

Montenegro - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

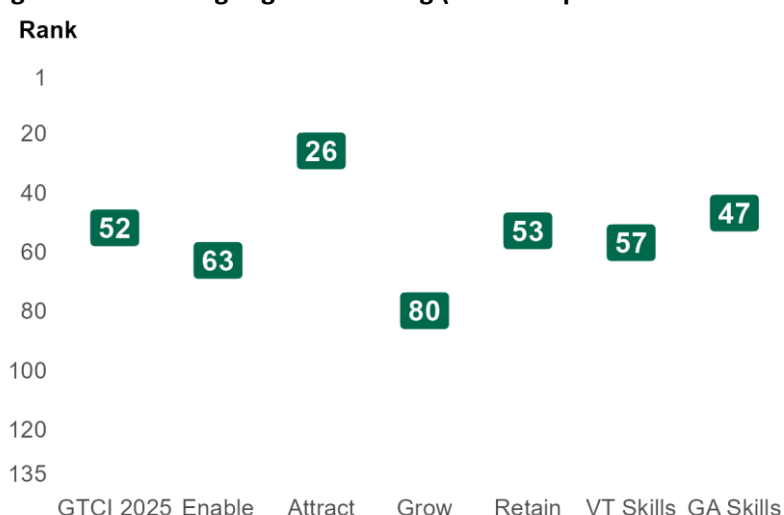


Total population:	0.62 million
GDP:	US\$ 7.532 billion
GDP (PPP) per capita:	US\$ 30,101 (56 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	52 (out of 135)

Global GTCI position

In GTCI 2025, Montenegro is ranked 52nd out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Montenegro relate to External Openness, Business and Labour Landscape and Lifestyle, among others. Still, more could be done to improve the economy's performances in the Internal Openness, Market Landscape and Lifelong Learning sub-pillars.

Figure 1: Montenegro 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

Montenegro is situated in Europe and is classified as Upper-middle income. Within its region, the country is ranked 30th out of 39 countries (Table 1).

Montenegro is ranked 4th within the group of Upper-middle income countries (implying that 89 percent of countries rank lower).

Table 1: Montenegro performance vs. income groups and regions

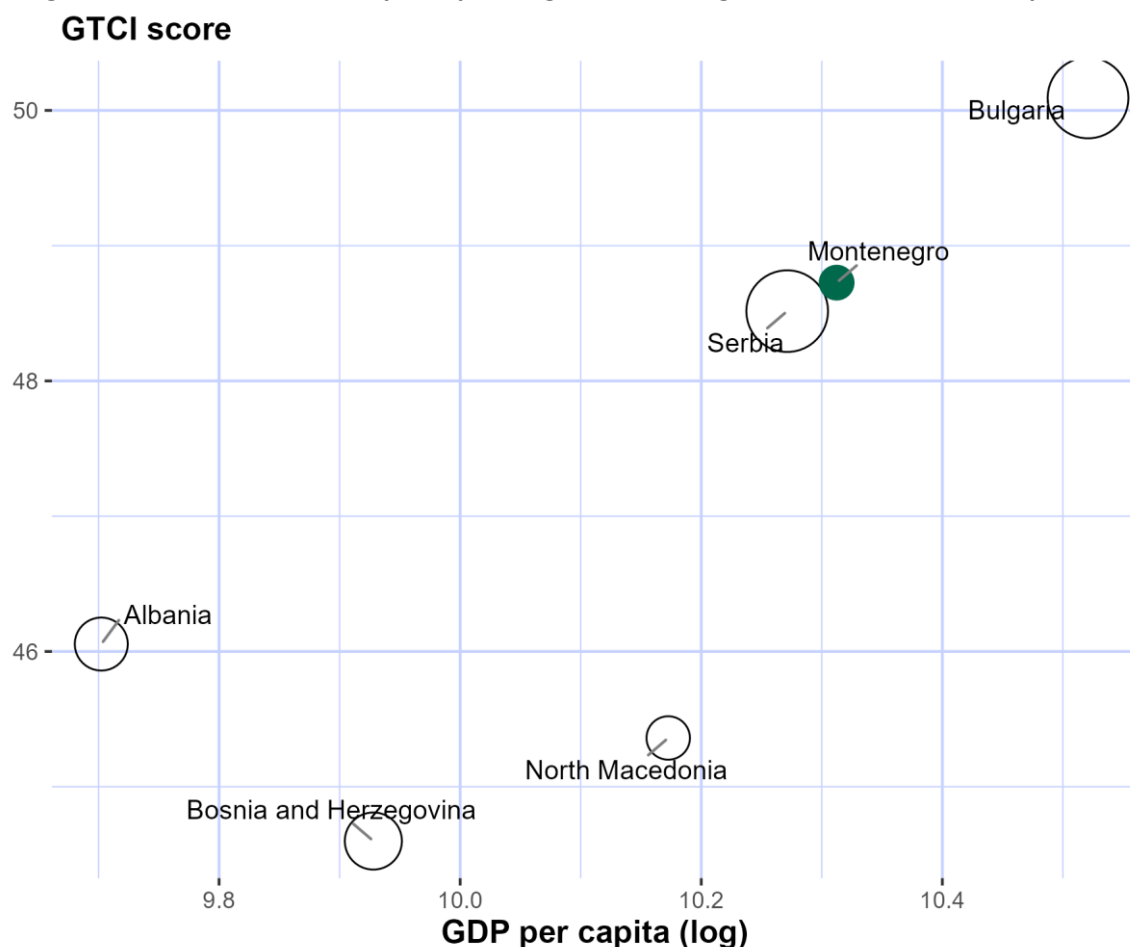
Comparison group	Top 3 scorers of the group	Score GAP: Montenegro score minus group highest score	Share of countries in the group ranked below Montenegro
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	5.4	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-24.6	56%
Europe	Switzerland, Denmark, Finland	-24.4	23%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-3.9	83%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-11.4	58%
Northern America	United States of America, Canada	-20.7	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-1.0	94%
Income group			
High income	Singapore, Switzerland, Denmark	-24.6	8%
Upper-middle income	Georgia, Malaysia, Mauritius	-2.2	89%
Lower-middle income	Uzbekistan, Jordan, Philippines	5.4	100%
Low income	Rwanda, Malawi, Gambia	14.8	100%

