

## Japan - Country Brief

### Global Talent Competitiveness Index (GTCI) 2025

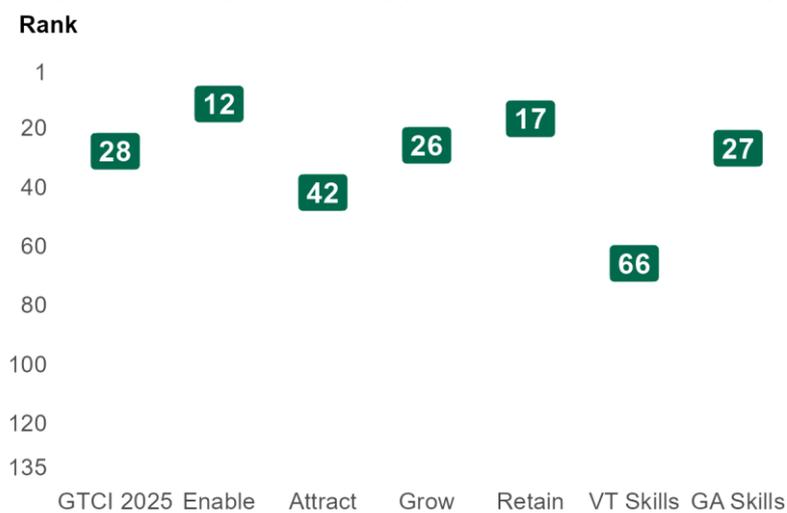


Total population:	123.98 million
GDP:	US\$ 4026.211 billion
GDP (PPP) per capita:	US\$ 52,713 (34 out of 135 countries)
Country income level:	High income
GTCI 2025 ranking:	28 (out of 135)

#### Global GTCI position

In GTCI 2025, Japan is ranked 28th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Japan relate to Market Landscape, Sustainability and Formal Education, among others. Still, more could be done to improve the economy's performances in the Mid-level Skills, External Openness and Employability sub-pillars.

**Figure 1: Japan 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

Japan is situated in Eastern, Southeastern Asia and Oceania and is classified as High income. Within its region, the country is ranked 4th out of 16 countries (Table 1).

Japan is ranked 28th within the group of High income countries (implying that 46 percent of countries rank lower).

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

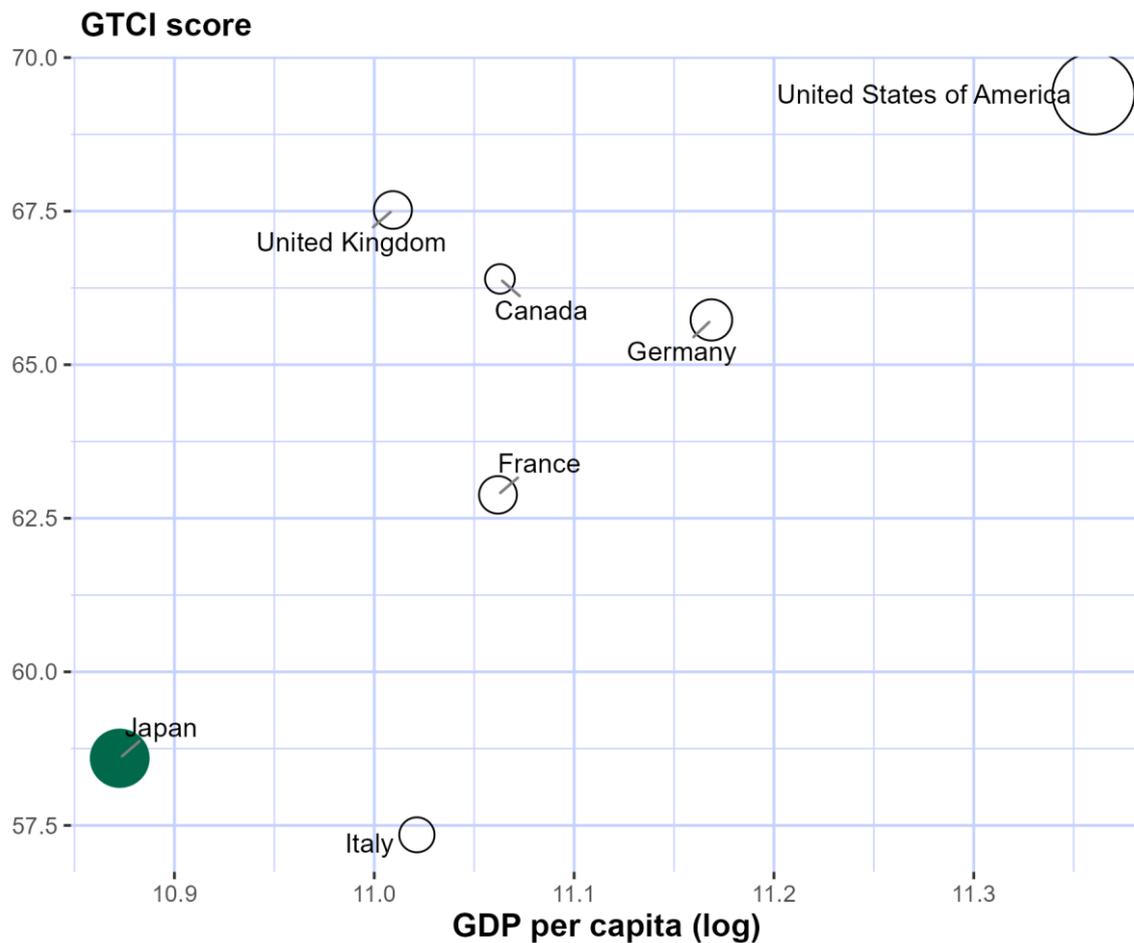
Comparison group	Top 3 scorers of the group	Score GAP: Japan score minus group highest score	Share of countries in the group ranked below Japan
<b>Region</b>			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	15.2	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-14.7	75%
Europe	Switzerland, Denmark, Finland	-14.5	49%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	5.9	100%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-1.6	89%
Northern America	United States of America, Canada	-10.8	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	8.9	100%
<b>Income group</b>			
High income	Singapore, Switzerland, Denmark	-14.7	46%
Upper-middle income	Georgia, Malaysia, Mauritius	7.6	100%
Lower-middle income	Uzbekistan, Jordan, Philippines	15.2	100%
Low income	Rwanda, Malawi, Gambia	24.7	100%

