

IMD World Talent Ranking 2025

Talent competitiveness profile

PHILIPPINES



Philippines

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

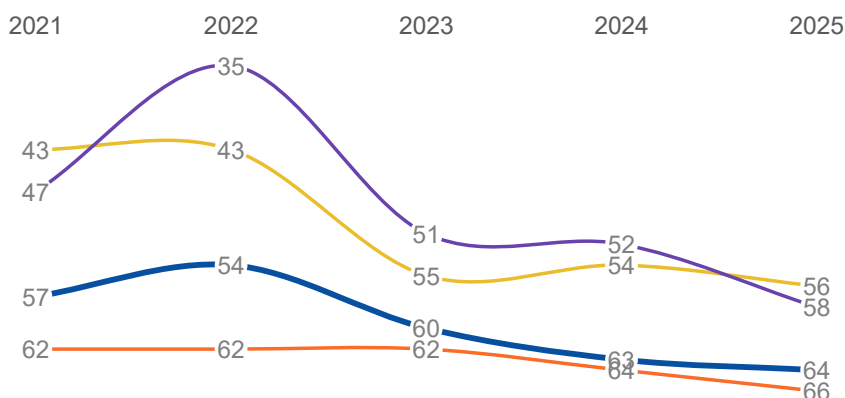
Rank 2025

64 Overall

66 Investment & Development

56 Appeal

58 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	3.3 %	55
▷ Total public exp. on education per student	Spending per enrolled pupil/student, all levels	443 US\$	62
▷ Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	24.30 ratio	60
▷ Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	26.33 ratio	66
▷ Apprenticeships	are sufficiently implemented	4.30 survey [0-10]	59
Employee training	is a high priority in companies	5.62 survey [0-10]	46
Female labor force	Percentage of total labor force	41.71 %	55
Health infrastructure	meets the needs of society	3.82 survey [0-10]	57

APPEAL

		Value	2025 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	63.65 index	20
Attracting and retaining talent	is a priority in companies	6.32 survey [0-10]	47
Worker motivation	in companies is high	5.44 survey [0-10]	41
Brain drain	does not hinder competitiveness in your economy	3.33 survey [0-10]	58
▷ Quality of life	is high	4.57 survey [0-10]	60
Foreign highly skilled personnel	are attracted to your country's business environment	4.55 survey [0-10]	54
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	159,418 US\$	31
► Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	2.88 %	22
Justice	is fairly administered	3.35 survey [0-10]	58
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	20.15 micrograms	49
Statutory minimum wage	Statutory gross monthly minimum wage US\$	144.91 US\$	53

READINESS

		Value	2025 Rank
Labor force growth	Percentage change	0.55 %	46
► Skilled labor	is readily available	6.48 survey [0-10]	13
Finance skills	are readily available	5.70 survey [0-10]	43
International experience	of senior managers is generally significant	4.97 survey [0-10]	50
► Competent senior managers	are readily available	5.88 survey [0-10]	32
Primary and secondary education	meets the needs of a competitive economy	4.38 survey [0-10]	57
Graduates in Sciences	STEM graduates, % of all graduates	22.56 %	36
University education	meets the needs of a competitive economy	5.72 survey [0-10]	49
Management education	meets the needs of the business community	6.14 survey [0-10]	42
► Language skills	are meeting the needs of enterprises	7.23 survey [0-10]	28
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	0.15 number	57
Educational assessment - PISA	PISA survey of 15-year olds	353 Average	57

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