Portugal - Country Brief
Global Talent Competitiveness Index (GTCI) 2025
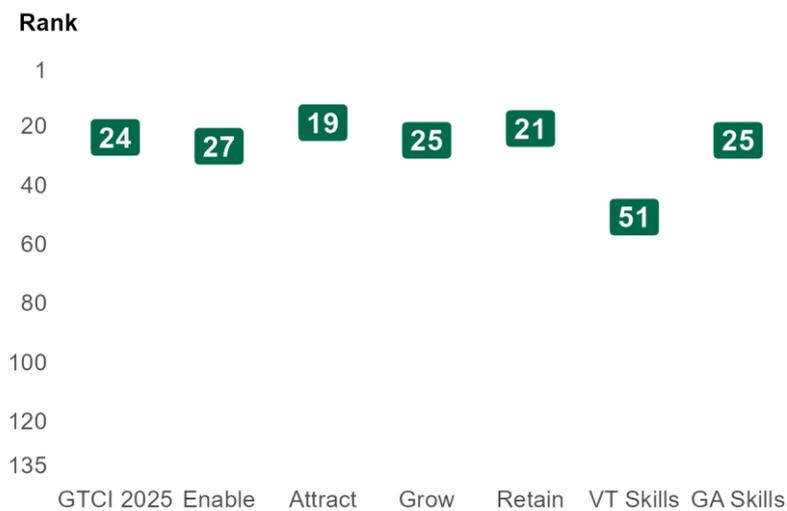
Total population:	10.70 million
GDP:	US$ 308.59 billion
GDP (PPP) per capita:	US$ 47,997
	(38 out of 135 countries)
Country income level:	High income
GTCI 2025 ranking:	24 (out of 135)

Global GTCI position

In GTCI 2025, Portugal is ranked 24th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Portugal relate to Internal Openness, Lifestyle and Lifelong Learning, among others. Still, more could be done to improve the economy's performances in the Business and Labour Landscape, Employability and Mid-level Skills sub-pillars.

Figure 1: Portugal 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

Portugal is situated in Europe and is classified as High income. Within its region, the country is ranked 18th out of 39 countries (Table 1).

Portugal is ranked 24th within the group of High income countries (implying that 54 percent of countries rank lower).

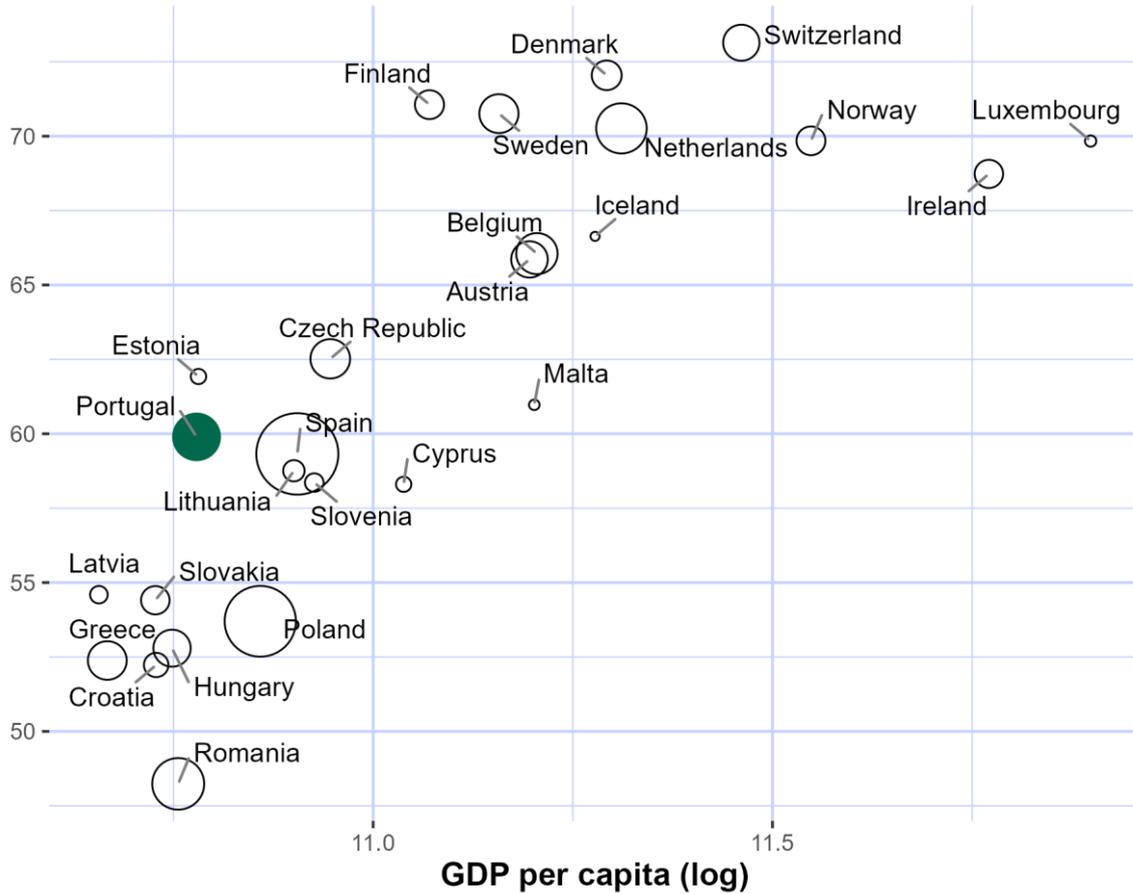**Table 1: Portugal performance vs. income groups and regions**

