

Immigrant entrepreneurs play a vital role in spurring innovation, job creation, attracting foreign investment and driving economies forward. OECD countries are increasingly competing to become the top destination for entrepreneurial talent. This has led to an ever-larger number of countries offering start-up visas targeting high potential entrepreneurs.

The OECD Indicators of Talent Attractiveness, developed by the OECD with support from the Bertelsmann Stiftung, measure the relative attractiveness of countries from a multidimensional perspective, considering both the migration policy framework and other factors that affect their ability to attract and retain international talent. The 2023 edition of the OECD Indicators of Talent Attractiveness includes for the first time a ranking of the most attractive OECD countries for immigrant start-up founders. This policy brief presents the results of the ranking and discusses key factors that makes a country attractive to start-up talents

What are the top OECD destinations for start-up talents?

Key Findings

- Recent years have seen a growing interest from OECD countries in attracting foreign entrepreneurs, to promote innovation, job creation and increase competitiveness in the globalised knowledge economy. Starting in 2010, 22 OECD countries have introduced specific visa programmes and schemes to attract and retain top entrepreneurial talent.
- The OECD *Indicators of Talent Attractiveness* is a tool to capture the strengths and weaknesses of OECD countries regarding their capacity to attract and retain different types of international talent. The 2023 edition includes, for the first time, a focus on migrant start-up founders.
- Canada is the most attractive country for start-up founders in the OECD, with high scores in all dimensions and a start-up visa that offers several advantages for prospective start-up founders. Not surprisingly, the United States also ranks among the top countries, with a very strong start-up ecosystem environment. The migration policy framework for start-up founders is however not particularly favourable, as spouses of start-up founders do not enjoy full access to the labour market and there is no direct path from start-up visa to permanent residency.
- France has the most favourable policies for international start-up entrepreneurs, with funding opportunities and pathways for start-up staff attached to the start-up visa. International start-up founders are also granted a relatively long period to develop their business before a change in the visa is required.
- Smaller European economies, such as Ireland and Portugal, are in general disadvantaged in the *Quality of opportunities* dimensions with a limited number of billion-dollar companies but their rank is boosted by other advantages such as favourable tax systems (e.g., generous tax subsidies for R&D, and in the case of Ireland low corporate tax), low living costs (Portugal) and high scores in the *Future prospects* and *Inclusiveness* dimensions.
- Japan and Israel are found at the bottom of the ranking, despite being known as having strong start-up environments with good access to venture capital and well-developed start-up infrastructure. Their ranking is penalised by the barriers faced by international start-up entrepreneurs, especially when it comes to prospects of moving on from a start-up visa to permanent residency, and by the fact that family members are admitted only as visitors without access to the labour market.

Introduction

Immigrant entrepreneurs play a vital role in spurring innovation, job creation, attracting foreign investment and driving economies forward (OECD, 2010^[1]; Venturini, Montobbio and Fassio, 2012^[2]; Azoulay et al., 2022^[3]; Bernstein et al., 2022^[4]). A notable feature of leading start-up nations is the high share of immigrants among start-up founders. Over half of the most successful start-up companies in the United States (55%) are founded by immigrants, and nearly two-thirds of all billion-dollar companies were founded or cofounded by immigrants or the children of immigrants (Anderson, 2022^[5]). Other countries have seen a smaller but growing share of immigrant-founded start-ups.

Given the important role of migrants to drive the creation and growth of start-ups, an increasing number of OECD countries are seeking to put themselves on the global start-up map by attracting international start-up talent. This has resulted in a proliferation in start-up visas to attract top entrepreneurs with an innovative idea that is deemed to generate new employment opportunities, business models or technologies. The start-up founder visa candidate is typically a migrant with an innovative idea but without the necessary funding to pursue the idea. Visas for entrepreneurs and self-employment often have requirements that are hard for start-up founders to meet, notably when it comes to business track record, job creation and minimum capital investment. They may also fall short of the requirements for formal education in selective skilled migration programmes (OECD, 2022^[6]).

Against this background, the 2023 edition of the OECD *Indicators of Talent Attractiveness* includes a new ranking for start-up founders¹. Start-up visa programmes are now part of the migration policy landscape in 22 OECD

countries: Australia, Austria, Canada, Chile, Denmark, Estonia, Finland, France, Ireland, Israel, Italy, Japan, Korea, Latvia, Lithuania, the Netherlands, New Zealand, Poland, Portugal, Spain, the United Kingdom, and the United States (OECD 2022).²

Furthermore, some countries offer a self-employment visa with low capital investment or job creation requirements, notably Sweden and Germany. The OECD Talent Indicators ranking for start-up founders includes the 22 OECD countries with a start-up visa or a visa stream for start-up founders, as well as Germany and Sweden.

