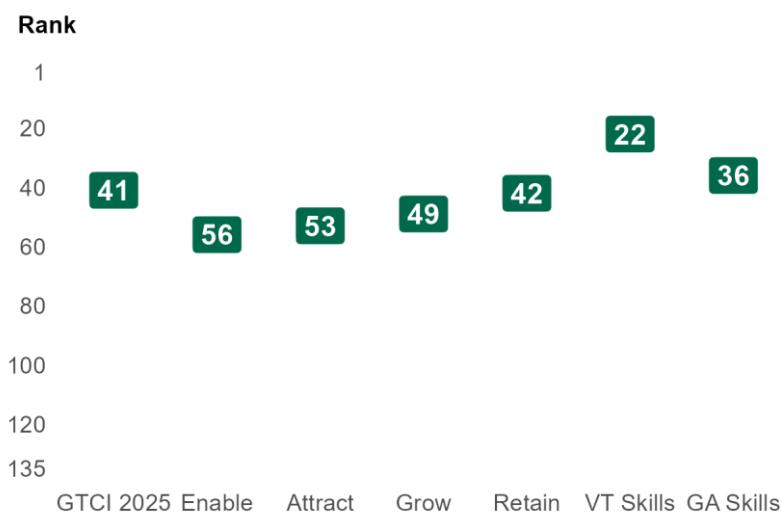


Total population:	3.87 million
GDP:	US\$ 92.506 billion
GDP (PPP) per capita:	US\$ 45,631
	(42 out of 135 countries)
Country income level:	High income
GTCI 2025 ranking:	41 (out of 135)

Global GTCI position

In GTCI 2025, Croatia is ranked 41st out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Croatia relate to Mid-level Skills, Formal Education and Talent Impact, among others. Still, more could be done to improve the economy's performances in the Employability, Lifelong Learning and Market Landscape sub-pillars.

Figure 1: Croatia 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

Croatia is situated in Europe and is classified as High income. Within its region, the country is ranked 28th out of 39 countries (Table 1).

Croatia is ranked 41st within the group of High income countries (implying that 21 percent of countries rank lower).

Table 1: Croatia performance vs. income groups and regions

Comparison group	Top 3 scorers of the group	Score GAP: Croatia score minus group highest score	Share of countries in the group ranked below Croatia
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	8.9	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-21.1	69%
Europe	Switzerland, Denmark, Finland	-20.9	28%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-0.4	94%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-7.9	74%
Northern America	United States of America, Canada	-17.2	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	2.5	100%
Income group			
High income	Singapore, Switzerland, Denmark	-21.1	21%
Upper-middle income	Georgia, Malaysia, Mauritius	1.3	100%
Lower-middle income	Uzbekistan, Jordan, Philippines	8.9	100%
Low income	Rwanda, Malawi, Gambia	18.3	100%

