

## Philippines - Country Brief

### Global Talent Competitiveness Index (GTCI) 2025

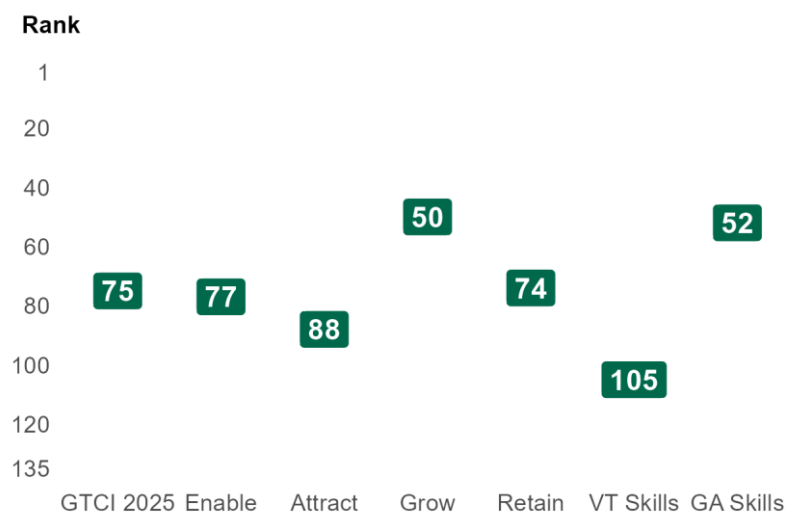


Total population:	115.84 million
GDP:	US\$ 461.617 billion
GDP (PPP) per capita:	US\$ 12,073 (91 out of 135 countries)
Country income level:	Lower-middle income
GTCI 2025 ranking:	75 (out of 135)

#### Global GTCI position

In GTCI 2025, Philippines is ranked 75th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Philippines relate to Lifelong Learning, Access to Growth Opportunities and Talent Impact, among others. Still, more could be done to improve the economy's performances in the Lifestyle, External Openness and Mid-level Skills sub-pillars.

**Figure 1: Philippines 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

Philippines is situated in Eastern, Southeastern Asia and Oceania and is classified as Lower-middle income. Within its region, the country is ranked 10th out of 16 countries (Table 1).



Philippines is ranked 3rd within the group of Lower-middle income countries (implying that 91 percent of countries rank lower).

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

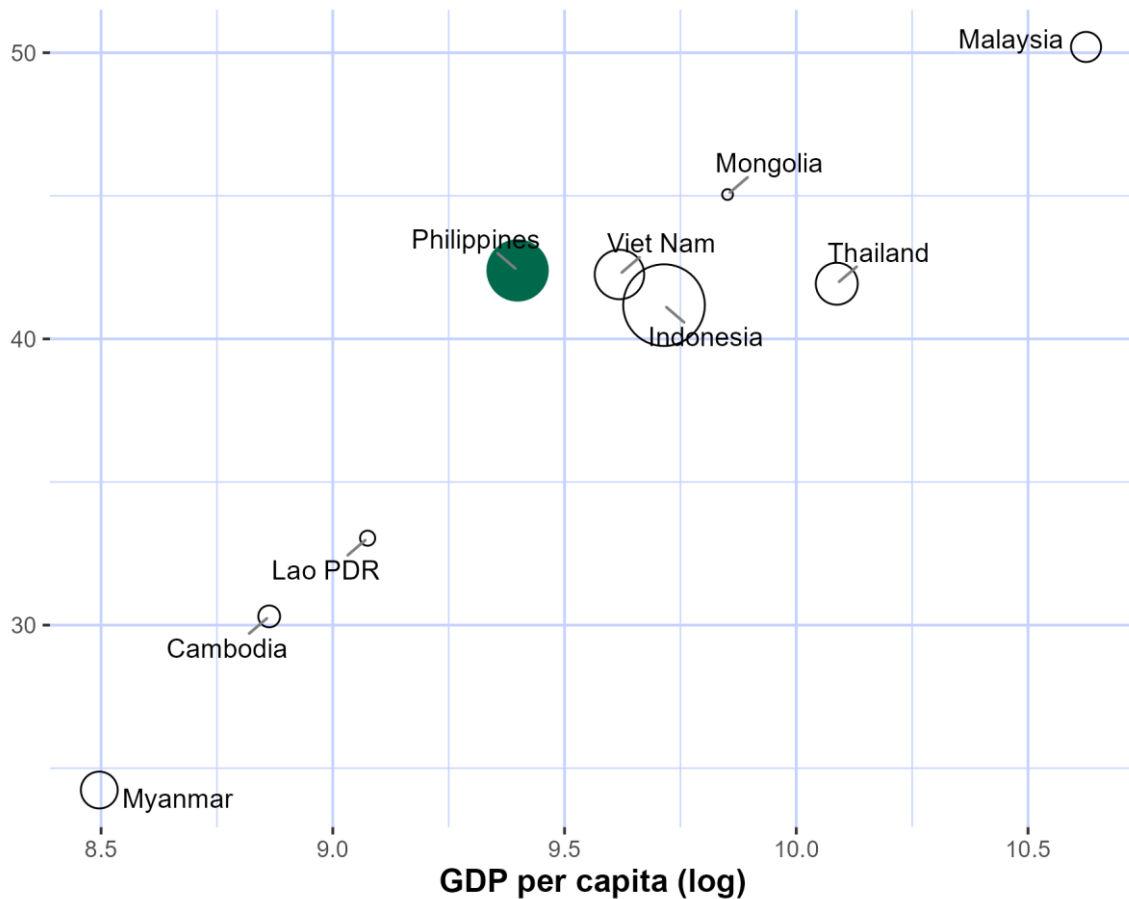
Comparison group	Top 3 scorers of the group	Score GAP: Philippines score minus group highest score	Share of countries in the group ranked below Philippines
<b>Region</b>			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-1.0	80%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-30.9	38%
Europe	Switzerland, Denmark, Finland	-30.7	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-10.3	56%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-17.8	37%
Northern America	United States of America, Canada	-27.0	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-7.3	94%
<b>Income group</b>			
High income	Singapore, Switzerland, Denmark	-30.9	2%
Upper-middle income	Georgia, Malaysia, Mauritius	-8.6	40%
Lower-middle income	Uzbekistan, Jordan, Philippines	-1.0	91%
Low income	Rwanda, Malawi, Gambia	8.5	100%

