

Ukraine - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

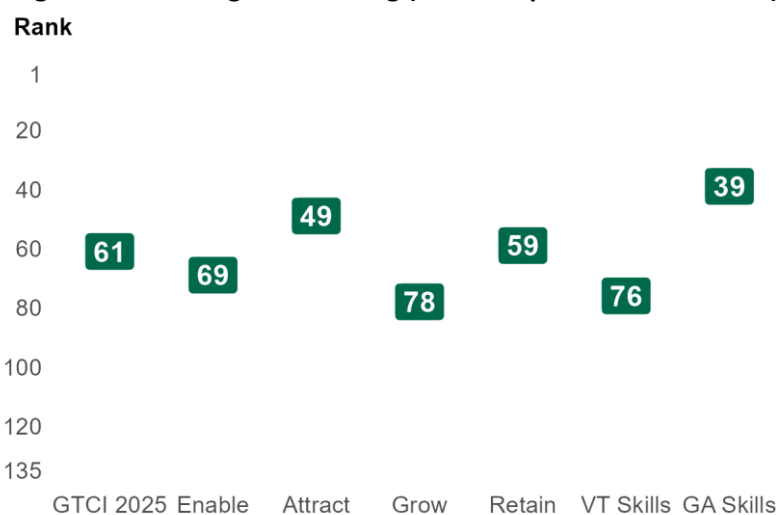


Total population:	37.86 million
GDP:	US\$ 178.763 billion
GDP (PPP) per capita:	US\$ 18,270 (74 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	61 (out of 135)

Global GTCI position

In GTCI 2025, Ukraine is ranked 61st out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Ukraine relate to Business and Labour Landscape, High-level Skills and Sustainability, among others. Still, more could be done to improve the economy's performances in the Market Landscape, Lifelong Learning and Regulatory Landscape sub-pillars.

Figure 1: Ukraine 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

Ukraine is situated in Europe and is classified as Upper-middle income. Within its region, the country is ranked 34th out of 39 countries (Table 1).

Ukraine is ranked 11th within the group of Upper-middle income countries (implying that 69 percent of countries rank lower).

Table 1: Ukraine performance vs. income groups and regions

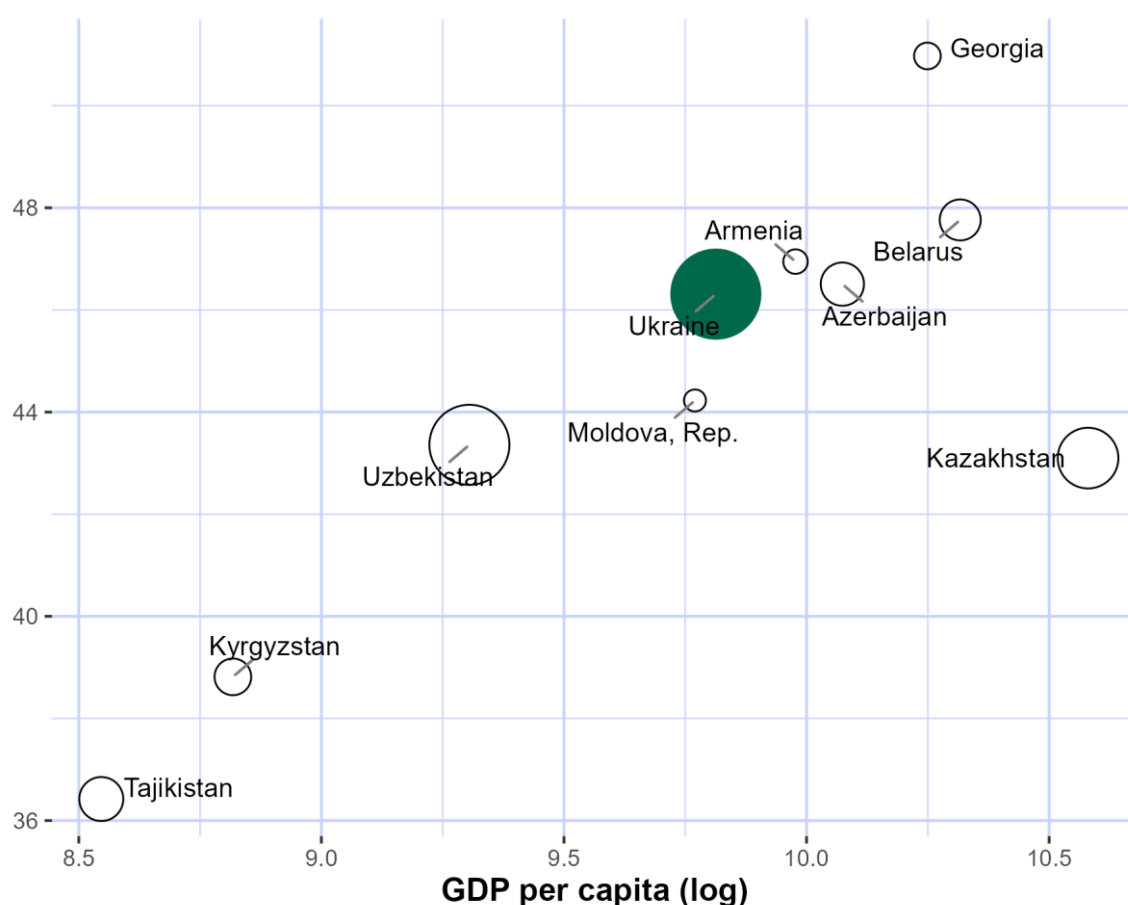
Comparison group	Top 3 scorers of the group	Score GAP: Ukraine score minus group highest score	Share of countries in the group ranked below Ukraine
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	3.0	100%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-27.0	50%
Europe	Switzerland, Denmark, Finland	-26.8	13%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-6.4	78%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-13.9	42%
Northern America	United States of America, Canada	-23.1	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-3.4	94%
Income group			
High income	Singapore, Switzerland, Denmark	-27.0	4%
Upper-middle income	Georgia, Malaysia, Mauritius	-4.7	69%
Lower-middle income	Uzbekistan, Jordan, Philippines	3.0	100%
Low income	Rwanda, Malawi, Gambia	12.4	100%

