



Appendix 1: Country/Region Comparisons

In Appendix 1, “Change” indicates the difference in percentage points when comparing the average from 2020, 2021 and 2022 with the average from 2021, 2022 and 2023. Loneliness data are not shown by country or area.

United States and Canada

Employee Engagement

Gallup Q¹² items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged
1	United States	-1	33
2	Canada	0	21

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving
1	Canada	-3	59
2	United States	-1	53

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	Canada	1	57
2	United States	-3	50

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes
1	United States	-3	17
2	Canada	0	17

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes
1	Canada	-1	22
2	United States	-3	21

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time
1	Canada	9	69
2	United States	8	65

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	United States	*	49
2	Canada	*	43

**Country-level data is based on a three-year rolling average. This item has only been asked for two years.*

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Latin America and the Caribbean

Employee Engagement

Gallup Q12 items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged	Rank	Country	Change	% Engaged
1	El Salvador	4	41	11	Uruguay	1	27
2	Panama	1	35	12	Paraguay	2	24
3	Costa Rica	3	34	13	Argentina	3	24
4	Dominican Republic	3	33	14	Venezuela	1	23
5	Guatemala	**	31	15	Peru	3	22
6	Mexico	4	31	16	Ecuador	0	21
7	Brazil	3	31	17	Colombia	3	21
8	Honduras	-5	29	18	Bolivia	0	18
9	Chile	2	29	19	Jamaica	**	**
10	Nicaragua	-3	28	20	Puerto Rico	**	**

**This data point is not provided due to small sample size.

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving	Rank	Country	Change	% Thriving
1	Costa Rica	11	62	11	Chile	-2	43
2	Mexico	10	59	12	Honduras	**	43
3	Uruguay	4	54	13	Dominican Republic	8	41
4	Panama	0	53	14	Guatemala	**	41
5	Brazil	4	51	15	Peru	5	41
6	El Salvador	10	50	16	Colombia	3	41
7	Argentina	6	47	17	Bolivia	3	36
8	Nicaragua	2	46	18	Venezuela	8	32
9	Ecuador	9	45	19	Jamaica	**	**
10	Paraguay	7	45	20	Puerto Rico	**	**

**This data point is not provided due to small sample size.

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Bolivia	4	55	11	Colombia	-3	45
2	Dominican Republic	-1	51	12	Mexico	-4	44
3	Costa Rica	-3	51	13	Honduras	-1	42
4	Ecuador	-6	50	14	Guatemala	**	40
5	El Salvador	-5	50	15	Nicaragua	-2	39
6	Peru	-6	48	16	Panama	2	37
7	Brazil	0	46	17	Chile	-3	37
8	Uruguay	2	46	18	Jamaica	-1	35
9	Argentina	-1	45	19	Paraguay	2	34
10	Venezuela	-3	45	20	Puerto Rico	**	**

**This data point is not provided due to small sample size.

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Bolivia	2	25	11	Honduras	-1	14
2	Jamaica	2	24	12	Venezuela	-3	14
3	Peru	-3	19	13	Argentina	-1	14
4	Brazil	-2	18	14	Dominican Republic	1	12
5	Ecuador	-1	17	15	Chile	-2	12
6	Colombia	-1	16	16	Panama	1	10
7	El Salvador	-1	16	17	Paraguay	0	10
8	Guatemala	**	16	18	Uruguay	0	9
9	Nicaragua	-1	15	19	Mexico	-3	7
10	Costa Rica	-3	15	20	Puerto Rico	**	**

**This data point is not provided due to small sample size.

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Bolivia	1	32	11	Uruguay	1	21
2	El Salvador	2	26	12	Honduras	-1	20
3	Jamaica	-1	26	13	Colombia	-6	19
4	Brazil	-4	25	14	Guatemala	**	18
5	Ecuador	-9	25	15	Costa Rica	-7	18
6	Peru	-6	25	16	Chile	-4	16
7	Nicaragua	-3	24	17	Mexico	-4	16
8	Dominican Republic	-2	23	18	Panama	1	15
9	Venezuela	-7	23	19	Paraguay	-1	14
10	Argentina	-2	22	20	Puerto Rico	**	**

