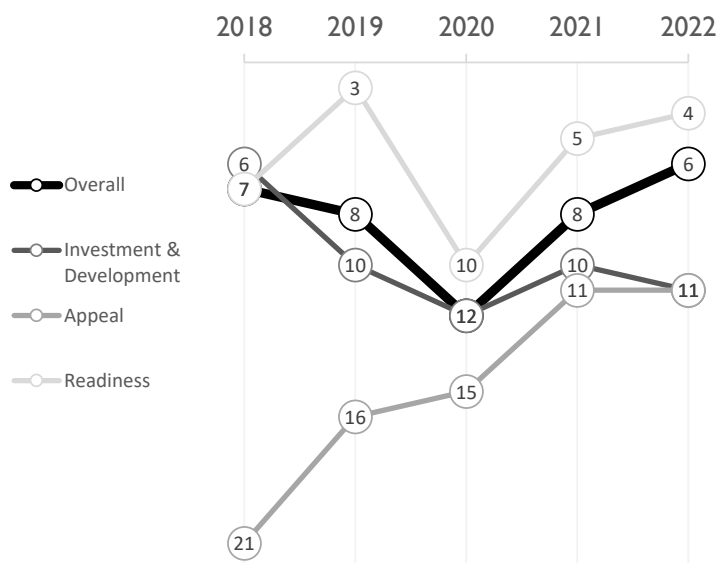
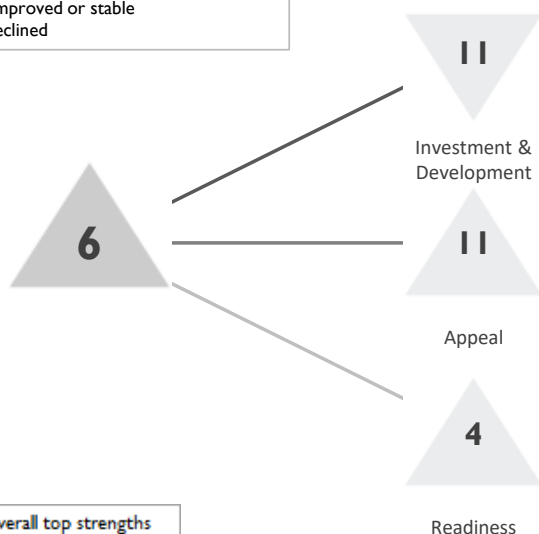


# FINLAND

## OVERALL PERFORMANCE (63 countries)

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



- ▶ Overall top strengths
- ▷ Overall top weaknesses

### Investment & Development

		Value	2022 Rank
Total public expenditure on education	Percentage of GDP	5.8 %	16
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	11,195 US\$	14
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	13.11 ratio	24
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	12.63 ratio	37
Apprenticeships	are sufficiently implemented	5.94 Survey [0..10]	12
Employee training	is a high priority in companies	7.09 Survey [0..10]	9
Female labor force	Percentage of total labor force	47.79 %	10
Health infrastructure	meets the needs of society	8.63 Survey [0..10]	3

### 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)	81.50 index	38
Attracting and retaining talents	is a priority in companies	7.54 Survey [0..10]	17
Worker motivation	in companies is high	7.60 Survey [0..10]	4
Brain drain	(well-educated and skilled people) does not hinder competitiveness in your economy	6.80 Survey [0..10]	9
▶ Quality of life	is high	9.77 Survey [0..10]	1
▷ Foreign highly-skilled personnel	are attracted to your country's business environment	4.91 Survey [0..10]	42
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\$	28
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	12.55 %	60
▶ Justice	is fairly administered	9.37 Survey [0..10]	1
▶ Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic metre	5.64 micrograms	1

### Readiness

		Value	2022 Rank
Labor force growth	Percentage change	2.29 %	17
Skilled labor	is readily available	5.77 Survey [0..10]	27
Finance skills	are readily available	7.09 Survey [0..10]	11
International experience	of senior managers is generally significant	6.51 Survey [0..10]	15
Competent senior managers	are readily available	6.46 Survey [0..10]	16
▶ Primary and secondary education	meets the needs of a competitive economy	9.09 Survey [0..10]	1
Graduates in Sciences	% of graduates in ICT, Engineering, Math & Natural Sciences	27.94 %	16
University education	meets the needs of a competitive economy	8.63 Survey [0..10]	3
▶ Management education	meets the needs of the business community	8.23 Survey [0..10]	3
Language skills	are meeting the needs of enterprises	8.34 Survey [0..10]	9
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.27 number	22
Educational assessment - PISA	PISA survey of 15-year olds	516 Average	9