

Talent competitiveness profile

# PORTUGAL



# Portugal

World Talent Ranking 2025

## OVERALL PERFORMANCE (69 economies)

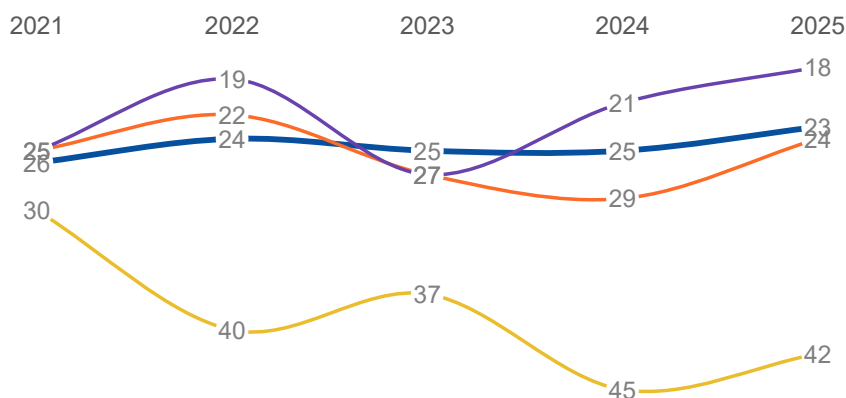
Rank 2025

**23 Overall**

**24 Investment & Development**

**42 Appeal**

**18 Readiness**



► Overall top strengths  
▷ Overall top weaknesses

## INVESTMENT & DEVELOPMENT

		Value	2025 Rank
Total public expenditure on education	Percentage of GDP	4.3 %	41
Total public exp. on education per student	Spending per enrolled pupil/student, all levels	5,668 US\$	39
Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	11.98 ratio	16
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	9.05 ratio	6
Apprenticeships	are sufficiently implemented	5.11 survey [0-10]	43
▷ Employee training	is a high priority in companies	4.99 survey [0-10]	61
► Female labor force	Percentage of total labor force	48.98 %	8
Health infrastructure	meets the needs of society	6.45 survey [0-10]	29

## APPEAL

		Value	2025 Rank
Cost-of-living index	Index of a basket of goods & services in the main city	67.53 index	35
Attracting and retaining talent	is a priority in companies	6.93 survey [0-10]	26
▷ Worker motivation	in companies is high	4.96 survey [0-10]	53
▷ Brain drain	does not hinder competitiveness in your economy	3.20 survey [0-10]	61
Quality of life	is high	7.20 survey [0-10]	30
Foreign highly skilled personnel	are attracted to your country's business environment	5.23 survey [0-10]	41
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	157,932 US\$	32
Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	6.91 %	45
▷ Justice	is fairly administered	3.15 survey [0-10]	59
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	8.30 micrograms	12
Statutory minimum wage	Statutory gross monthly minimum wage US\$	1,035.84 US\$	22

## READINESS

		Value	2025 Rank
► Labor force growth	Percentage change	3.61 %	8
Skilled labor	is readily available	5.60 survey [0-10]	38
Finance skills	are readily available	5.44 survey [0-10]	52
International experience	of senior managers is generally significant	5.09 survey [0-10]	45
▷ Competent senior managers	are readily available	4.69 survey [0-10]	52
Primary and secondary education	meets the needs of a competitive economy	6.37 survey [0-10]	30
Graduates in Sciences	STEM graduates, % of all graduates	27.90 %	19
University education	meets the needs of a competitive economy	7.57 survey [0-10]	17
► Management education	meets the needs of the business community	7.57 survey [0-10]	11
► Language skills	are meeting the needs of enterprises	8.40 survey [0-10]	7
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	4.86 number	22
Educational assessment - PISA	PISA survey of 15-year olds	478 Average	27

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