**This data point is not provided due to small sample size.

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time	Rank	Country	Change	% Good time
1	El Salvador	18	60	11	Peru	10	46
2	Mexico	16	60	12	Colombia	14	44
3	Guatemala	**	56	13	Bolivia	9	41
4	Brazil	11	55	14	Costa Rica	14	40
5	Nicaragua	8	54	15	Panama	1	37
6	Chile	12	54	16	Argentina	7	31
7	Paraguay	11	53	17	Uruguay	2	27
8	Dominican Republic	14	50	18	Ecuador	4	26
9	Venezuela	11	49	19	Jamaica	**	**
10	Honduras	0	48	20	Puerto Rico	**	**

**This data point is not provided due to small sample size.

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	Bolivia	*	61
2	Peru	*	56
3	Venezuela	*	53
4	Nicaragua	*	51
5	Uruguay	*	49
6	El Salvador	*	49
7	Panama	*	48
8	Ecuador	*	47
9	Colombia	*	45
10	Argentina	*	45

Rank	Country	Change	% Watching for or actively seeking new job
11	Dominican Republic	*	44
12	Honduras	*	43
13	Paraguay	*	40
14	Guatemala	*	40
15	Brazil	*	40
16	Costa Rica	*	39
17	Chile	*	35
18	Mexico	*	29
19	Jamaica	**	**
20	Puerto Rico	**	**

*Country-level data is based on a three-year rolling average. This item has only been asked for two years.

**This data point is not provided due to small sample size.

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Europe

Employee Engagement

Gallup Q¹² items; see "Appendix 3: Support Information" for item wording.

Rank	Country	Change	% Engaged
1	Romania	2	36
2	Albania	1	27
3	Iceland	0	26
4	North Macedonia	-4	25
5	Estonia	-1	25
6	Latvia	0	24
7	Kosovo	0	24
8	Sweden	1	23
9	Malta	2	22
10	Denmark	1	21
11	Norway	1	21
12	Bosnia and Herzegovina	-1	21
13	Lithuania	-5	20
14	Hungary	-1	20
15	Bulgaria	-3	19
16	Portugal	-1	19
17	Cyprus	-1	18
18	Slovenia	1	17
19	Serbia	-1	17
20	Montenegro	-4	16

Rank	Country	Change	% Engaged
21	Slovakia	-2	16
22	Czech Republic	0	15
23	Germany	-1	15
24	Finland	0	15
25	Northern Cyprus (Territory of Republic of Cyprus)	**	14
26	Netherlands	0	14
27	Croatia	-3	12
28	Greece	0	12
29	Belgium	1	12
30	Austria	0	10
31	Ireland	-1	10
32	Poland	-4	10
33	United Kingdom of Great Britain and Northern Ireland	0	10
34	Spain	-1	9
35	Switzerland	-2	9
36	Italy	4	8
37	Luxembourg	-2	8
38	France	0	7

**This data point is not provided due to small sample size.

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving	Rank	Country	Change	% Thriving
1	Finland	1	83	20	Germany	-8	45
2	Denmark	1	77	21	Kosovo	5	44
3	Iceland	1	76	22	Italy	4	41
4	Netherlands	-2	71	23	France	-1	41
5	Sweden	-1	70	24	Spain	0	41
6	Norway	1	67	25	Malta	-1	39
7	Belgium	2	60	26	Greece	2	39
8	Lithuania	0	56	27	Hungary	-2	38
9	Slovenia	4	55	28	Portugal	1	38
10	Czech Republic	-1	54	29	Cyprus	-2	38
11	Switzerland	-5	54	30	Slovakia	-4	37
12	Luxembourg	-2	53	31	Poland	1	36
13	Romania	0	52	32	Bosnia and Herzegovina	0	34
14	Serbia	1	49	33	Albania	3	34
15	United Kingdom of Great Britain and Northern Ireland	-3	48	34	Montenegro	-2	32
16	Ireland	-8	48	35	Croatia	-7	31
17	Austria	-6	48	36	Bulgaria	-1	28
18	Estonia	1	46	37	North Macedonia	0	28
19	Latvia	4	45	38	Northern Cyprus (Territory of Republic of Cyprus)	**	18

