

IMD World Talent Ranking 2025

Talent competitiveness profile

# JAPAN

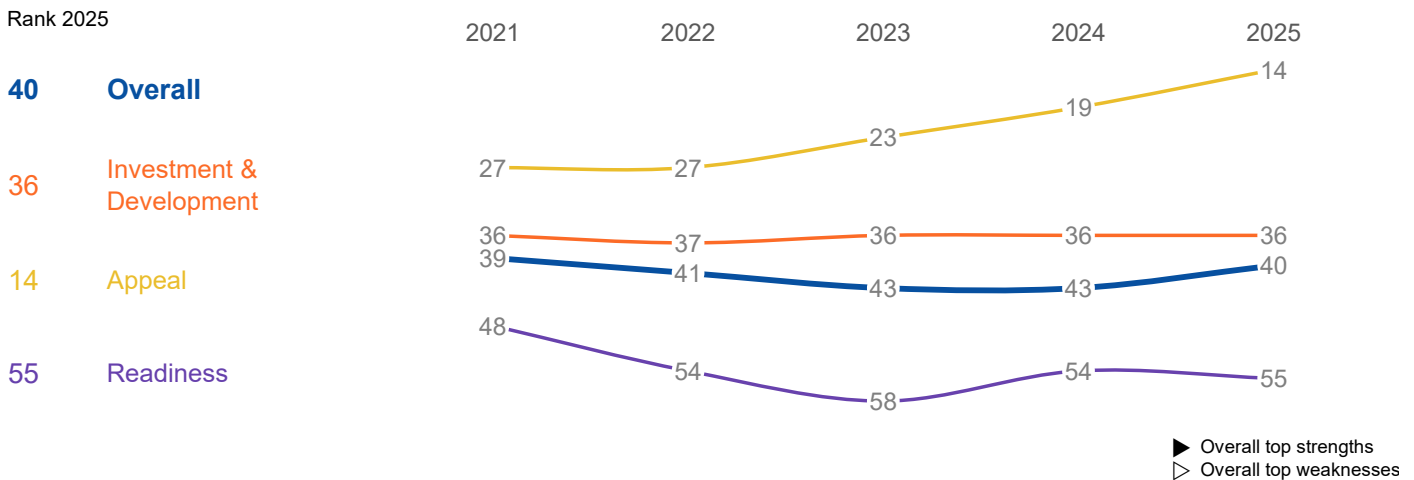




# Japan

World Talent Ranking 2025

## OVERALL PERFORMANCE (69 economies)



## INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	3.2 %	56
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	6,980 US\$	30
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	15.27 ratio	41
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	11.95 ratio	33
► Apprenticeships	are sufficiently implemented	6.16 survey [0-10]	14
Employee training	is a high priority in companies	6.09 survey [0-10]	38
Female labor force	Percentage of total labor force	45.38 %	40
Health infrastructure	meets the needs of society	6.97 survey [0-10]	23

## APPEAL

		Value	2025 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	75.15 index	47
► Attracting and retaining talent	is a priority in companies	8.44 survey [0-10]	2
Worker motivation	in companies is high	6.06 survey [0-10]	27
Brain drain	does not hinder competitiveness in your economy	4.25 survey [0-10]	46
Quality of life	is high	7.38 survey [0-10]	27
▷ Foreign highly skilled personnel	are attracted to your country's business environment	3.84 survey [0-10]	59
► Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	269,256 US\$	7
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.00 %	40
Justice	is fairly administered	7.44 survey [0-10]	18
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	12.95 micrograms	26
► Statutory minimum wage	Statutory gross monthly minimum wage US\$	1,207.18 US\$	17

## READINESS

		Value	2025 Rank
Labor force growth	Percentage change	0.46 %	50
Skilled labor	is readily available	4.94 survey [0-10]	46
Finance skills	are readily available	5.63 survey [0-10]	48
▷ International experience	of senior managers is generally significant	2.91 survey [0-10]	69
▷ Competent senior managers	are readily available	3.91 survey [0-10]	62
Primary and secondary education	meets the needs of a competitive economy	6.06 survey [0-10]	36
Graduates in Sciences	STEM graduates, % of all graduates	21.77 %	38
University education	meets the needs of a competitive economy	5.13 survey [0-10]	57
▷ Management education	meets the needs of the business community	4.84 survey [0-10]	62
▷ Language skills	are meeting the needs of enterprises	3.41 survey [0-10]	67
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	1.60 number	47
► Educational assessment - PISA	PISA survey of 15-year olds	533 Average	4

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)**

