

APPENDIX J
HUMAN AND INTELLECTUAL CAPITAL INDEX

Country	Human Capital Index
1. United States	100.00
2. Sweden	80.06
3. Switzerland	69.77
4. Japan	69.43
5. Denmark	62.65
6. Russian Federation	62.01
7. Finland	59.95
8. Australia	58.95
9. United Kingdom	58.86
10. Canada	56.39
11. Norway	54.57
12. Germany	53.91
13. Netherlands	51.09
14. France	49.24
15. New Zealand	45.56
16. Slovenia	45.03
17. Estonia	43.97
18. Belgium	41.45
19. Bulgaria	39.34
20. Croatia	38.96
21. Ireland	38.86
22. Slovakia	37.19
23. Ukraine	35.89
24. Austria	33.84
25. Hungary	33.00
26. Singapore	32.96
27. Lithuania	31.95
28. Armenia	31.10
29. Belarus	30.84
30. Spain	28.72
31. Czech Republic	28.13
32. Italy	27.07
33. Korea, Rep	27.05
34. Poland	26.76
35. Cuba	23.82
36. Latvia	23.52
37. Greece	20.40
38. Uzbekistan	19.69
39. Romania	19.16

40. Portugal	17.58
41. South Africa	15.39
42. Argentina	10.78
43. Chile	7.99
44. Egypt	7.02
45. India	6.80
46. China	6.62
47. Turkey	6.11
48. Iran (Islamic Rep. of)	5.04
49. Brazil	4.45
50. Kuwait	4.17
51. Mexico	3.65
52. Tunisia	3.18
53. Venezuela	2.98
54. Philippines	.96
55. Malaysia	.91
56. Thailand	.46
57. Pakistan	.00