Comparison with group of competitors

Montenegro's group of competitors is defined as lower-middle-income and upper-middle-income countries located in Eastern and Southern Europe (excl post-Soviet republics). It comprises a group of 6 economies. Figure 2 plots how Montenegro fares against each competitor in terms of GTCI score and GDP per capita.

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



Note: Bubble size indicates country population.

Performance against its income group and region

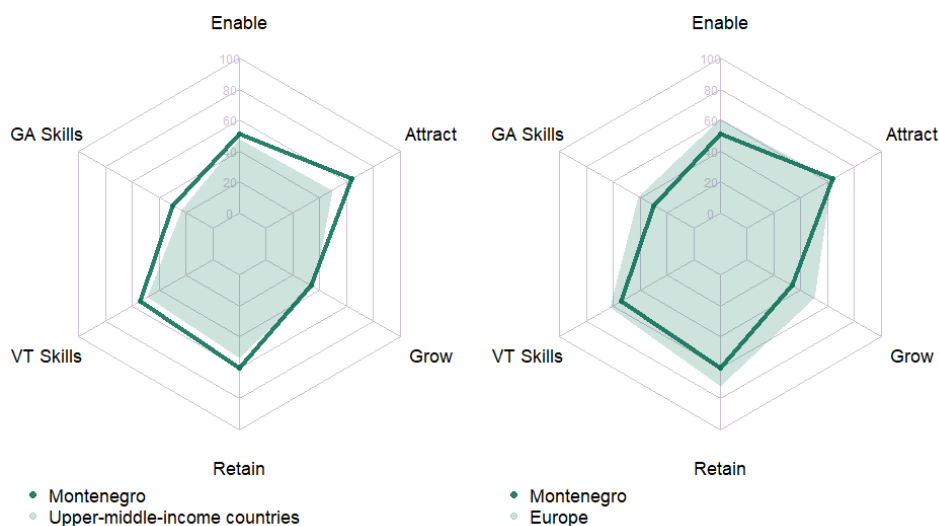
Upper-middle-income countries

Montenegro is ranked 4th 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 five of the six pillars: GTCI, Enable, Attract, Retain, VT and GA. At the sub-pillar level, it outperforms upper-middle-income countries in eleven of the fourteen sub-pillars: Regulatory Landscape, Business Labour Landscape, External Openness, Formal Education, Access Growth Opportunities, Sustainability, Lifestyle, Midlevel Skills, Employability, Highlevel Skills and Talent Impact.

Europe

Montenegro is ranked 30th within Europe (Figure 3, right panel). It has a score above the regional average in one of the six pillars: Attract. With regard to sub-pillars, it outperforms the average in Europe in one of the fourteen sub-pillars: External Openness.

