

Kazakhstan - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

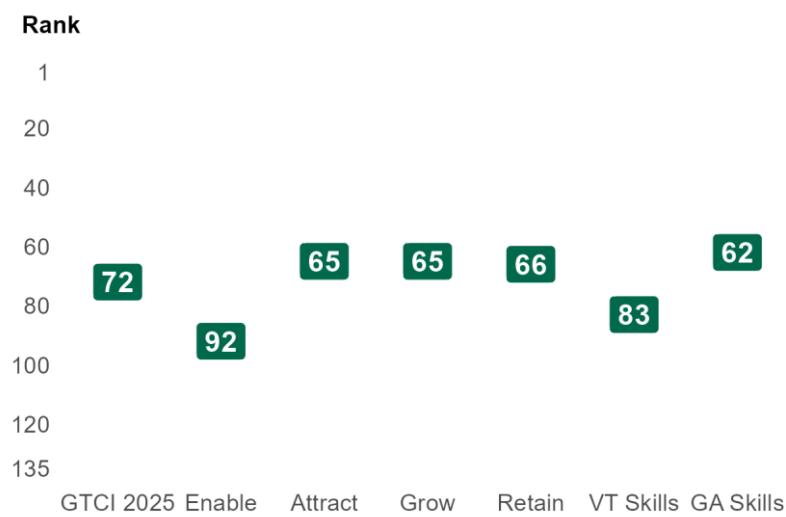


Total population:	20.59 million
GDP:	US\$ 261.84 billion
GDP (PPP) per capita:	US\$ 39,347 (50 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	72 (out of 135)

Global GTCI position

In GTCI 2025, Kazakhstan is ranked 72nd out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Kazakhstan relate to External Openness, Lifestyle and Access to Growth Opportunities, among others. Still, more could be done to improve the economy's performances in the Internal Openness, Business and Labour Landscape and Employability sub-pillars.

Figure 1: Kazakhstan 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

Kazakhstan is situated in Central and Southern Asia and is classified as Upper-middle income. Within its region, the country is ranked 2nd out of 10 countries (Table 1).

Kazakhstan is ranked 20th within the group of Upper-middle income countries (implying that 43 percent of countries rank lower).

Table 1: Kazakhstan performance vs. income groups and regions

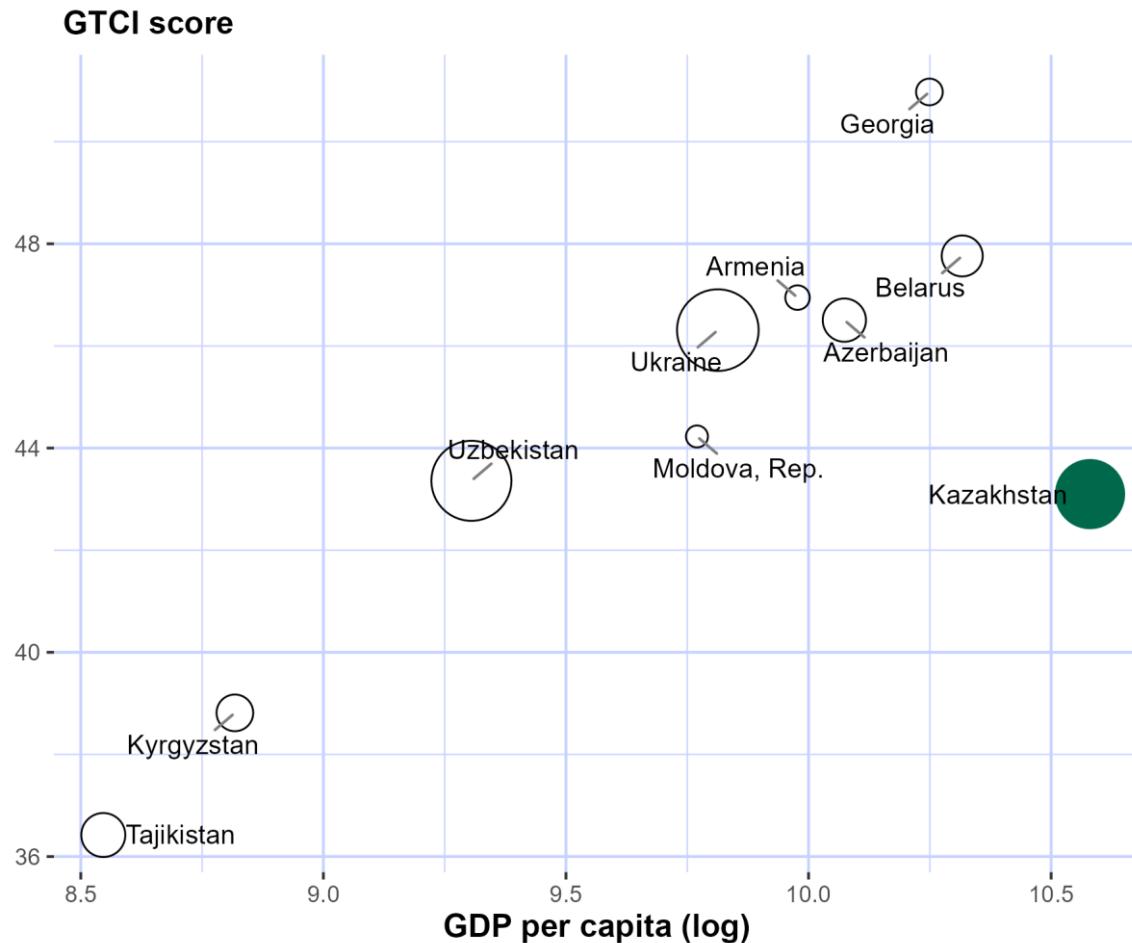
Comparison group	Top 3 scorers of the group	Score GAP: Kazakhstan score minus group highest score	Share of countries in the group ranked below Kazakhstan
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-0.3	80%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-30.2	44%
Europe	Switzerland, Denmark, Finland	-30.0	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-9.6	61%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-17.1	42%
Northern America	United States of America, Canada	-26.3	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-6.6	94%
Income group			
High income	Singapore, Switzerland, Denmark	-30.2	2%
Upper-middle income	Georgia, Malaysia, Mauritius	-7.9	43%
Lower-middle income	Uzbekistan, Jordan, Philippines	-0.3	97%
Low income	Rwanda, Malawi, Gambia	9.2	100%

