

Namibia - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

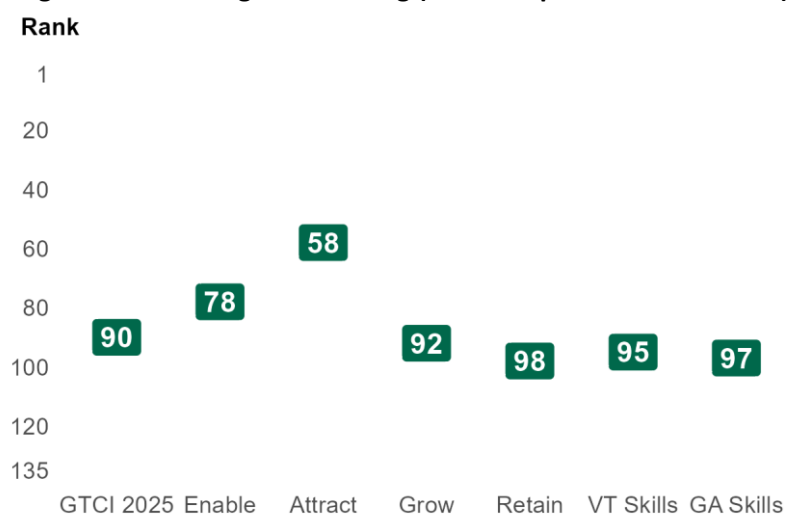


Total population:	3.03 million
GDP:	US\$ 13.37 billion
GDP (PPP) per capita:	US\$ 11,386 (92 out of 135 countries)
Country income level:	Lower-middle income
GTCI 2025 ranking:	90 (out of 135)

Global GTCI position

In GTCI 2025, Namibia is ranked 90th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Namibia relate to Lifelong Learning, Internal Openness and Regulatory Landscape, among others. Still, more could be done to improve the economy's performances in the Market Landscape, Lifestyle and Employability sub-pillars.

Figure 1: Namibia 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

Namibia is situated in Sub-Saharan Africa and is classified as Lower-middle income. Within its region, the country is ranked 6th out of 31 countries (Table 1).

Namibia is ranked 8th within the group of Lower-middle income countries (implying that 77 percent of countries rank lower).

Table 1: Namibia performance vs. income groups and regions

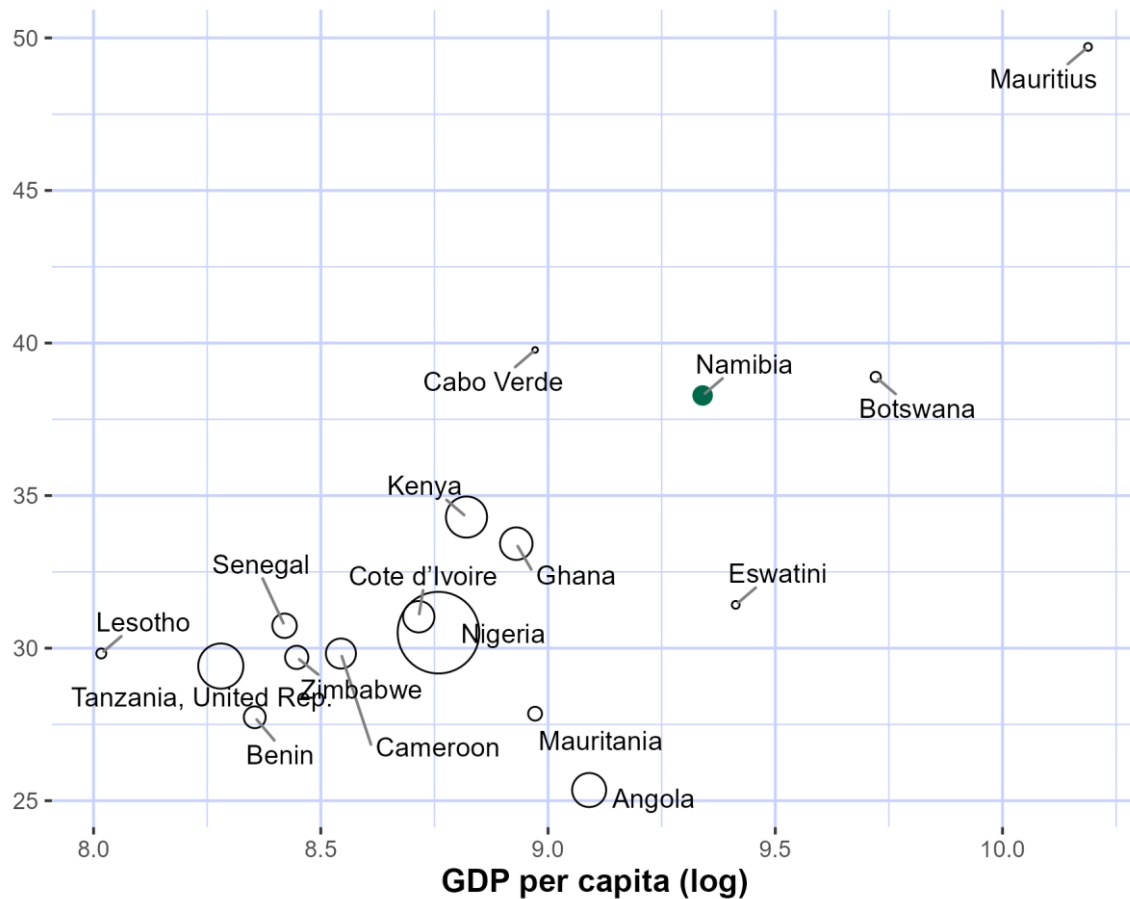
Comparison group	Top 3 scorers of the group	Score GAP: Namibia score minus group highest score	Share of countries in the group ranked below Namibia
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-5.1	70%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-35.0	19%
Europe	Switzerland, Denmark, Finland	-34.9	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-14.4	33%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-21.9	21%
Northern America	United States of America, Canada	-31.1	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-11.4	81%
Income group			
High income	Singapore, Switzerland, Denmark	-35.0	0%
Upper-middle income	Georgia, Malaysia, Mauritius	-12.7	14%
Lower-middle income	Uzbekistan, Jordan, Philippines	-5.1	77%
Low income	Rwanda, Malawi, Gambia	4.4	100%

