

India - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

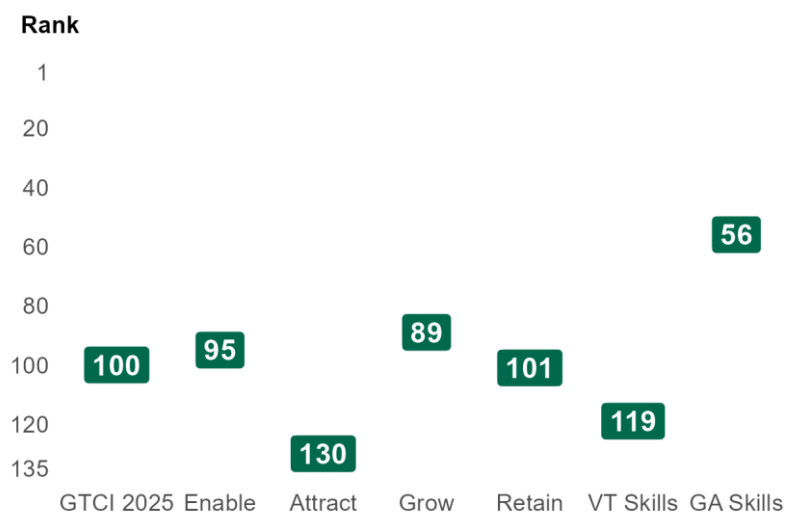


Total population:	1,450.94 million
GDP:	US\$ 3909.097 billion
GDP (PPP) per capita:	US\$ 10,392 (97 out of 135 countries)
Country income level:	Lower-middle income
GTCI 2025 ranking:	100 (out of 135)

Global GTCI position

In GTCI 2025, India is ranked 100th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of India relate to Talent Impact, Lifelong Learning and Regulatory Landscape, among others. Still, more could be done to improve the economy's performances in the Mid-level Skills, External Openness and Internal Openness sub-pillars.

Figure 1: India 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

India is situated in Central and Southern Asia and is classified as Lower-middle income. Within its region, the country is ranked 6th out of 10 countries (Table 1).



India is ranked 15th within the group of Lower-middle income countries (implying that 57 percent of countries rank lower).

Table 1: India performance vs. income groups and regions

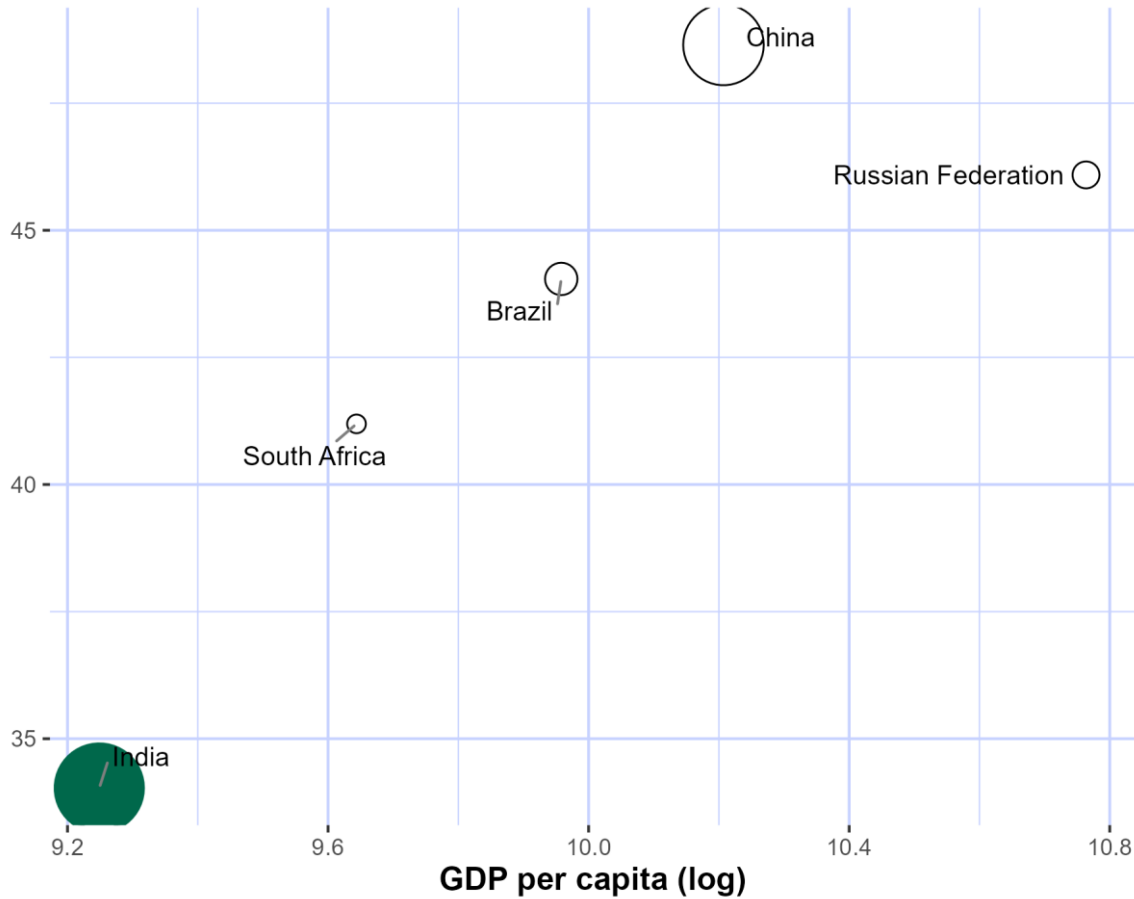
Comparison group	Top 3 scorers of the group	Score GAP: India score minus group highest score	Share of countries in the group ranked below India
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-9.3	40%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-39.3	19%
Europe	Switzerland, Denmark, Finland	-39.1	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-18.6	17%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-26.1	5%
Northern America	United States of America, Canada	-35.4	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-15.7	77%
Income group			
High income	Singapore, Switzerland, Denmark	-39.3	0%
Upper-middle income	Georgia, Malaysia, Mauritius	-16.9	6%
Lower-middle income	Uzbekistan, Jordan, Philippines	-9.3	57%
Low income	Rwanda, Malawi, Gambia	0.1	100%

