Zimbabwe - Country Brief
Global Talent Competitiveness Index (GTCI) 2025
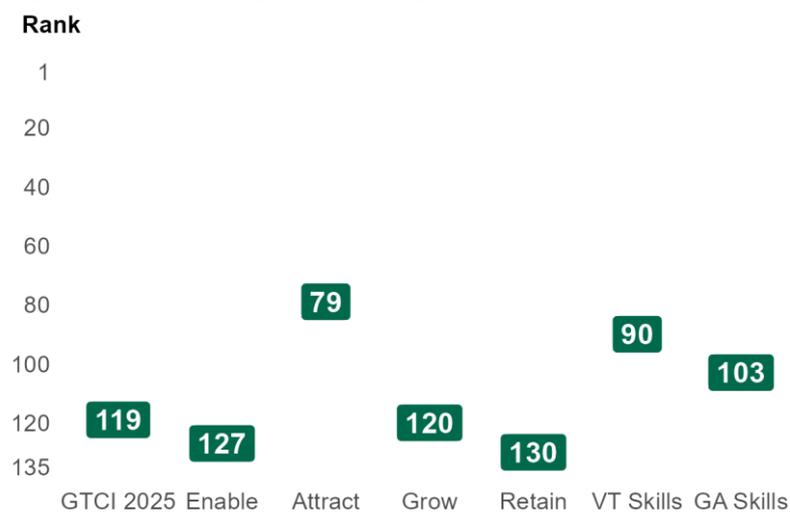
Total population:	16.63 million
GDP:	US$ 35.144 billion
GDP (PPP) per capita:	US$ 4,661
	(118 out of 135 countries)
Country income level:	Lower-middle income
GTCI 2025 ranking:	119 (out of 135)

Global GTCI position

In GTCI 2025, Zimbabwe is ranked 119th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Zimbabwe relate to Employability, Internal Openness and External Openness, among others. Still, more could be done to improve the economy's performances in the Formal Education, Business and Labour Landscape and Lifestyle sub-pillars.

Figure 1: Zimbabwe 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

Zimbabwe is situated in Sub-Saharan Africa and is classified as Lower-middle income. Within its region, the country is ranked 18th out of 31 countries (Table 1).

Zimbabwe is ranked 29th within the group of Lower-middle income countries (implying that 17 percent of countries rank lower).

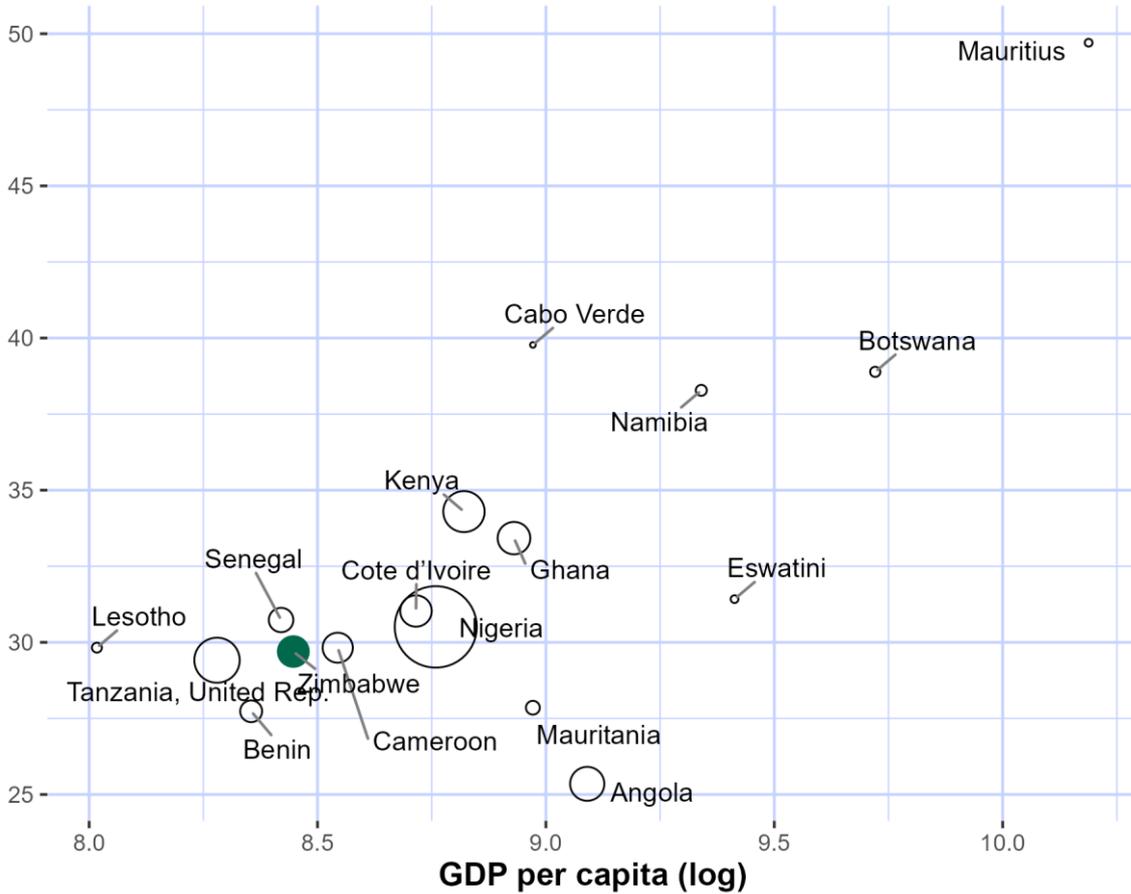**Table 1: Zimbabwe performance vs. income groups and regions**