Comparison with group of competitors

Kazakhstan's group of competitors is defined as post-Soviet republics in Eurasia, excluding Russia. It comprises a group of 10 economies. Figure 2 plots how Kazakhstan fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Kazakhstan's GTCI score and GDP per capita are, respectively, lower and higher than the corresponding medians of its group of competitors. Thus, Kazakhstan is underachieving against its group of competitors. Thus, the country's talent competitiveness is below what would be expected given its income level.

Figure 2: GTCI score and GDP per capita (log) of Kazakhstan and its identified competitors



Note: Bubble size indicates country population.

Performance against its income group and region

Upper-middle-income countries

Kazakhstan is ranked 20th 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: Attract, Grow, Retain and GA. At the sub-pillar level, it outperforms upper-middle-income countries in eight of the fourteen sub-pillars: Regulatory Landscape, External Openness, Formal Education, Access Growth Opportunities, Lifestyle, Midlevel Skills, Highlevel Skills and Talent Impact.

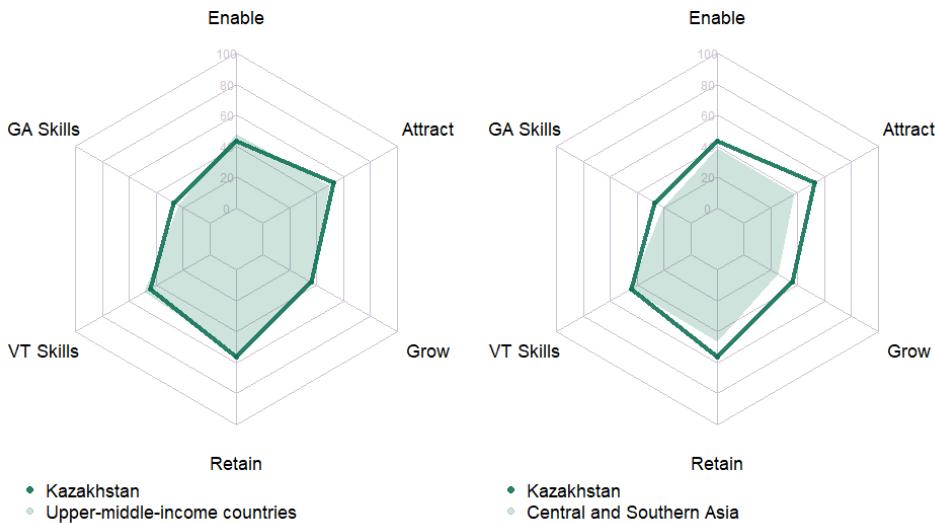
Central and Southern Asia

Kazakhstan is ranked 2nd within Central and Southern Asia (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 Central and Southern Asia in twelve of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, External Openness, Internal Openness, Formal Education, Lifelong Learning, Access Growth Opportunities, Sustainability, Lifestyle, Midlevel Skills, Highlevel Skills and Talent Impact.



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Figure 3: Kazakhstan 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, Kazakhstan's ranking ranges from 40th to 72nd place (see Figure 4). During GTCI 2020-GTCI 2025, Kazakhstan ranks 63 out of a total 134 countries (on average), which is a decline from the average rank of 52 in GTCI 2015-GTCI 2019.

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



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