

Choose where to validate a hiring plan.

Decision brief · 2026-09-20

Country comparisons and a role-specific hiring validation checklist.

PUBLIC SAMPLE: limited public-source evidence

See the evidence, its limits and the next action.

What completion looks like

A hiring-market shortlist and comparable questions for local recruiters.

Evidence still required

Occupation-specific candidates, salary, employment costs, language and availability.

Validate before selection: 2

Internet users

2/2 observations; years 2024, 2025. Lowest observed Finland: 93.72405196; highest observed Sweden: 95.76629783. Different observation years: no same-year ranking.

Tertiary enrolment, gross

2/2 observations; years 2024. Lowest observed Sweden: 83.9988098144531; highest observed Finland: 110.304496765137. Observed values only; not a suitability or demand ranking.

Self-employment

2/2 observations; years 2025. Lowest observed Sweden: 10.2371185516351; highest observed Finland: 12.5437359111591. Observed values only; not a suitability or demand ranking.

Labour force participation

2/2 observations; years 2025. Lowest observed Finland: 59.681; highest observed Sweden: 64.595. Observed values only; not a suitability or demand ranking.

Unemployment

2/2 observations; years 2025. Lowest observed Sweden: 8.694; highest observed Finland: 9.461. Observed values only; not a suitability or demand ranking.

Working-age population (15–64)

2/2 observations; years 2025. Lowest observed Finland: 61.4679968513316; highest observed Sweden: 62.3807116187636. Observed values only; not a suitability or demand ranking.

First records to review

All actions are in the workbook, CSV and offline workspace. The order is an operational review queue, not a profitability or win-probability forecast.

Finland

Validate before selection

Working-age population (15–64): 61.47 (2025); Labour force participation: 59.68 (2025); Unemployment: 9.46 (2025); Tertiary enrolment, gross: 110.30 (2024); Self-employment: 12.54 (2025); Internet users: 93.72 (2024)

Request salary, candidate availability and employer-cost evidence for the same job description from local recruiters.

Occupation-specific candidates, salary, employment costs, language and availability.

https://api.worldbank.org/v2/country/FIN;SWE;DEU/indicator/SP.POP.1564.TO.ZS;SL.TLF.CACT.ZS;SL.UEM.TOTL.ZS;SE.TER.ENRR;SL.EMP.SELF.ZS;IT.NET.USER.ZS?format=json&source=2&mrnev=1&per_page=1000

Sweden

Validate before selection

Working-age population (15–64): 62.38 (2025); Labour force participation: 64.59 (2025); Unemployment: 8.69 (2025); Tertiary enrolment, gross: 84.00 (2024); Self-employment: 10.24 (2025); Internet users: 95.77 (2025)

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Use your decision workspace

Open decision-workspace.html from the ZIP in your browser. Assign actions, record evidence and export a backup. Client-entered status does not change source verification. No messages, registrations or bids are sent by this tool.