Comparison group	Top 3 scorers of the group	Score GAP: Portugal score minus group highest score	Share of countries in the group ranked below Portugal
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	16.5	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-13.4	81%
Europe	Switzerland, Denmark, Finland	-13.2	54%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	7.2	100%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-0.3	95%
Northern America	United States of America, Canada	-9.5	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	10.2	100%
Income group			
High income	Singapore, Switzerland, Denmark	-13.4	54%
Upper-middle income	Georgia, Malaysia, Mauritius	8.9	100%
Lower-middle income	Uzbekistan, Jordan, Philippines	16.5	100%
Low income	Rwanda, Malawi, Gambia	26.0	100%

Comparison with group of competitors

Portugal's group of competitors is defined as high-income countries located in Europe (incl Cyprus). It comprises a group of 26 economies. Figure 2 plots how Portugal fares against each competitor in terms of GTCI score and GDP per capita.

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

Note: Bubble size indicates country population.
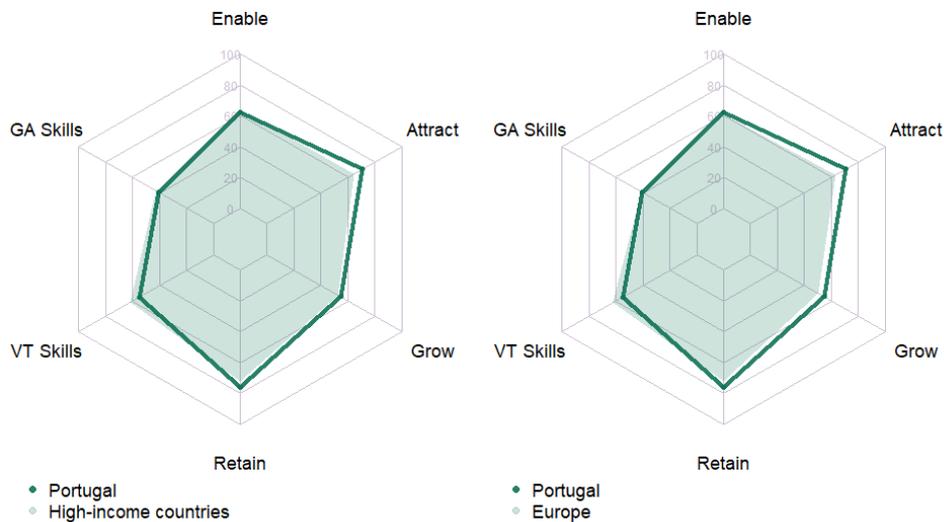
Performance against its income group and region

High-income countries
Portugal is ranked 24th 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: GTCI, Attract, Grow and Retain. At the sub-pillar level, it outperforms high-income countries in seven of the fourteen sub-pillars: Market Landscape, Internal Openness, Lifelong Learning, Access Growth Opportunities, Sustainability, Lifestyle and Employability.

Europe
Portugal is ranked 18th within Europe (Figure 3, right panel). It has a score above the regional average in four of the six pillars: GTCI, Enable, Attract, Grow and Retain. With regard to sub-pillars, it outperforms the average in Europe in ten of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, External Openness, Internal Openness, Lifelong Learning, Access Growth Opportunities, Sustainability, Lifestyle, Employability and Highlevel Skills.

Figure 3: Portugal 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, Portugal's ranking ranges from 24th to 34th place (see Figure 4). During GTCI 2020-GTCI 2025, Portugal ranks 27 out of a total 134 countries (on average), which is better than the average rank of 31 in GTCI 2015-GTCI 2019.

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

34 (out of 93)	**33** (out of 109)	**31** (out of 118)	**29** (out of 119)	**28** (out of 125)
GTCI 2014	GTCI 2015-16	GTCI 2017	GTCI 2018	GTCI 2019
28 (out of 132)	**28** (out of 134)	**26** (out of 133)	**27** (out of 134)	**24** (out of 135)
GTCI 2020	GTCI 2021	GTCI 2022	GTCI 2023	GTCI 2025

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