Measuring start-up attractiveness

Creating a favourable start-up environment for new and innovative businesses to thrive involves a mix of measures to develop entrepreneurial ecosystems, stimulate research and innovation, and making sure that prospective founders have access to funding and relevant human capital. Box 1 summarises key factors that play a role in strengthening national competitiveness to attract and retain start-up founders.

There are many existing global and regional rankings of the most start-up friendly cities or countries³. However, these rankings are not specifically designed to analyse the attractiveness for foreign start-up founders. OECD *Indicators of Talent Attractiveness* (ITA) is the only ranking that includes an explicit focus on attracting foreign start-up founders, considering both general factors that create an enabling environment for start-ups as well as specific migration policies targeting prospective international start-up founders.

¹ Besides the start-up founder ranking, the OECD *Indicators of Talent Attractiveness* cover three rankings targeting highly skilled workers, entrepreneurs, and university students respectively.

² Poland has introduced a dedicated visa issuance procedure for start-up founders but does not provide a separate start-up visa.

³ Some examples include the global start-up ecosystem rankings of *StartupGenome* and *StartupBlink*, and *Startup Heatmap Europe* that ranks the most attractive start-up hubs in Europe.

Box 1. Creating a favourable start-up environment: what are the key factors?

While migration policies such as start-up visa programmes can send positive signals, the choice of relocation of start-up founders will also largely depend on factors beyond immigration policy. Potential start-up founders will choose a location based on an environment with the highest likelihood of start-up success. Several areas have been identified in the literature as key to creating a favourable start-up environment that facilitates the creation and growth of start-up businesses.

Regulatory frameworks. Includes rules and regulations pertaining to starting and growing a business, but also closing a business given that start-up businesses are high-risk investments with a high probability of failure. A key aspect in shaping start-up entry and exit is thus bankruptcy regulations that ensures that non-viable firms are quickly liquidated. Tax regulations play a role in encouraging innovation, and R&D tax incentives have become a widely used policy tool to promote business R&D. Other regulatory aspects include product market regulations and intellectual property protection.

Access to capital. Access to capital in general, and to capital destined to early stages of firm creation such as venture capital and business angel investments in particular, is key to create a favourable start-up environment and allow start-ups to expand, hire, and grow their business. It is also important that the available capital is accessible to migrant start-up founders, who face particular barriers in raising capital.

Start-up ecosystem infrastructure. The start-up ecosystem infrastructure entails support functions and mechanisms such as accelerators and incubators, co-working spaces, promotional and mentoring programmes, and dedicated events to support start-ups and emerging entrepreneurs. Start-up ecosystems are generally defined by the network of interactions among people, organisations, and their environment in a system to create and scale new start-up companies.

Market conditions and reach. This includes how open and connected the economy is to trade, but also how many other leading companies and successful start-up firms the economy hosts, as previous entrepreneurial success is known to lead to more success.

Access to talent/human capital. Being able to recruit qualified personnel globally is key for start-up founders. The demand for skilled workers varies depending on business sector, but start-ups are in general in need of highly skilled workers, particularly in the fields of science, technology, engineering, and mathematics (STEM). It is thus important to consider both access to local skilled workers and the ability to recruit highly skilled migrants from abroad.

Creation and diffusion of knowledge. Start-up firms are characterised by a high level of innovation, and therefore highly dependent on an environment with high innovation and knowledge diffusion. To foster business research, development investment, and innovation, governments adopt a mix of various financial and non-financial measures. Financial support can take the form of direct government funding (e.g., R&D grants or government procurement of R&D services) or in the form of tax incentives that grant preferential treatment to R&D expenditures or to the income derived from R&D and innovation. To maximise the impact of R&D, diffusion of knowledge is also important, such as the level of collaborations between universities and industries.

Level of digitalisation and connectedness. Access to digital technology and more generally the level of digitalisation in the economy are critical factors for start-ups to help them develop new products and enable them to grow, adapt and scale more quickly. Digitalisation can also help start-up founders to become part of the globalised economy, stay connected and access better services.