***This data point is not provided due to small sample size.*

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	Northern Cyprus (Territory of Republic of Cyprus)	**	65
2	Malta	2	58
3	Greece	-4	56
4	Cyprus	3	53
5	Luxembourg	-4	47
6	Albania	0	46
7	Italy	1	46
8	Portugal	1	44
9	Finland	-3	44
10	Slovakia	-1	42
11	Norway	4	42
12	Belgium	2	42
13	Germany	-1	41
14	Ireland	-2	41
15	United Kingdom of Great Britain and Northern Ireland	2	40
16	Croatia	-5	39
17	Slovenia	1	38
18	Czech Republic	0	38

Rank	Country	Change	% Yes
19	Iceland	0	37
20	Romania	2	37
21	France	-3	37
22	Sweden	1	37
23	Bosnia and Herzegovina	-1	36
24	Spain	0	36
25	Serbia	1	35
26	Austria	-1	35
27	Hungary	-1	34
28	North Macedonia	-2	33
29	Bulgaria	0	33
30	Kosovo	-3	32
31	Poland	-7	30
32	Switzerland	-5	30
33	Netherlands	1	30
34	Montenegro	-2	29
35	Estonia	-1	27
36	Latvia	4	25
37	Lithuania	-2	23
38	Denmark	-3	20

**This data point is not provided due to small sample size.

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes
1	Northern Cyprus (Territory of Republic of Cyprus)	**	51
2	Montenegro	-2	30
3	North Macedonia	-2	27
4	Slovakia	-1	24
5	Bosnia and Herzegovina	0	23
6	Malta	-1	23
7	Spain	2	22
8	Czech Republic	0	20
9	Albania	-1	20
10	United Kingdom of Great Britain and Northern Ireland	1	20
11	Ireland	2	20
12	France	2	19
13	Serbia	-2	19
14	Austria	2	18
15	Germany	0	17
16	Poland	-6	17
17	Greece	-2	16
18	Cyprus	0	16

Rank	Country	Change	% Yes
19	Romania	2	15
20	Slovenia	-2	14
21	Latvia	2	14
22	Hungary	-2	13
23	Switzerland	0	13
24	Luxembourg	-1	13
25	Croatia	0	13
26	Lithuania	-1	13
27	Denmark	0	12
28	Kosovo	-3	12
29	Bulgaria	0	12
30	Belgium	0	11
31	Italy	0	11
32	Sweden	0	10
33	Norway	0	9
34	Portugal	-1	8
35	Estonia	0	8
36	Iceland	0	8
37	Netherlands	-1	6
38	Finland	0	5

**This data point is not provided due to small sample size.

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Northern Cyprus (Territory of Republic of Cyprus)	**	37	19	Switzerland	0	15
2	United Kingdom of Great Britain and Northern Ireland	5	27	20	Denmark	-1	15
3	Italy	-3	25	21	Slovakia	-2	15
4	Spain	1	25	22	Romania	-2	15
5	Portugal	-4	22	23	Latvia	2	15
6	Austria	0	22	24	Luxembourg	-1	15
7	Ireland	0	21	25	Bosnia and Herzegovina	-3	15
8	Malta	-3	21	26	Estonia	-1	14
9	France	0	19	27	Poland	-6	14
10	Czech Republic	-3	19	28	Sweden	-2	13
11	Albania	1	19	29	Hungary	-1	13
12	Germany	0	18	30	Netherlands	-1	13
13	Cyprus	0	18	31	Bulgaria	-3	13
14	Greece	1	18	32	Iceland	0	12
15	Montenegro	-3	17	33	Slovenia	-1	12
16	Norway	0	17	34	Serbia	-3	12
17	North Macedonia	-6	16	35	Croatia	-2	11
18	Belgium	1	15	36	Finland	-1	11
				37	Lithuania	-2	10
				38	Kosovo	-2	5

