

Talent competitiveness profile

FRANCE



France

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

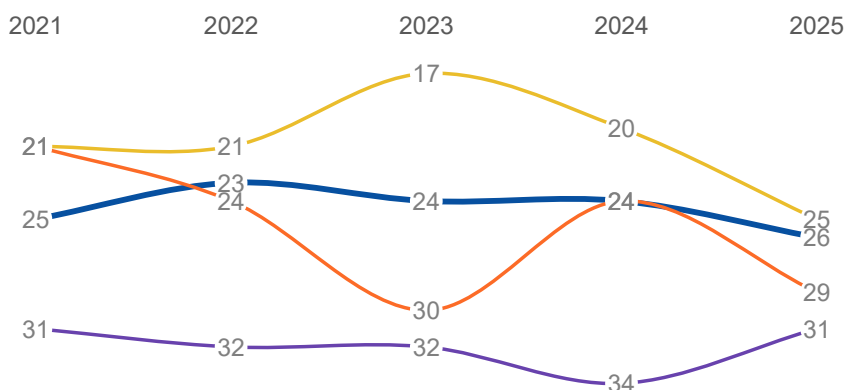
Rank 2025

26 Overall

29 Investment & Development

25 Appeal

31 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	5.0 %	24
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	8,958 US\$	24
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	18.21 ratio	53
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	13.10 ratio	42
Apprenticeships	are sufficiently implemented	5.48 survey [0-10]	31
Employee training	is a high priority in companies	6.00 survey [0-10]	41
► Female labor force	Percentage of total labor force	48.76 %	10
Health infrastructure	meets the needs of society	6.37 survey [0-10]	33

APPEAL

		Value	2025 Rank
▷ Cost-of-living index	Index of a basket of goods & services in the main city	80.04 index	57
▷ Attracting and retaining talent	is a priority in companies	6.10 survey [0-10]	52
Worker motivation	in companies is high	5.15 survey [0-10]	47
Brain drain	does not hinder competitiveness in your economy	4.93 survey [0-10]	36
Quality of life	is high	7.08 survey [0-10]	33
Foreign highly skilled personnel	are attracted to your country's business environment	6.16 survey [0-10]	21
► Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	257,540 US\$	9
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	9.42 %	52
Justice	is fairly administered	5.90 survey [0-10]	38
► Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	9.61 micrograms	17
► Statutory minimum wage	Statutory gross monthly minimum wage US\$	1,912.57 US\$	12

READINESS

		Value	2025 Rank
Labor force growth	Percentage change	1.37 %	30
Skilled labor	is readily available	5.93 survey [0-10]	28
Finance skills	are readily available	5.80 survey [0-10]	40
International experience	of senior managers is generally significant	5.57 survey [0-10]	37
Competent senior managers	are readily available	5.70 survey [0-10]	39
Primary and secondary education	meets the needs of a competitive economy	6.10 survey [0-10]	34
► Graduates in Sciences	STEM graduates, % of all graduates	30.53 %	10
University education	meets the needs of a competitive economy	6.23 survey [0-10]	35
Management education	meets the needs of the business community	6.66 survey [0-10]	26
▷ Language skills	are meeting the needs of enterprises	4.89 survey [0-10]	58
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	3.87 number	27
Educational assessment - PISA	PISA survey of 15-year olds	478 Average	26

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