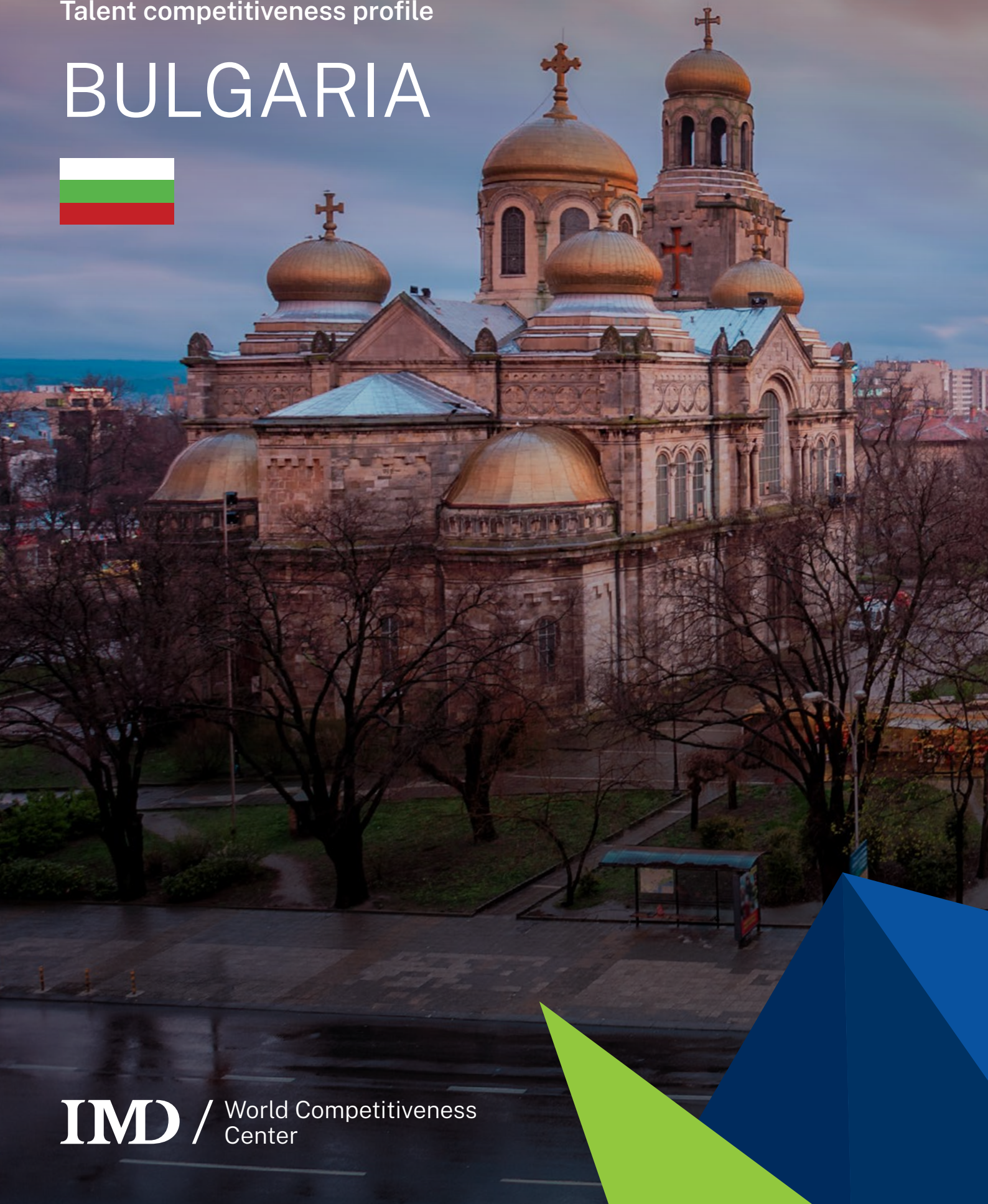
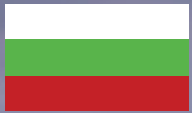


IMD World Talent Ranking 2025

Talent competitiveness profile

BULGARIA



Bulgaria

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

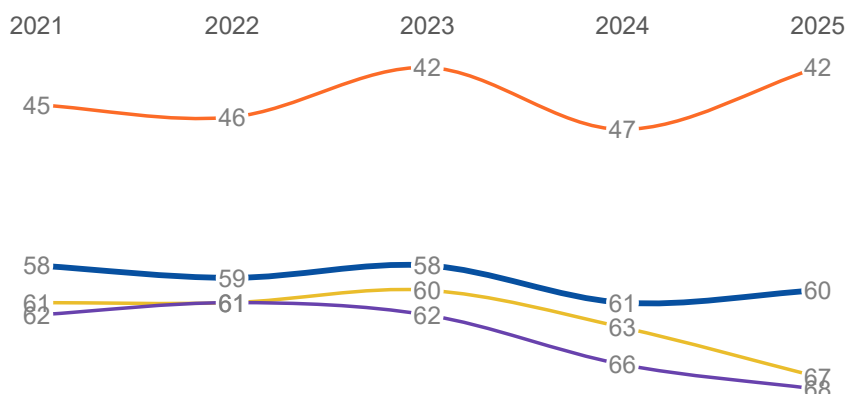
Rank 2025

60 Overall

42 Investment & Development

67 Appeal

68 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	4.1 %	46
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	3,606 US\$	44
► Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	10.17 ratio	6
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.40 ratio	24
▷ Apprenticeships	are sufficiently implemented	2.74 survey [0-10]	69
▷ Employee training	is a high priority in companies	4.06 survey [0-10]	69
► Female labor force	Percentage of total labor force	53.02 %	2
Health infrastructure	meets the needs of society	3.60 survey [0-10]	60

APPEAL

		Value	2025 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	58.78 index	12
Attracting and retaining talent	is a priority in companies	4.90 survey [0-10]	68
Worker motivation	in companies is high	3.63 survey [0-10]	67
Brain drain	does not hinder competitiveness in your economy	2.32 survey [0-10]	66
Quality of life	is high	3.86 survey [0-10]	65
Foreign highly skilled personnel	are attracted to your country's business environment	2.86 survey [0-10]	64
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	48,022 US\$	57
► Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	3.34 %	27
Justice	is fairly administered	2.91 survey [0-10]	60
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	17.49 micrograms	44
Statutory minimum wage	Statutory gross monthly minimum wage US\$	516.09 US\$	37

READINESS

		Value	2025 Rank
Labor force growth	Percentage change	-0.59 %	63
▷ Skilled labor	is readily available	3.20 survey [0-10]	69
▷ Finance skills	are readily available	3.74 survey [0-10]	69
International experience	of senior managers is generally significant	4.29 survey [0-10]	65
Competent senior managers	are readily available	4.06 survey [0-10]	60
Primary and secondary education	meets the needs of a competitive economy	3.54 survey [0-10]	63
Graduates in Sciences	STEM graduates, % of all graduates	20.37 %	43
University education	meets the needs of a competitive economy	3.83 survey [0-10]	66
▷ Management education	meets the needs of the business community	3.74 survey [0-10]	68
Language skills	are meeting the needs of enterprises	5.71 survey [0-10]	47
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.99 number	34
Educational assessment - PISA	PISA survey of 15-year olds	414 Average	43

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We are an independent academic institute with close ties to business and a strong focus on impact. Through our Executive Education, MBA, Executive MBA, and advisory work we help leaders and policy-makers navigate complexity and change.

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