Comparison group	Top 3 scorers of the group	Score GAP: Zimbabwe score minus group highest score	Share of countries in the group ranked below Zimbabwe
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-13.7	10%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-43.6	6%
Europe	Switzerland, Denmark, Finland	-43.4	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-23.0	0%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-30.5	5%
Northern America	United States of America, Canada	-39.7	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-20.0	42%
Income group			
High income	Singapore, Switzerland, Denmark	-43.6	0%
Upper-middle income	Georgia, Malaysia, Mauritius	-21.3	0%
Lower-middle income	Uzbekistan, Jordan, Philippines	-13.7	17%
Low income	Rwanda, Malawi, Gambia	-4.2	77%

Comparison with group of competitors

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

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

Note: Bubble size indicates country population.

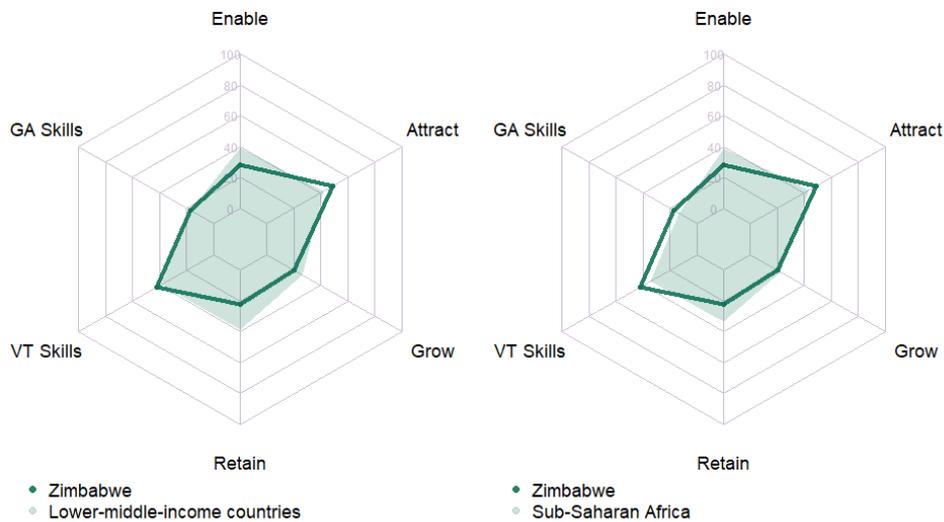**Performance against its income group and region**

Lower-middle-income countries

Zimbabwe is ranked 29th 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 two of the six pillars: Attract and VT. At the sub-pillar level, it outperforms lower-middle-income countries in four of the fourteen sub-pillars: External Openness, Internal Openness, Employability and Highlevel Skills.

Sub-Saharan Africa

Zimbabwe is ranked 18th within Sub-Saharan Africa (Figure 3, right panel). It has a score above the regional average in three of the six pillars: Attract, VT and GA. With regard to sub-pillars, it outperforms the average in Sub-Saharan Africa in six of the fourteen sub-pillars: External Openness, Internal Openness, Lifelong Learning, Employability, Highlevel Skills and Talent Impact.

Figure 3: Zimbabwe 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, Zimbabwe's ranking ranges from 115th to 127th place (see Figure 4). During GTCI 2020-GTCI 2025, Zimbabwe ranks 120 out of a total 134 countries (on average), which is a decline from the average rank of 117 in GTCI 2015-GTCI 2019.

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

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