**This data point is not provided due to small sample size.

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time	Rank	Country	Change	% Good time
1	Denmark	10	80	21	Romania	6	53
2	Iceland	18	79	22	Cyprus	12	53
3	Netherlands	21	77	23	Estonia	9	52
4	Norway	16	68	24	Poland	3	51
5	Czech Republic	12	67	25	Croatia	8	51
6	Sweden	12	67	26	Serbia	3	50
7	Slovenia	12	67	27	Greece	17	49
8	Finland	17	67	28	Bosnia and Herzegovina	18	49
9	Germany	11	67	29	United Kingdom of Great Britain and Northern Ireland	12	48
10	Belgium	14	66	30	Switzerland	3	48
11	Luxembourg	0	60	31	Montenegro	16	47
12	Malta	14	59	32	France	9	44
13	Austria	8	58	33	Bulgaria	2	44
14	Lithuania	-2	57	34	North Macedonia	9	39
15	Hungary	10	57	35	Slovakia	-2	35
16	Ireland	9	55	36	Northern Cyprus (Territory of Republic of Cyprus)	**	35
17	Kosovo	14	55	37	Italy	12	32
18	Portugal	10	55	38	Spain	6	32
19	Albania	10	54				
20	Latvia	5	54				

***This data point is not provided due to small sample size.*

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	Albania	*	42
2	Italy	*	41
3	Finland	*	40
4	Spain	*	40
5	Germany	*	39
6	Luxembourg	*	38
7	Greece	*	37
8	Portugal	*	37
9	Hungary	*	36
10	Cyprus	*	35
11	Sweden	*	34
12	Northern Cyprus (Territory of Republic of Cyprus)	*	34
13	Norway	*	33
14	Kosovo	*	33
15	Lithuania	*	33
16	Montenegro	*	33
17	Ireland	*	33
18	Denmark	*	32
19	North Macedonia	*	32

Rank	Country	Change	% Watching for or actively seeking new job
20	Croatia	*	32
21	Iceland	*	32
22	Netherlands	*	32
23	Estonia	*	31
24	United Kingdom of Great Britain and Northern Ireland	*	31
25	Serbia	*	30
26	Slovenia	*	29
27	Romania	*	29
28	Bosnia and Herzegovina	*	28
29	Belgium	*	28
30	Malta	*	28
31	France	*	27
32	Slovakia	*	27
33	Latvia	*	26
34	Czech Republic	*	25
35	Poland	*	24
36	Switzerland	*	21
37	Austria	*	21
38	Bulgaria	*	20

*Country-level data is based on a three-year rolling average. This item has only been asked for two years.

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Post-Soviet Eurasia

Employee Engagement

Gallup Q12 items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged	Rank	Country	Change	% Engaged
1	Uzbekistan	7	41	6	Russian Federation	1	23
2	Georgia	2	34	7	Azerbaijan	**	20
3	Armenia	0	32	8	Ukraine	-3	20
4	Kazakhstan	-2	25	9	Republic of Moldova	-6	14
5	Kyrgyzstan	-1	25	10	Tajikistan	**	**

**This data point is not provided due to small sample size.

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving	Rank	Country	Change	% Thriving
1	Kazakhstan	-2	37	6	Armenia	4	28
2	Uzbekistan	0	36	7	Kyrgyzstan	-2	26
3	Republic of Moldova	0	34	8	Ukraine	-3	24
4	Azerbaijan	**	32	9	Georgia	2	24
5	Russian Federation	2	32	10	Tajikistan	-1	15