### Comparison with group of competitors

Japan's group of competitors is defined as 7 countries that are members of the G7: Canada, France, Germany, Italy, Japan, the United Kingdom, and the United States. Figure 2 plots how Japan fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Japan'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 Japan and its identified competitors**



Note: Bubble size indicates country population.

### Performance against its income group and region

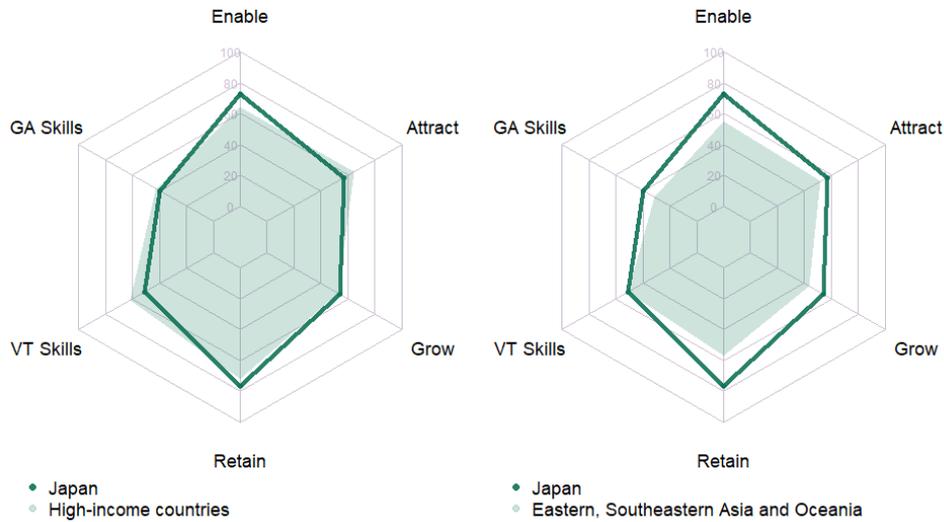
#### *High-income countries*

Japan is ranked 28th 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 three of the six pillars: Enable, Grow and Retain. At the sub-pillar level, it outperforms high-income countries in seven of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, Formal Education, Lifelong Learning, Sustainability and Lifestyle.

#### *Eastern, Southeastern Asia and Oceania*

Japan is ranked 4th within Eastern, Southeastern Asia and Oceania (Figure 3, right panel). It has a score above the regional average in five of the six pillars: GTCI, Enable, Attract, Grow, Retain and GA. With regard to sub-pillars, it outperforms the average in Eastern, Southeastern Asia and Oceania in thirteen of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, External Openness, Internal Openness, Formal Education, Lifelong Learning, Access Growth Opportunities, Sustainability, Lifestyle, Midlevel Skills, Highlevel Skills and Talent Impact.

**Figure 3: Japan 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, Japan’s ranking ranges from 19th to 28th place (see Figure 4). During GTCI 2020-GTCI 2025, Japan ranks 23 out of a total 134 countries (on average), which is a decline from the average rank of 21 in GTCI 2015-GTCI 2019.

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





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