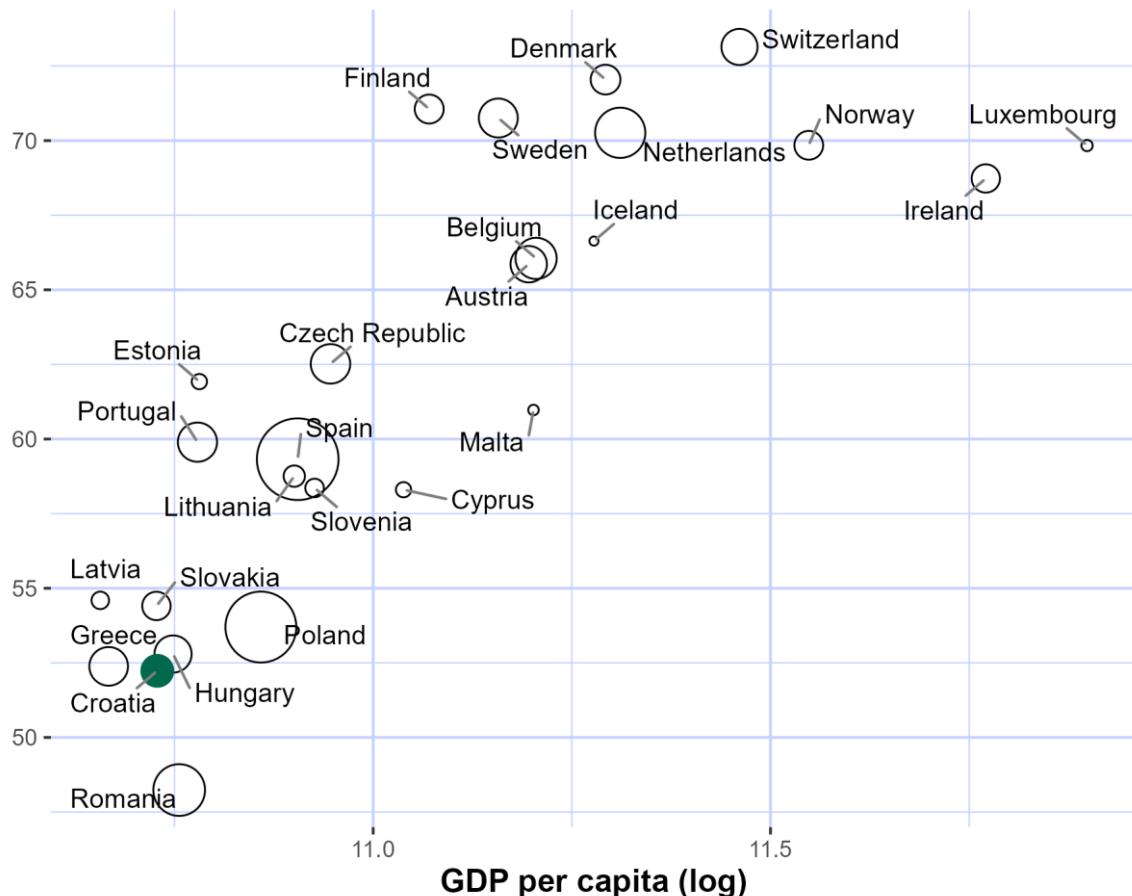
Comparison with group of competitors

Croatia's group of competitors is defined as high-income countries located in Europe (incl Cyprus). It comprises a group of 26 economies. Figure 2 plots how Croatia fares against each competitor in terms of GTCI score and GDP per capita.

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

GTCI score



Note: Bubble size indicates country population.

Performance against its income group and region

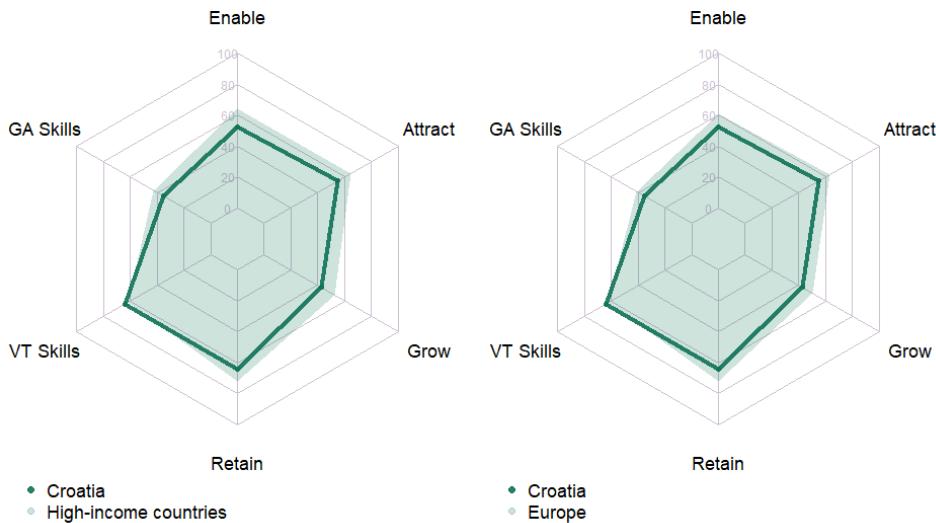
High-income countries

Croatia is ranked 41st in the group of high-income countries (Figure 3, left panel). In terms of pillar performance, it has a higher score than the income group average in one of the six pillars: VT. At the sub-pillar level, it outperforms high-income countries in one of the fourteen sub-pillars: Midlevel Skills.

Europe

Croatia is ranked 28th within Europe (Figure 3, right panel). It has a score above the regional average in one of the six pillars: VT. With regard to sub-pillars, it outperforms the average in Europe in one of the fourteen sub-pillars: Midlevel Skills.

Figure 3: Croatia 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, Croatia's ranking ranges from 41st to 59th place (see Figure 4). During GTCI 2020-GTCI 2025, Croatia ranks 49 out of a total 134 countries (on average), which is a decline from the average rank of 47 in GTCI 2015-GTCI 2019.

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



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