

Talent competitiveness profile

LUXEMBOURG



Luxembourg

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

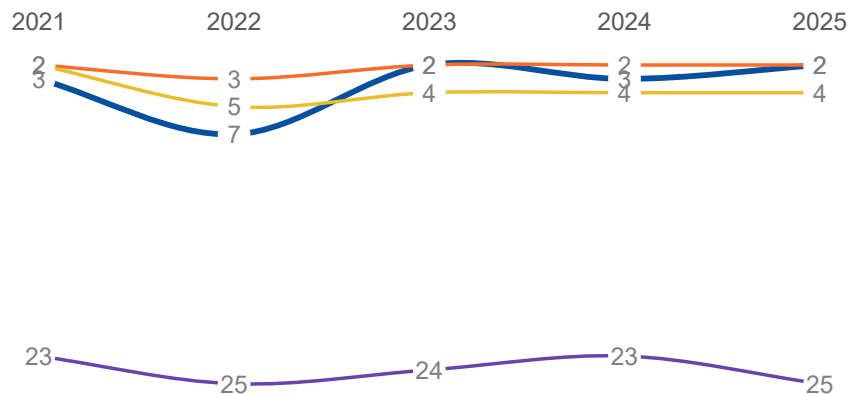
Rank 2025

2 Overall

2 Investment & Development

4 Appeal

25 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	5.0 %	23
► Total public exp. on education per student	Spending per enrolled pupil/student, all levels	32,201 US\$	1
► Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	8.04 ratio	2
Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.24 ratio	11
Apprenticeships	are sufficiently implemented	5.51 survey [0-10]	28
Employee training	is a high priority in companies	6.46 survey [0-10]	30
▷ Female labor force	Percentage of total labor force	42.31 %	54
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	75.44 index	49
Attracting and retaining talent	is a priority in companies	7.42 survey [0-10]	17
Worker motivation	in companies is high	5.79 survey [0-10]	36
Brain drain	does not hinder competitiveness in your economy	6.21 survey [0-10]	16
Quality of life	is high	8.48 survey [0-10]	11
► Foreign highly skilled personnel	are attracted to your country's business environment	8.03 survey [0-10]	4
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	263,271 US\$	8
▷ Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	11.33 %	61
Justice	is fairly administered	6.91 survey [0-10]	24
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	8.67 micrograms	13
► Statutory minimum wage	Statutory gross monthly minimum wage US\$	2,782.80 US\$	3

READINESS

		Value	2025 Rank
Labor force growth	Percentage change	1.25 %	32
▷ Skilled labor	is readily available	4.41 survey [0-10]	57
Finance skills	are readily available	6.25 survey [0-10]	31
International experience	of senior managers is generally significant	7.39 survey [0-10]	7
▷ Competent senior managers	are readily available	5.58 survey [0-10]	40
Primary and secondary education	meets the needs of a competitive economy	6.86 survey [0-10]	22
Graduates in Sciences	STEM graduates, % of all graduates	22.88 %	35
University education	meets the needs of a competitive economy	6.48 survey [0-10]	34
Management education	meets the needs of the business community	6.55 survey [0-10]	31
► Language skills	are meeting the needs of enterprises	8.48 survey [0-10]	6
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	6.05 number	13
Educational assessment - PISA	PISA survey of 15-year olds	477 Average	31

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