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

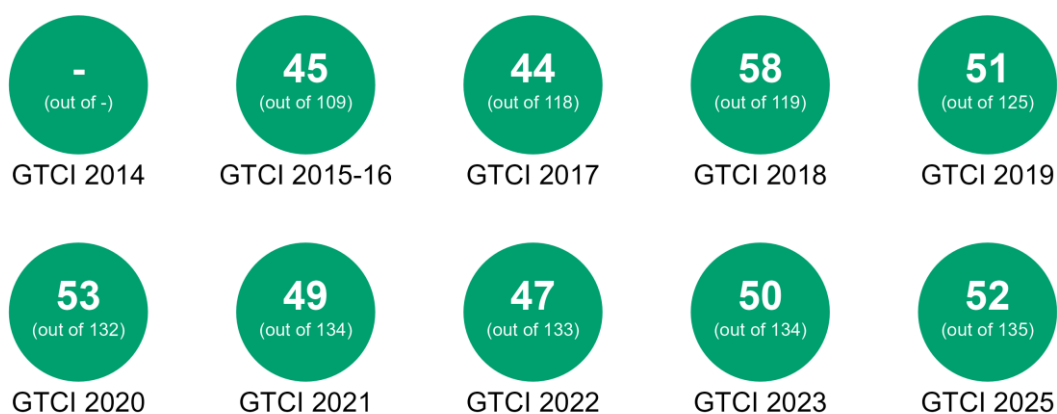


Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, Montenegro's ranking ranges from 44th to 58th place (see Figure 4). During GTCI 2020-GTCI 2025, Montenegro ranks 50 out of a total 134 countries (on average), which is a decline from the average rank of 50 in GTCI 2015-GTCI 2019.

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





Sources

- Berry, B. (2019). *berryFunctions: Function Collection Related to Plotting and Hydrology*. R package version 1.18.2. URL: <https://CRAN.R-project.org/package=berryFunctions>
- Gohel, D. (2019). *officer: Manipulation of Microsoft Word and PowerPoint Documents*. R package version 0.3.6. URL: <https://CRAN.R-project.org/package=officer>
- Gohel, D. (2019). *flextable: Functions for Tabular Reporting*. R package version 0.5.6. URL: <https://CRAN.R-project.org/package=flextable>
- Lanvin, B., & Monteiro, F. (eds.) (2020). *The Global Talent Competitiveness Index 2020: Global Talent in the Age of Artificial Intelligence*. Fontainebleau: INSEAD.
- Lanvin, B., & Monteiro, F. (eds.) (2021). *The Global Talent Competitiveness Index 2021: Talent Competitiveness in Times of COVID*. Fontainebleau: INSEAD.
- Lanvin, B., & Monteiro, F. (eds.) (2022). *The Global Talent Competitiveness Index 2022: The Tectonics of Talent: Is the World Drifting Towards Increased Talent Inequalities?* Fontainebleau: INSEAD.
- Lanvin, B., & Monteiro, F. (eds.) (2023). *The Global Talent Competitiveness Index 2023: What a Difference Ten Years Make What to Expect for the Next Decade*. Fontainebleau: INSEAD.
- Milton Bache, S. & Wickham, H. (2014). *magrittr: A Forward-Pipe Operator for R*. R package version 1.5. URL: <https://CRAN.R-project.org/package=magrittr>
- Nakazawa, M. (2019). *fmsb: Functions for Medical Statistics Book with some Demographic Data*. R package version 0.7.0. URL: <https://CRAN.R-project.org/package=fmsb>
- R Core Team (2018). *R: A language and environment for statistical computing*. R Foundation for Statistical Computing, Vienna, Austria. URL: <https://www.R-project.org/>.
- Slowikowski, K. (2019). *ggrepel: Automatically Position Non-Overlapping Text Labels with 'ggplot2'*. R package version 0.8.1. URL: <https://CRAN.R-project.org/package=ggrepel>
- Wickham, H. (2007). Reshaping Data with the reshape Package. *Journal of Statistical Software*, 21(12), 1-20. URL: <http://www.jstatsoft.org/v21/i12/>.
- Wickham, H. (2016). *ggplot2: Elegant Graphics for Data Analysis*. Springer-Verlag. New York.
- Wickham et al., (2019). Welcome to the tidyverse. *Journal of Open Source Software*, 4(43), 1686, URL: <https://doi.org/10.21105/joss.01686>