

Talent competitiveness profile

# SPAIN





# Spain

World Talent Ranking 2025

## OVERALL PERFORMANCE (69 economies)

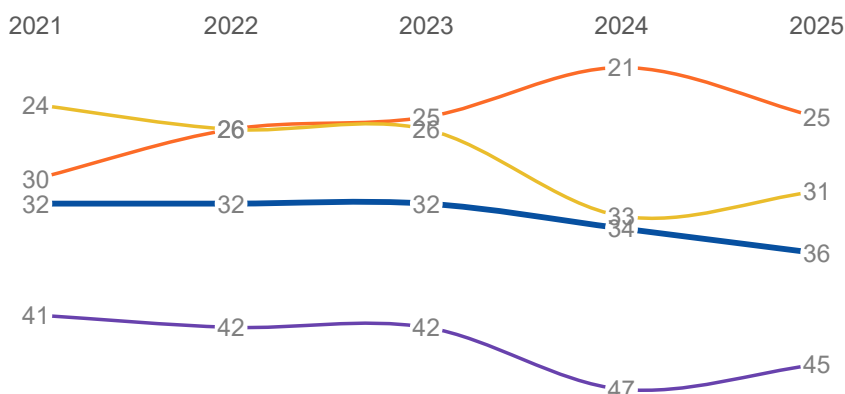
Rank 2025

**36 Overall**

**25 Investment & Development**

**31 Appeal**

**45 Readiness**



► Overall top strengths  
▷ Overall top weaknesses

## INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	4.2 %	44
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,761 US\$	31
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	12.24 ratio	21
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	10.53 ratio	17
Apprenticeships	are sufficiently implemented	4.81 survey [0-10]	47
Employee training	is a high priority in companies	5.69 survey [0-10]	45
Female labor force	Percentage of total labor force	47.13 %	24
► Health infrastructure	meets the needs of society	7.38 survey [0-10]	15

## APPEAL

		Value	2025 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	71.61 index	40
Attracting and retaining talent	is a priority in companies	6.38 survey [0-10]	43
Worker motivation	in companies is high	5.06 survey [0-10]	50
▷ Brain drain	does not hinder competitiveness in your economy	3.87 survey [0-10]	50
► Quality of life	is high	8.21 survey [0-10]	15
Foreign highly skilled personnel	are attracted to your country's business environment	5.90 survey [0-10]	28
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	203,446 US\$	19
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	8.88 %	49
Justice	is fairly administered	5.28 survey [0-10]	42
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.77 micrograms	18
► Statutory minimum wage	Statutory gross monthly minimum wage US\$	1,431.99 US\$	14

## READINESS

		Value	2025 Rank
Labor force growth	Percentage change	2.20 %	21
▷ Skilled labor	is readily available	4.65 survey [0-10]	50
▷ Finance skills	are readily available	5.47 survey [0-10]	51
International experience	of senior managers is generally significant	5.65 survey [0-10]	32
Competent senior managers	are readily available	5.02 survey [0-10]	46
Primary and secondary education	meets the needs of a competitive economy	5.58 survey [0-10]	43
Graduates in Sciences	STEM graduates, % of all graduates	21.34 %	42
▷ University education	meets the needs of a competitive economy	5.60 survey [0-10]	52
Management education	meets the needs of the business community	6.73 survey [0-10]	25
▷ Language skills	are meeting the needs of enterprises	4.75 survey [0-10]	59
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	2.12 number	43
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	28

Challenging what is and inspiring what could be, we develop leaders who transform organizations for a more prosperous, sustainable, and inclusive world.

#### **About the Institute for Management Development (IMD)**

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.

We support the transition to a new model that balances prosperity and growth with ecological sustainability and social inclusion. Sustainability and diversity, equity, and inclusion are in our DNA.

We combine a deep understanding of human dynamics with a pioneering approach to technology and AI. We deliver powerful learning experiences for individuals and teams across the globe.

[www.imd.org](http://www.imd.org)