Source: (OECD, 2015^[7]; European Commission, 2021^[8]; StartupBlink, 2022^[9]; StartupGenome, 2022^[10]).

Variables in the OECD Indicators of Talent Attractiveness framework for start-up founders

The OECD talent indicator framework includes seven core dimensions, considering a wide range of factors that affects international start-up talent attractiveness, from regulatory frameworks governing business development and taxation to start-up ecosystem development, human capital supply and family and living conditions (Table 1). In addition, the framework considers migration policies, both in the terms of conditions that migrants and their family members face in the country of destination, and an additional layer capturing the role of visa and admission policy.

The *Quality of Opportunity* dimension considers different aspects of the start-up ecosystem, such as the number of unicorns, multinational companies and the number of co-working spaces combined with trade openness and product market regulations. Start-up founders are interested in relocating to where other start-ups and successful businesses are located, and where there are spaces to meet and interact to gain access to important networks and knowledge necessary to develop and scale their business ideas. Trade openness is important to start-ups as it enables growth, provides market opportunities, and access to international innovation. Furthermore, a vibrant ecosystem is conducive to success of start-ups (OECD, 2022). There are different ways of measuring start-up ecosystems. To build on previous work in this area, the *Quality of Opportunity* dimension also considers the number of top-ranked start-up ecosystems that a country hosts. The ecosystem variable is based on an index that ranks 1000 city-level ecosystems worldwide.

The *Income and Tax* dimension captures access to funding and relevant tax frameworks for start-ups. Access to funding is measured through venture capital as share of Gross Domestic Product (GDP). Furthermore, the dimension includes variables measuring the overall corporate tax level, public support to research and development (R&D) through implied tax subsidies, and a variable capturing overall living costs.

The *Future prospects* dimension is related to how easy it is for foreign start-up founders to prove that their business idea is viable in the short-term, and how easy it is for founders themselves to stay in the country long-term. It further takes into account how common it is for migrants to become nationals of the destination country after 10 years of residence, and the demographic structure in the economy as a proxy for future demand for foreign labour driven by the size of the working age population.

Family environment includes variables related to conditions for family members of the start-up founder (access to the labour market of the joining spouse and ease for children to obtain citizenship), as well as more general measures of public policies related to family benefits, tax rates for second earners and quality of the school system. The *Skills environment* dimension consists of variables related to high-quality connectivity (broadband and fibre development as well as cyber security), innovation (public spending on R&D and number of patents), and access to knowledge and talent (number of top-ranked universities, share of STEM graduates, and level of English proficiency).

Table 1. Overview of dimensions and variables in the Talent Indicator framework

Dimensions	Variables	Definitions	Data source (year)
Quality of Opportunity	Number of unicorns	Number of new venture-backed companies that have raised a round at post-money valuation of \$1 billion since the beginning of 2016	Pitchbook (2022)
	Number of multinational companies	Number of multinational companies	OECD (2021)
	Number of coworking spaces	Number of available coworking spaces listed on coworking.com	Coworking.com (2022)
	Number of ecosystems in the top 150-ranking	Number of ecosystems at city-level ranked in the world's top 150	StartupBlink (2022)
	Trade openness	Ratio of country's total trade (i.e., the sum of exports plus imports) to the country's gross domestic product	OECD (2019)
	Product market regulation index	Product market regulation index	OECD (2018)
Income and Tax	Access to venture capital	Venture capital as share of GDP (%)	OECD (2021)
	Corporate tax	Corporate tax	OECD (2021)
	Implied tax subsidy on R&D	Implied tax subsidy on R&D	OECD (2021)
	Price level index	Price level index	OECD (2021)
Future Prospects	Duration of initial visa/permit before change is required	Duration of initial visa/permit before change is required	OECD Secretariat (2022)
	Ease of status change from temporary to permanent residence	Ease of status change from temporary to permanent residence	OECD Secretariat (2022)
	Dependency ratio 2050	Ratio of population aged 0-14 and 65+ per 100 population 15-64	UNDESA (2022)
	Acquisition of nationality	Share of nationals among the foreign-born with 10+ residence	Computed from LFS by OECD (2020)
Family environment	Possibility for joining spouse to work	Possibility for joining spouse to work	OECD Secretariat (2022)
	Ease for children of migrants to get citizenship	Ease for children of migrants to get citizenship	EUI database (2020)
	PISA math test score	PISA math test score	OECD (2018)
	Public expenditure on family benefits	Public expenditure on family benefits	OECD (2019)
	Participation tax rate for second earner parent entering employment	Participation tax rate for second earner parent entering employment	OECD (2021)
Skills environment	Broadband subscriptions	Broadband subscriptions per 100 inhabitants	OECD (2021)
	Share of fibre	Share of fibre in total broadband	OECD (2021)
	English proficiency	English proficiency	EF English Proficiency Index (2021)
	Gross domestic spending on R&D	Gross domestic spending on R&D	OECD (2020)
	Patents	Total count of patents that have been filed (IP5)	OECD (2018)
	Universities ranked in the World's top-500	Universities ranked in the World's top-500	ARWU (2022)
	STEM graduates as share of total graduates	STEM graduates as share of total graduates	OECD (2020)
	Cyber security	ITU Global Cybersecurity index	ITU (2020)
Inclusiveness	International patent co-operation	Share of patents owned by foreign inventors (%)	OECD (2020)
	Migration Acceptance Index (MAI)	Gallup's Migration Acceptance Index (MAI)	Gallup (2019)
	Share of women inventors	Share of patents registered by women (%)	OECD (2019)
	Share of women in company boards	Share of women in company boards (%)	OECD (2021)
Quality of Life	OECD Better Life Index	OECD Better Life Index	OECD (2022)
Visa and admission policy	Lack of start-up visa (penalty)	Country does not offer start-up visa	OECD Secretariat (2022)
	Capital requirement (penalty)	Minimum capital requirement	OECD Secretariat (2022)
	Low visa digitization score (penalty)	Rank in the scoreboard for visa digitization	Fragomen (2022)
	International students not allowed to start	International students not allowed to start business on	OECD Secretariat