Comparison with group of competitors

India'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 India fares against each competitor in terms of GTCI score and GDP per capita.

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



Note: Bubble size indicates country population.

Performance against its income group and region

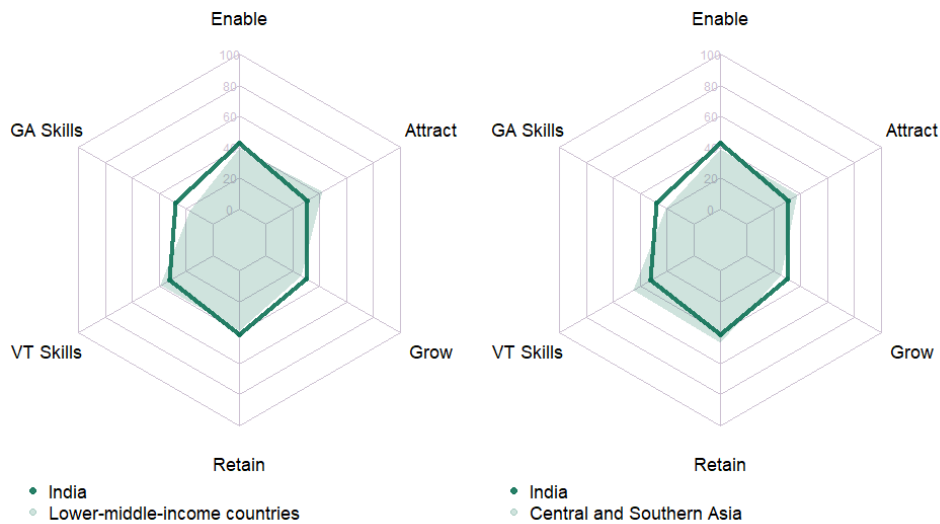
Lower-middle-income countries

India is ranked 15th 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 four of the six pillars: GTCI, Enable, Grow, Retain and GA. At the sub-pillar level, it outperforms lower-middle-income countries in seven of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Formal Education, Lifelong Learning, Lifestyle, Highlevel Skills and Talent Impact.

Central and Southern Asia

India is ranked 6th within Central and Southern Asia (Figure 3, right panel). It has a score above the regional average in three of the six pillars: Enable, Grow and GA. With regard to sub-pillars, it outperforms the average in Central and Southern Asia in five of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Formal Education, Lifelong Learning and Talent Impact.

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

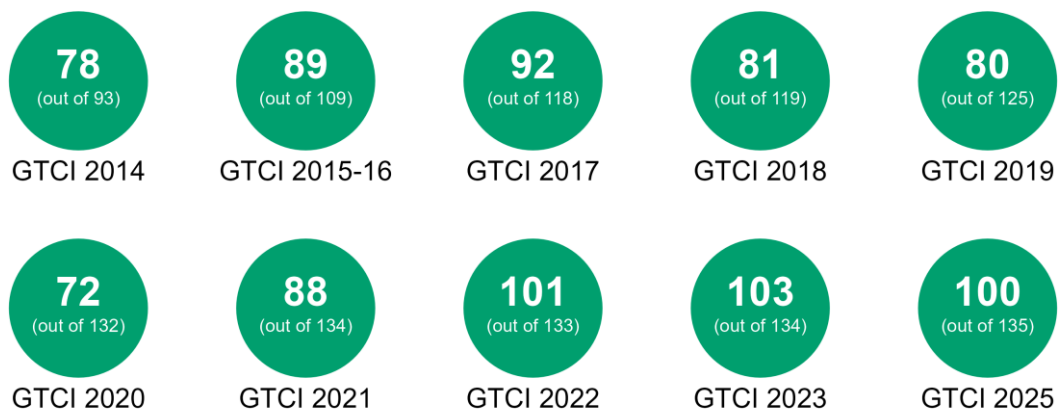


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Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, India’s ranking ranges from 100th to 92nd place (see Figure 4). During GTCI 2020-GTCI 2025, India ranks 93 out of a total 134 countries (on average), which is a decline from the average rank of 84 in GTCI 2015-GTCI 2019.

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





Sources

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