**This data point is not provided due to small sample size.

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Azerbaijan	**	33	6	Russian Federation	-1	21
2	Armenia	0	27	7	Georgia	-2	19
3	Tajikistan	-4	26	8	Kazakhstan	-1	15
4	Ukraine	0	23	9	Uzbekistan	-3	12
5	Republic of Moldova	-1	21	10	Kyrgyzstan	-3	12

***This data point is not provided due to small sample size.*

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Armenia	-5	49	6	Kyrgyzstan	-5	20
2	Azerbaijan	**	33	7	Ukraine	-1	18
3	Uzbekistan	-2	26	8	Russian Federation	0	12
4	Georgia	-2	24	9	Republic of Moldova	-3	11
5	Tajikistan	-2	23	10	Kazakhstan	0	10

***This data point is not provided due to small sample size.*

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Armenia	-5	40	6	Russian Federation	-1	18
2	Ukraine	-1	27	7	Republic of Moldova	-5	16
3	Azerbaijan	**	23	8	Kyrgyzstan	-5	14
4	Tajikistan	-6	20	9	Georgia	-4	13
5	Uzbekistan	-3	18	10	Kazakhstan	-2	10

***This data point is not provided due to small sample size.*

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time	Rank	Country	Change	% Good time
1	Uzbekistan	7	74	6	Azerbaijan	**	43
2	Tajikistan	6	71	7	Russian Federation	11	43
3	Kyrgyzstan	7	59	8	Georgia	8	37
4	Kazakhstan	7	53	9	Ukraine	-2	30
5	Armenia	6	45	10	Republic of Moldova	-2	24

**This data point is not provided due to small sample size.

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job	Rank	Country	Change	% Watching for or actively seeking new job
1	Armenia	*	48	6	Russian Federation	*	36
2	Republic of Moldova	*	47	7	Tajikistan	*	34
3	Georgia	*	45	8	Kyrgyzstan	*	33
4	Azerbaijan	*	43	9	Ukraine	*	33
5	Uzbekistan	*	40	10	Kazakhstan	*	29

*Country-level data is based on a three-year rolling average. This item has only been asked for two years.

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Middle East and North Africa

Employee Engagement

Gallup Q12 items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged	Rank	Country	Change	% Engaged
1	United Arab Emirates	2	29	10	State of Palestine	**	13
2	Saudi Arabia	4	28	11	Yemen	**	13
3	Iraq	-3	23	12	Türkiye	-2	11
4	Jordan	2	19	13	Algeria	3	11
5	Israel	-1	18	14	Iran	2	11
6	Kuwait	1	18	15	Tunisia	-2	9
7	Libya	5	17	16	Lebanon	-2	8
8	Bahrain	-3	16	17	Egypt	-6	6
9	Morocco	0	14				

**This data point is not provided due to small sample size.

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving	Rank	Country	Change	% Thriving
1	Israel	-2	69	10	Jordan	1	18
2	United Arab Emirates	1	50	11	Algeria	-2	18
3	Saudi Arabia	2	49	12	Iran	0	17
4	Kuwait	3	48	13	Morocco	-4	16
5	Bahrain	6	43	14	Tunisia	-4	11
6	Libya	2	35	15	Egypt	-3	8
7	State of Palestine	**	28	16	Lebanon	1	4
8	Iraq	2	21	17	Yemen	**	**
9	Türkiye	0	19				

**This data point is not provided due to small sample size.

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Lebanon	1	68	10	Bahrain	4	42
2	Türkiye	0	68	11	State of Palestine	**	41
3	Tunisia	-3	53	12	Israel	12	39
4	Jordan	-1	51	13	Yemen	**	34
5	Iraq	-2	51	14	United Arab Emirates	0	33
6	Egypt	1	50	15	Algeria	-1	32
7	Iran	-1	47	16	Kuwait	6	32
8	Libya	-4	45	17	Saudi Arabia	-1	28
9	Morocco	7	45				