Dimensions	Variables	Definitions	Data source (year)
	business on post-graduation visa (penalty)	post-graduation visa	(2022)
	Provide Financial support (bonus)	Provide Financial support	OECD Secretariat (2022)
	Provide pathway for start-up employees (bonus)	Provide pathway for start-up employees	OECD Secretariat (2022)

Note: Each variable in the visa and admission policy category respectively generates a penalty or a bonus of 2.5% on the overall score. In addition to the seven core dimensions displayed in the table, the ranking includes an optional eighth dimension: health system performance. Users of the Talent Indicator tool can decide whether to take the health dimension into account. For further elaboration on the health system performance variables, see (OECD, 2023_[11]).

Source: OECD Secretariat.

The *Inclusiveness dimension* considers variables related to gender equality relevant in the start-up world (share of female inventors and share of women in company boards) as well as international patent co-operation and general openness towards migrants.

Finally, the *Visa and admission policy* aspect enters the talent indicator framework not as a separate dimension but as an additional layer of penalties and bonus points added to the overall score. It considers various aspects of national start-up visa frameworks, which differ from entrepreneur visa streams due to a focus on innovative, scalable, and potentially high-impact businesses (OECD, 2022_[6]). While all visa programmes aim to augment the national start-up ecosystem with talent from abroad, they otherwise vary in significant ways: whether they offer temporary, provisional, or permanent status; whether they include investment requirements; and whether they provide additional support such as funding or access to mentoring programmes.

The first variable under visa and admission policy is whether the country has introduced a start-up visa at all; a lack of visa generates a penalty on the overall score. Further penalties are assigned for each of the following: a minimum capital requirement; low levels of digitisation of the visa process; and not allowing international graduates on a post-graduate visa to start a business. Attracting high-quality talent often starts at the university level, as students constitute one of the most promising pools of future innovators. Allowing international students a preferential path from study visa to a start-up permit can thus help boost the attractiveness of a country to international start-up founders. A bonus on the overall score is

awarded to countries that have funding possibilities attached to the start-up visa, and that provide a dedicated pathway for foreign start-up employees. Each penalty/bonus corresponds to an equivalent of 2.5% reduction/increase on the overall composite score of the seven core dimensions.

The 2023 edition of ITA also includes an additional optional dimension: health system performance (see OECD (2023_[11]) for more details on this feature of the ITA). Users of the Talent Indicator webtool, accessible on the [OECD Indicators of Talent Attractiveness](#) website, may add this dimension to the framework. The webtool also offer the possibility for users to express individual preferences in the relative importance of different dimensions by alternating the weighting and construct their own unique rankings. The ranking and analysis presented in this brief are based on default equal weights across the seven core dimensions of talent attractiveness.