Comparison with group of competitors

Namibia's group of competitors is defined as lower-middle-income and upper-middle-income countries located in Sub-Saharan Africa. It comprises a group of 17 economies. Figure 2 plots how Namibia fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Namibia'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 Namibia and its identified competitors
GTCI score



Note: Bubble size indicates country population.

Performance against its income group and region

Lower-middle-income countries

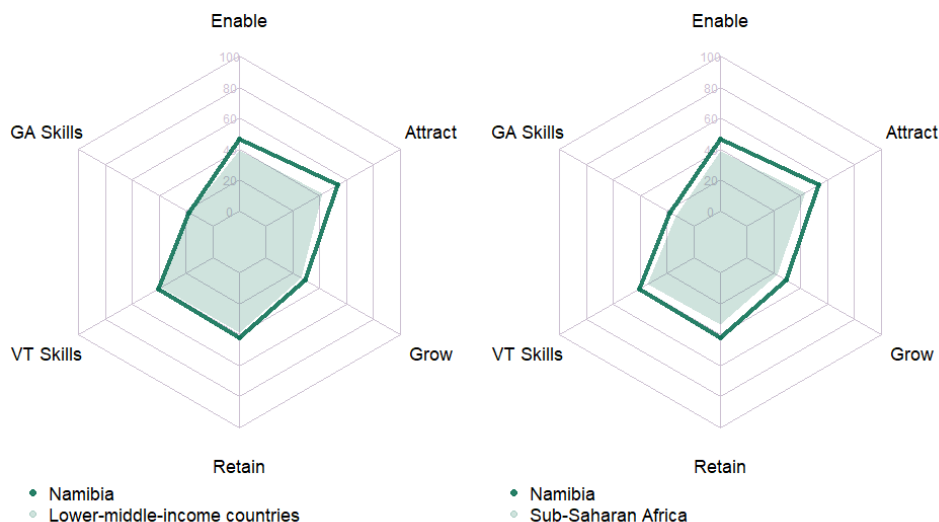
Namibia is ranked 8th in the group of lower-middle-income countries (Figure 3, left panel). In terms of pillar performance, it has a higher score than the income group average in each of the six pillars. At the sub-pillar level, it outperforms lower-middle-income countries in nine of the fourteen sub-pillars: Regulatory Landscape, Business Labour Landscape, External Openness, Internal Openness, Lifelong Learning, Sustainability, Midlevel Skills, Highlevel Skills and Talent Impact.

Sub-Saharan Africa

Namibia is ranked 6th within Sub-Saharan Africa (Figure 3, right panel). It outperforms its region in each of the six pillars. With regard to sub-pillars, it outperforms the average in Sub-Saharan Africa in twelve of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, External Openness, Internal Openness, Formal Education, Lifelong Learning, Access Growth Opportunities, Sustainability, Midlevel Skills, Highlevel Skills and Talent Impact.



Figure 3: Namibia 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, Namibia's ranking ranges from 73rd to 93rd place (see Figure 4). During GTCI 2020-GTCI 2025, Namibia ranks 84 out of a total 134 countries (on average), which is a decline from the average rank of 77 in GTCI 2015-GTCI 2019.

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





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