**This data point is not provided due to small sample size.

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Türkiye	-3	45	10	State of Palestine	**	31
2	Iraq	-2	45	11	Bahrain	4	26
3	Lebanon	-1	40	12	United Arab Emirates	3	24
4	Libya	0	39	13	Israel	7	23
5	Jordan	0	38	14	Egypt	-7	23
6	Tunisia	-1	38	15	Yemen	**	22
7	Iran	-3	35	16	Saudi Arabia	1	22
8	Morocco	5	34	17	Kuwait	2	14
9	Algeria	-4	32				

**This data point is not provided due to small sample size.

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Lebanon	-2	41	10	United Arab Emirates	1	24
2	Iran	-2	37	11	Egypt	-7	21
3	Türkiye	-6	36	12	State of Palestine	**	20
4	Iraq	-8	33	13	Saudi Arabia	-1	20
5	Bahrain	3	31	14	Algeria	-2	16
6	Libya	0	31	15	Tunisia	-8	16
7	Jordan	-2	31	16	Yemen	**	14
8	Morocco	1	29	17	Kuwait	-1	13
9	Israel	13	25				

**This data point is not provided due to small sample size.

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time	Rank	Country	Change	% Good time
1	Kuwait	-1	84	10	Jordan	6	24
2	United Arab Emirates	10	69	11	Algeria	-1	24
3	Saudi Arabia	6	66	12	Türkiye	4	21
4	Libya	1	55	13	Yemen	**	18
5	Israel	7	53	14	Egypt	-6	17
6	Bahrain	10	46	15	Iran	2	13
7	Morocco	0	35	16	Tunisia	-2	11
8	State of Palestine	**	34	17	Lebanon	-1	6
9	Iraq	4	34				

**This data point is not provided due to small sample size.

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	Yemen	*	70
2	Morocco	*	69
3	Iraq	*	57
4	Libya	*	53
5	Jordan	*	52
6	Bahrain	*	51
7	Lebanon	*	50
8	Tunisia	*	49
9	Iran	*	49

Rank	Country	Change	% Watching for or actively seeking new job
10	State of Palestine	*	49
11	Saudi Arabia	*	47
12	Kuwait	*	45
13	Egypt	*	45
14	United Arab Emirates	*	40
15	Türkiye	*	38
16	Israel	*	31
17	Algeria	**	**

*Country-level data is based on a three-year rolling average. This item has only been asked for two years.

**This data point is not provided due to small sample size.

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Sub-Saharan Africa

Employee Engagement

Gallup Q¹² items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged	Rank	Country	Change	% Engaged
1	Senegal	-1	40	19	Niger	**	19
2	Mali	-8	39	20	Uganda	0	19
3	Liberia	**	33	21	Kenya	1	18
4	Tanzania	7	31	22	Zambia	-1	17
5	Gambia	**	29	23	Nigeria	4	17
6	South Africa	3	29	24	Namibia	-1	17
7	Republic of the Congo	-2	28	25	Sierra Leone	-3	17
8	Burkina Faso	**	27	26	Chad	-1	17
9	Botswana	**	25	27	Cameroon	-2	15
10	Guinea	4	23	28	Zimbabwe	0	14
11	Mauritania	**	23	29	Togo	-1	13
12	Benin	0	22	30	Ghana	-4	12
13	Mozambique	-6	22	31	Madagascar	**	9
14	Comoros	**	22	32	Eswatini	**	8
15	Gabon	2	21	33	Ethiopia	**	**
16	Côte d'Ivoire	0	20	34	Lesotho	**	**
17	Malawi	**	20	35	Somalia	**	**
18	Mauritius	0	19				

**This data point is not provided due to small sample size.

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving
1	Mozambique	1	34
2	Republic of the Congo	0	34
3	South Africa	3	32
4	Senegal	1	27
5	Mauritius	-2	27
6	Liberia	**	26
7	Côte d'Ivoire	1	25
8	Cameroon	0	22
9	Gabon	-1	21
10	Namibia	3	21
11	Mauritania	**	21
12	Benin	0	20
13	Nigeria	-5	20
14	Comoros	**	19
15	Guinea	-3	19
16	Gambia	**	19
17	Mali	2	17
18	Burkina Faso	**	17