The attractiveness of OECD countries to start-up founders

Canada is the most attractive OECD country for start-up founders (Figure 1). Canada is together with Australia the only country offering permanent residence to all successful start-up visa applicants from day one. Canada further scores among the top 25% across all dimensions in the framework except skills environment (Table A A.1. in the Annex), with a significant number of unicorns, a favourable regulatory framework for starting and running a business, a welcoming society for migrants, and favourable living conditions. The

United States, France, the United Kingdom, and Ireland occupy second to fifth place in the ranking.

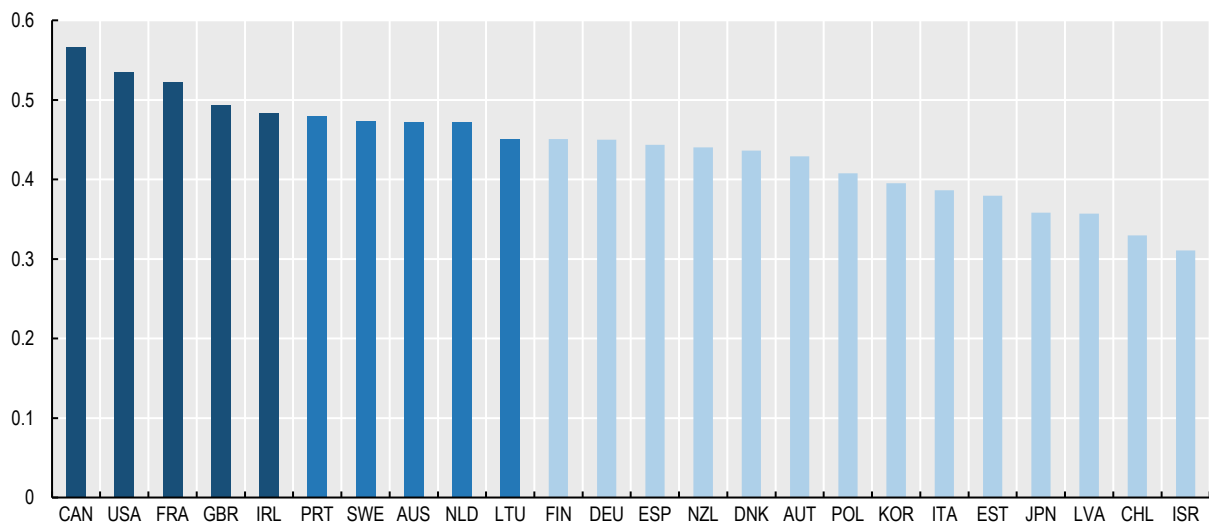
The United States and United Kingdom are leading start-up nations, with very strong entrepreneurial cultures and many unicorn companies created in the past decade. However, the migration policy framework to attract start-up founders is not as developed as for example in Canada and France. The United States offers an initial stay of 2.5 years for start-up founders, which may be renewed once for a further 2.5 years under the International Entrepreneur Parole Program. There is no direct pathway to permanent residence for migrants on parole, although they may apply for other visas if they are eligible (OECD, 2022^[6]). France has in different ways invested in a policy framework to attract foreign start-up entrepreneurs and created two differentiated programmes for start-up founders. The French Tech Ticket initiative is exclusively targeted at non-French entrepreneurs, with a contest in which winners receive funding, incubation and mentoring for one year. The French Tech Visa is a fast-track procedure to receive a 4-year residence permit for start-up founders under the “Talent Passport” visa category. Other countries allow considerably shorter times to develop ideas. The French Tech Visa is also open to staff of new firms, and not only to the founders. The migration policy framework, together with other factors such as favourable tax subsidies on R&D, brings France near the top of the ranking.

The top-ten ranking also includes several smaller European economies, notably Ireland, Portugal, and Sweden. Too small to compete with the top

countries in the ranking in terms of the size of the start-up ecosystem, they nonetheless offer other advantages to international start-up founders. Ireland for example offers simplified procedures for family members to join and access the labour market. Ireland also has a favourable tax environment with generous tax subsidies for R&D, and low corporate tax. At the same time, Ireland is one of few countries that requires start-up businesses to provide investment capital, either from their own funding or securing this amount from an angel investor or venture capital fund. Portugal also offers generous tax subsidies for R&D, coupled with low living costs and a strong skills environment.