### Comparison with group of competitors

Philippines's group of competitors is defined as upper-middle-income and lower-middle-income countries located in Eastern, Southeastern Asia and Oceania. It comprises a group of 9 economies. Figure 2 plots how Philippines fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Philippines's GTCI score and GDP per capita are, respectively, higher and lower than the corresponding medians of its group of competitors. Thus, Philippines performs well against its competitors, and its talent competitiveness is better than would be expected in view of its income level.

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



Note: Bubble size indicates country population.

### Performance against its income group and region

#### Lower-middle-income countries

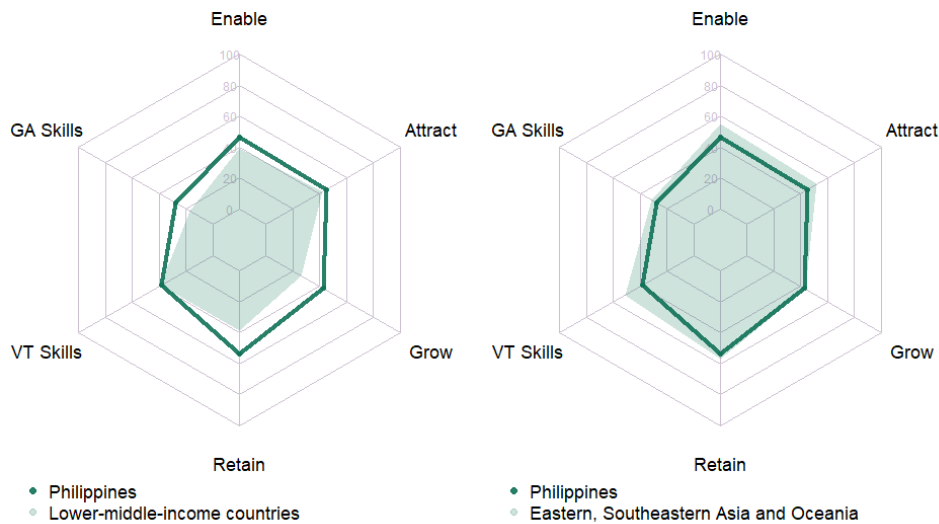
Philippines is ranked 3rd in the group of lower-middle-income countries (Figure 3, left panel). In terms of pillar performance, it has a higher score than the income group average in five of the six pillars: GTCI, Enable, Attract, Grow, Retain and GA. At the sub-pillar level, it outperforms lower-middle-income countries in twelve of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, Internal Openness, Formal Education, Lifelong Learning, Access Growth Opportunities, Sustainability, Lifestyle, Employability, Highlevel Skills and Talent Impact.

#### Eastern, Southeastern Asia and Oceania

Philippines is ranked 10th within Eastern, Southeastern Asia and Oceania (Figure 3, right panel). It lags behind its region in each of the six pillars. With regard to sub-pillars, it outperforms the average in Eastern, Southeastern Asia and Oceania in four of the fourteen sub-pillars: Business Labour Landscape, Lifelong Learning, Access Growth Opportunities and Talent Impact.



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

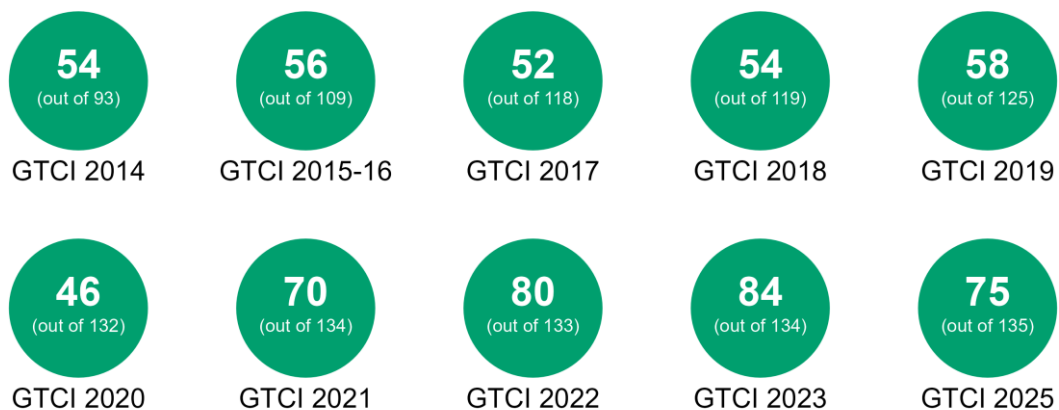


Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

**Longer-term trends in talent competitiveness**

Across all GTCI editions from 2015 to 2025, Philippines’s ranking ranges from 46th to 84th place (see Figure 4). During GTCI 2020-GTCI 2025, Philippines ranks 71 out of a total 134 countries (on average), which is a decline from the average rank of 55 in GTCI 2015-GTCI 2019.

**Figure 4: Evolution of GTCI rank for Philippines, 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>