Rank	Country	Change	% Thriving
19	Kenya	1	16
20	Uganda	-1	16
21	Chad	0	16
22	Zambia	0	16
23	Malawi	**	15
24	Tanzania	1	14
25	Ghana	-9	14
26	Niger	**	14
27	Madagascar	**	13
28	Togo	-1	12
29	Democratic Republic of the Congo	**	11
30	Botswana	**	11
31	Eswatini	**	9
32	Sierra Leone	-1	8
33	Zimbabwe	1	6
34	Ethiopia	**	**
35	Lesotho	**	**
36	Somalia	**	**

***This data point is not provided due to small sample size.*

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	Liberia	**	64
2	Uganda	1	58
3	Madagascar	**	58
4	Chad	-2	56
5	Ghana	1	56
6	Sierra Leone	2	55
7	Nigeria	4	54
8	Guinea	-1	48
9	Benin	8	47
10	Senegal	-5	46
11	Democratic Republic of the Congo	**	45
12	Niger	**	44
13	Togo	-3	44
14	Cameroon	-3	43
15	Gambia	**	42
16	Eswatini	**	41
17	Zambia	1	40
18	Comoros	**	38

Rank	Country	Change	% Yes
19	Burkina Faso	**	38
20	Mauritania	**	38
21	Republic of the Congo	-3	37
22	Gabon	1	35
23	Mozambique	4	35
24	Kenya	4	34
25	Côte d'Ivoire	-4	33
26	Malawi	**	33
27	South Africa	-4	32
28	Mali	-7	31
29	Namibia	-3	29
30	Botswana	**	28
31	Zimbabwe	-14	25
32	Mauritius	3	25
33	Tanzania	**	**
34	Ethiopia	**	**
35	Lesotho	**	**
36	Somalia	**	**

**This data point is not provided due to small sample size.

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes
1	Chad	-1	43
2	Democratic Republic of the Congo	**	41
3	Benin	4	39
4	Togo	-2	39
5	Guinea	-2	37
6	Uganda	-2	37
7	Sierra Leone	1	36
8	Mauritania	**	36
9	Gabon	1	35
10	Madagascar	**	35
11	Republic of the Congo	0	33
12	Eswatini	**	32
13	Gambia	**	30
14	Niger	**	30
15	Mali	-3	30
16	Liberia	**	28
17	Comoros	**	28
18	Cameroon	1	26

Rank	Country	Change	% Yes
19	Côte d'Ivoire	0	26
20	Burkina Faso	**	24
21	Kenya	-3	22
22	Zambia	0	22
23	Ghana	-1	22
24	Mozambique	4	21
25	Nigeria	-3	20
26	Senegal	1	20
27	Namibia	0	19
28	Malawi	**	18
29	Botswana	**	16
30	South Africa	-2	15
31	Tanzania	-5	14
32	Mauritius	0	8
33	Zimbabwe	-9	8
34	Ethiopia	**	**
35	Lesotho	**	**
36	Somalia	**	**

**This data point is not provided due to small sample size.

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes
1	Chad	-1	62
2	Liberia	**	52
3	Guinea	0	49
4	Madagascar	**	47
5	Democratic Republic of the Congo	**	46
6	Republic of the Congo	0	46
7	Benin	9	43
8	Malawi	**	42
9	Sierra Leone	0	40
10	Uganda	3	40
11	Togo	-2	37
12	Niger	**	37
13	Gambia	**	36
14	Eswatini	**	34
15	Mauritania	**	34
16	Cameroon	-1	34
17	Mozambique	2	33
18	Burkina Faso	**	32