The bottom of the ranking includes a few countries that are normally associated with a strong start-up culture and strong start-up ecosystem infrastructure, such as Estonia, Japan, and Israel. Despite providing excellent access to venture capital funding and high digitalisation, these countries are low in the ranking mainly based on their migration policy frameworks, especially when it comes to prospects of moving on from an initial start-up visa to permanent residency. Japan only grants start-up founders a very short-term initial visa permit and imposes a strict review after just six months. Israel is the only country covered where start-up founders have no possibility of acquiring permanent residency. Furthermore, Japan and Israel allow family to join the main applicant, but only as a visitor without access to the labour market.

Figure 1. Attractiveness of OECD countries for potential start-up founders



Note: The top-ten countries are highlighted to facilitate comparison.
Source: OECD Secretariat.

The role of migration policy

Among the top-ten countries in the ranking, all but two would be able to close the gap to the leader, Canada, by implementing the most favourable migration policies (Figure 2). The exceptions are Australia and Finland. In these cases, migration policy would significantly improve their competitiveness, but this would not be enough to fully address the attractiveness-gap. In the case of Australia, this is largely due to an already favourable migration policy framework for start-up founders.

Countries further down in the ranking would need more than migration policy reform to catch up with the top countries in the ranking. For example, Poland, Italy, and Estonia would still have an attractiveness-gap of close to 15% even if they adopted the most favourable migration policies.

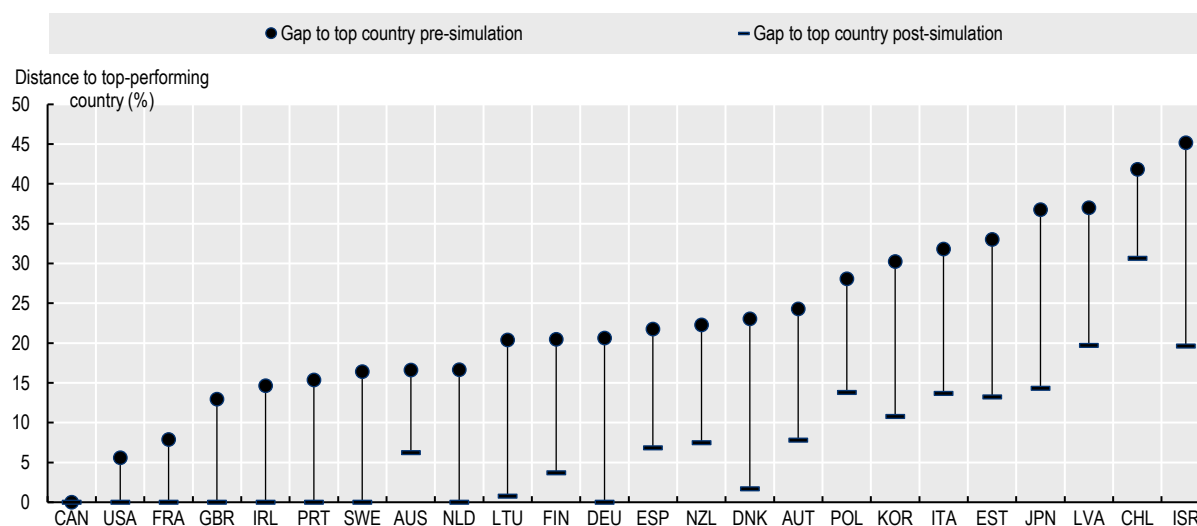
Japan and Israel are among the countries that have the most to gain from implementing more

favourable policies. As discussed above, migrant start-up founders and joining family members face multiple barriers in these countries. However, improvements in other areas would also be required to close the rest of the gap and move closer to the top of the ranking.

Chile has invested significantly in its start-up visa programme, “Start-Up Chile”, by for example offering the chance for start-up founders to compete for funding to attract a high volume of start-ups and brand the country as an innovation hub. But migration policy alone will not be sufficient to make Chile as attractive to migrant start-ups as those at the top of the table. Broader innovation policies and programmes and improved regulatory frameworks are further needed to attract international high-potential entrepreneurs.

Figure 2. Difference in attractiveness gap before and after policy simulation

Difference in the distance to top-performing country between ITA rank and simulated ranking if all migration policies were the most favourable



Note: A value of 0% post-simulation means that a country can close all the gap to the top-performing country by introducing the most favourable set of migration policies.

Source: OECD Secretariat.