Comparison with group of competitors

Ukraine'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 Ukraine fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Ukraine's GTCI score and GDP per capita are, respectively, higher and lower than the corresponding medians of its group of competitors. Thus, Ukraine 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 Ukraine and its identified competitors



Note: Bubble size indicates country population.

Performance against its income group and region

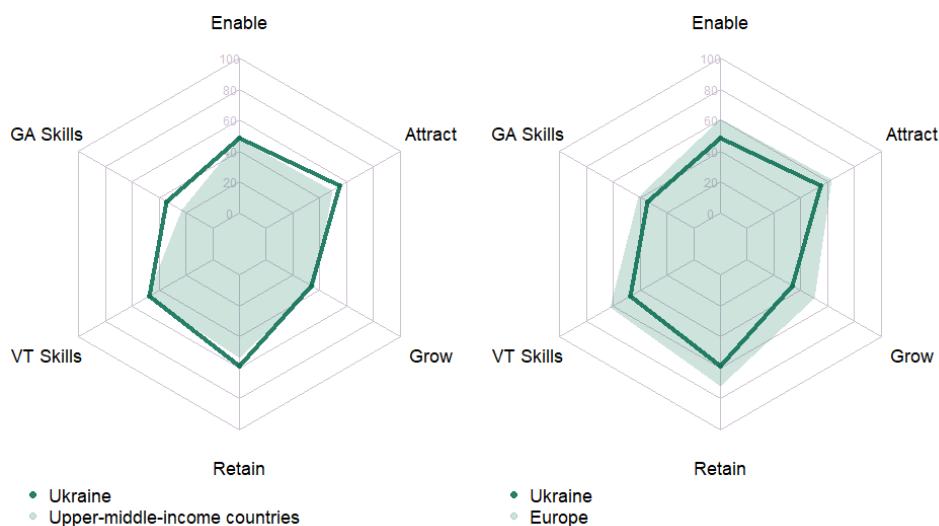
Upper-middle-income countries

Ukraine is ranked 11th 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: GTCI, Enable, Attract, Retain and GA. At the sub-pillar level, it outperforms upper-middle-income countries in eight of the fourteen sub-pillars: Business Labour Landscape, External Openness, Internal Openness, Formal Education, Sustainability, Employability, Highlevel Skills and Talent Impact.

Europe

Ukraine is ranked 34th within Europe (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 Europe in one of the fourteen sub-pillars: Business Labour Landscape.

Figure 3: Ukraine 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, Ukraine's ranking ranges from 61st to 71st place (see Figure 4). During GTCI 2020-GTCI 2025, Ukraine ranks 64 out of a total 134 countries (on average), which is better than the average rank of 66 in GTCI 2015-GTCI 2019.

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





Sources

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