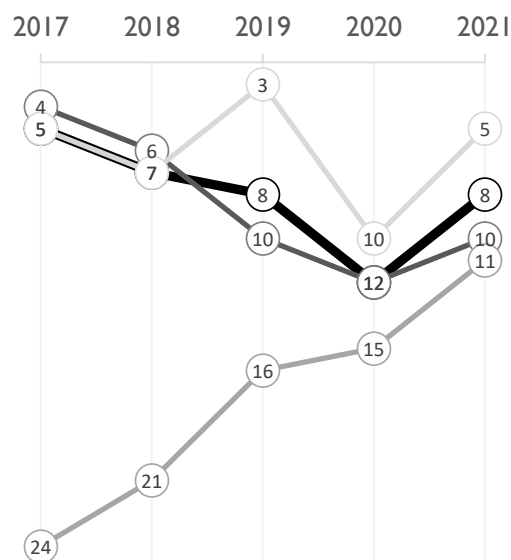
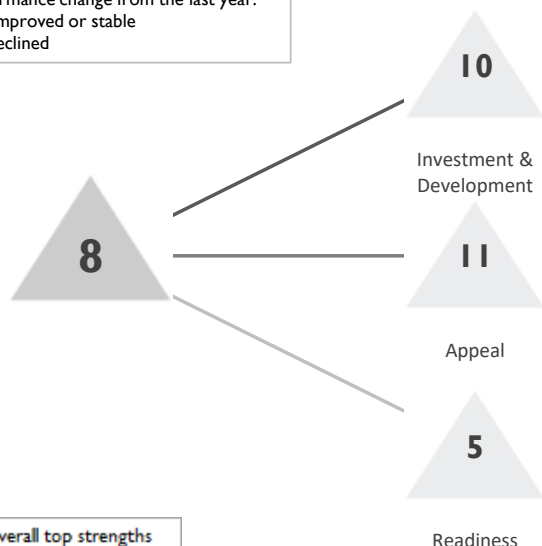


FINLAND

OVERALL PERFORMANCE (64 countries)

The direction of the triangle indicates the performance change from the last year:

- △ improved or stable
- ▽ declined



- ▶ Overall top strengths
- ▷ Overall top weaknesses

Investment & Development

		Value	2021 Rank
Total public expenditure on education	Percentage of GDP	5.6 %	13
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	10,671 US\$	14
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.59 ratio	26
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.92 ratio	39
Apprenticeships	are sufficiently implemented	5.16 Survey [0..10]	28
Employee training	is a high priority in companies	7.26 Survey [0..10]	7
Female labor force	Percentage of total labor force	47.87 %	11
▶ Health infrastructure	meets the needs of society	8.71 Survey [0..10]	4

Appeal

		Value	2021 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	72.70 index	37
Attracting and retaining talents	is a priority in companies	7.47 Survey [0..10]	17
Worker motivation	in companies is high	7.18 Survey [0..10]	10
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.34 Survey [0..10]	10
Quality of life	is high	9.34 Survey [0..10]	8
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	4.79 Survey [0..10]	39
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	40,528 US\$	16
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	177,937 US\$	27
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.24 %	60
▶ Justice	is fairly administered	9.08 Survey [0..10]	1
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.64 micrograms	1

Readiness

		Value	2021 Rank
Labor force growth	Percentage change	-0.33 %	33
Skilled labor	is readily available	6.66 Survey [0..10]	11
Finance skills	are readily available	7.47 Survey [0..10]	12
International experience	of senior managers is generally significant	6.05 Survey [0..10]	18
Competent senior managers	are readily available	6.53 Survey [0..10]	16
▶ Primary and secondary education	meets the needs of a competitive economy	9.11 Survey [0..10]	1
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	28.38 %	14
▶ University education	meets the needs of a competitive economy	8.63 Survey [0..10]	4
Management education	meets the needs of the business community	7.95 Survey [0..10]	7
Language skills	are meeting the needs of enterprises	8.29 Survey [0..10]	11
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.31 number	20
Educational assessment - PISA	PISA survey of 15-year olds	516 Average	9