Conclusions

Immigrant entrepreneurs are drivers of innovation and job creation in a number of OECD countries. It is no surprise that special start-up visas have appeared in the past decade. These visa programmes differ from other admission channels as they target top talents and tend to favour quality over quantity, with a careful and often case-by-case selection process and few visas granted. Even if the number of admitted start-up founders is limited compared to the volume of highly skilled migrants admitted through other channels, more and more countries are entering the competition for international start-up founders. Identifying key factors and policies that attracts the most promising start-up founders is thus key for policy makers aiming to attract this limited pool of high-potential global talent.

The new OECD *Indicators of Talent Attractiveness* ranking for start-up founders shows that countries with a strong culture of innovation and entrepreneurship, such as Canada, the United

States, and the United Kingdom, are well placed to attract start-up founders. France invested heavily in a favourable migration policy framework specifically targeting start-up founders, which helps its ranking.

Certain OECD countries known to be strong start-up hubs, such as Israel and Estonia, are found at the lower end of the ranking when it comes to attracting international start-up founders. Barriers in visa and admission policies are playing a relatively important role in explaining their positions. This underlines the role of migration policies in attracting global start-up talent. In fact, close to half of the OECD countries included in the ranking would be able to close the gap to the top-performing country by adopting the most favourable migration policies targeting immigrant start-up founders. Such policy framework implies aligning start-up visa policies with other immigration policies targeting students and highly skilled employees.

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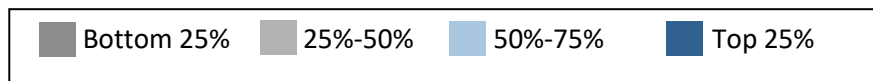
This document and any map included herein are without prejudice to the status of or sovereignty over any territory, to the delimitation of international frontiers and boundaries and to the name of any territory, city or area.

The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

Annex A. Additional information

Table A A.1. Dimension scores, by quartiles

Country	Quality of opportunities	Income and tax	Future prospects	Family environment	Skills environment	Inclusiveness	Quality of life
Canada	Top 25%	Top 25%	Top 25%	Top 25%	50%-75%	Top 25%	Top 25%
United States	Top 25%	25%-50%	25%-50%	25%-50%	Top 25%	25%-50%	50%-75%
France	50%-75%	50%-75%	Top 25%	50%-75%	50%-75%	50%-75%	25%-50%
United Kingdom	Top 25%	50%-75%	25%-50%	Top 25%	50%-75%	50%-75%	50%-75%
Ireland	Top 25%	Top 25%	50%-75%	Top 25%	25%-50%	Top 25%	50%-75%
Portugal	50%-75%	50%-75%	Top 25%	25%-50%	Top 25%	Top 25%	25%-50%
Sweden	25%-50%	25%-50%	Top 25%	50%-75%	Top 25%	Top 25%	Top 25%
Australia	25%-50%	25%-50%	Top 25%	50%-75%	25%-50%	50%-75%	Top 25%
the Netherlands	50%-75%	50%-75%	25%-50%	50%-75%	25%-50%	50%-75%	Top 25%
Lithuania	50%-75%	Top 25%	50%-75%	25%-50%	25%-50%	25%-50%	25%-50%
Finland	25%-50%	25%-50%	25%-50%	Top 25%	50%-75%	50%-75%	Top 25%
Germany	25%-50%	50%-75%	50%-75%	Top 25%	Top 25%	25%-50%	50%-75%
Spain	25%-50%	Top 25%	50%-75%	25%-50%	25%-50%	Top 25%	25%-50%
New Zealand	25%-50%	25%-50%	Top 25%	50%-75%	50%-75%	50%-75%	50%-75%
Denmark	25%-50%	25%-50%	25%-50%	Top 25%	50%-75%	Top 25%	Top 25%
Austria	Top 25%	25%-50%	25%-50%	50%-75%	25%-50%	25%-50%	50%-75%
Poland	25%-50%	Top 25%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%
Korea	50%-75%	50%-75%	50%-75%	25%-50%	Top 25%	25%-50%	25%-50%
Italy	25%-50%	25%-50%	50%-75%	25%-50%	25%-50%	25%-50%	25%-50%
Estonia	Top 25%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%
Japan	25%-50%	25%-50%	25%-50%	25%-50%	Top 25%	25%-50%	25%-50%
Latvia	50%-75%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%
Chile	25%-50%	Top 25%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%
Israel	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%	25%-50%



Note: Dimension scores, by quartile.
Source: OECD Secretariat.