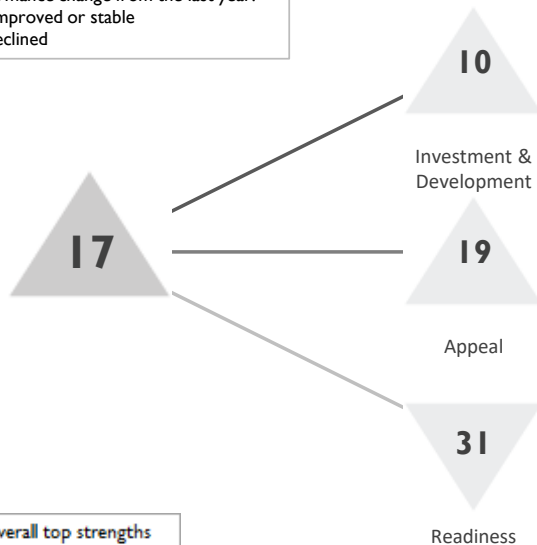


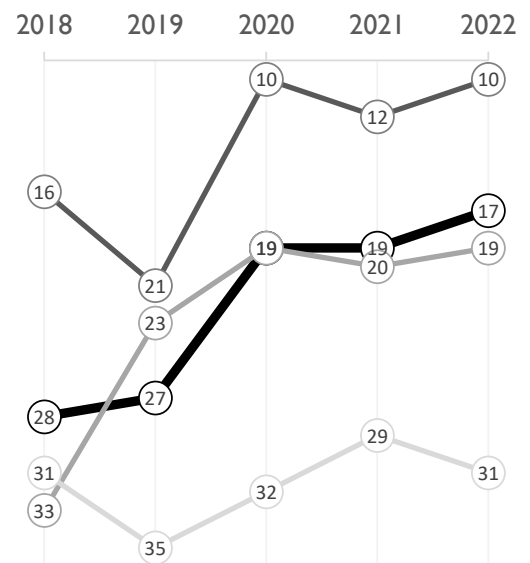
## ESTONIA

## OVERALL PERFORMANCE (63 countries)

The direction of the triangle indicates the performance change from the last year:  
 ▲ improved or stable  
 ▽ declined



● Overall  
 ○ Investment & Development  
 ○ Appeal  
 ○ Readiness



► Overall top strengths  
 ▷ Overall top weaknesses

## Investment &amp; Development

		Value	2022 Rank
► Total public expenditure on education	Percentage of GDP	6.6 %	9
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,886 US\$	23
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.54 ratio	21
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.41 ratio	36
Apprenticeships	are sufficiently implemented	5.67 Survey [0..10]	20
► Employee training	is a high priority in companies	7.24 Survey [0..10]	8
► Female labor force	Percentage of total labor force	49.02 %	6
Health infrastructure	meets the needs of society	6.76 Survey [0..10]	27

## Appeal

		Value	2022 Rank
Cost-of-living index	Index of a basket of goods & services in the main city, including housing (New York City = 100)	68.30 index	19
Attracting and retaining talents	is a priority in companies	7.61 Survey [0..10]	15
Worker motivation	in companies is high	6.42 Survey [0..10]	20
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	5.16 Survey [0..10]	30
Quality of life	is high	6.90 Survey [0..10]	34
Foreign highly-skilled personnel	are attracted to your country's business environment	5.88 Survey [0..10]	26
Remuneration in services professions	Gross annual income including supplements such as bonuses, US\$	15,532 US\$	39
▷ Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	98,070 US\$	48
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.16 %	38
Justice	is fairly administered	7.52 Survey [0..10]	16
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.95 micrograms	3

## Readiness

		Value	2022 Rank
▷ Labor force growth	Percentage change	-1.22 %	55
▷ Skilled labor	is readily available	3.27 Survey [0..10]	61
▷ Finance skills	are readily available	4.51 Survey [0..10]	60
International experience	of senior managers is generally significant	5.45 Survey [0..10]	37
▷ Competent senior managers	are readily available	4.21 Survey [0..10]	53
Primary and secondary education	meets the needs of a competitive economy	7.61 Survey [0..10]	14
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.48 %	18
University education	meets the needs of a competitive economy	7.33 Survey [0..10]	19
Management education	meets the needs of the business community	6.94 Survey [0..10]	20
Language skills	are meeting the needs of enterprises	7.22 Survey [0..10]	22
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.15 number	24
► Educational assessment - PISA	PISA survey of 15-year olds	526 Average	4