Rank	Country	Change	% Yes
19	Comoros	**	32
20	Mali	-2	31
21	Gabon	-2	31
22	Côte d'Ivoire	-3	30
23	Zambia	1	28
24	Tanzania	-2	24
25	Kenya	2	23
26	Ghana	-3	22
27	Botswana	**	22
28	Senegal	-1	20
29	South Africa	-2	20
30	Nigeria	-5	17
31	Namibia	-3	16
32	Mauritius	1	15
33	Zimbabwe	-14	14
34	Ethiopia	**	**
35	Lesotho	**	**
36	Somalia	**	**

**This data point is not provided due to small sample size.

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time
1	Mali	-5	68
2	Mozambique	4	66
3	Comoros	**	66
4	Tanzania	1	62
5	Côte d'Ivoire	-2	62
6	Chad	1	61
7	Madagascar	**	60
8	Malawi	**	59
9	Gabon	19	59
10	Liberia	**	58
11	Burkina Faso	**	54
12	Senegal	6	54
13	Guinea	-2	53
14	Democratic Republic of the Congo	**	52
15	Niger	**	51
16	Cameroon	9	51
17	Sierra Leone	3	50
18	Republic of the Congo	6	49

Rank	Country	Change	% Good time
19	Togo	1	49
20	Uganda	5	49
21	Nigeria	4	48
22	Benin	4	47
23	Zambia	-1	47
24	South Africa	0	45
25	Botswana	**	45
26	Mauritania	**	44
27	Mauritius	9	43
28	Kenya	0	38
29	Zimbabwe	1	34
30	Namibia	2	33
31	Eswatini	**	32
32	Ghana	-5	32
33	Gambia	**	30
34	Ethiopia	**	**
35	Lesotho	**	**
36	Somalia	**	**

**This data point is not provided due to small sample size.

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	Sierra Leone	*	88
2	Eswatini	*	86
3	Liberia	*	85
4	Benin	*	82
5	Kenya	*	81
6	Niger	*	80
7	Botswana	*	80
8	Mali	*	79
9	Guinea	*	78
10	Democratic Republic of the Congo	*	76
11	Togo	*	76
12	Madagascar	*	75
13	Chad	*	75
14	Uganda	*	75
15	Côte d'Ivoire	*	73
16	Republic of the Congo	*	72
17	Ghana	*	71
18	Comoros	*	70

Rank	Country	Change	% Watching for or actively seeking new job
19	Nigeria	*	69
20	Mauritania	*	69
21	Senegal	*	68
22	Cameroon	*	68
23	Mozambique	*	66
24	Gabon	*	66
25	Gambia	*	65
26	Zambia	*	64
27	Namibia	*	63
28	South Africa	*	56
29	Mauritius	*	39
30	Tanzania	**	**
31	Malawi	**	**
32	Ethiopia	**	**
33	Burkina Faso	**	**
34	Zimbabwe	**	**
35	Lesotho	**	**
36	Somalia	**	**

*Country-level data is based on a three-year rolling average. This item has only been asked for two years.

**This data point is not provided due to small sample size.

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East Asia

Employee Engagement

Gallup Q¹² items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged
1	Mongolia	3	41
2	China	2	19
3	South Korea	2	13

Rank	Country	Change	% Engaged
4	Taiwan (Province of China)	1	12
5	Japan	1	6
6	Hong Kong (S.A.R. of China)	-1	6

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving
1	Taiwan (Province of China)	0	41
2	China	1	36
3	South Korea	3	34

Rank	Country	Change	% Thriving
4	Japan	1	29
5	Mongolia	-6	29
6	Hong Kong (S.A.R. of China)	1	17

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	China	-2	53
2	Hong Kong (S.A.R. of China)	-1	49
3	Japan	-1	41

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Rank	Country	Change	% Yes
4	South Korea	0	40
5	Taiwan (Province of China)	1	34
6	Mongolia	-3	16

Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes
1	China	-2	18
2	South Korea	-1	17
3	Hong Kong (S.A.R. of China)	-1	16

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Rank	Country	Change	% Yes
4	Japan	-1	13
5	Mongolia	1	12
6	Taiwan (Province of China)	-1	10

Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes
1	Mongolia	-1	17
2	South Korea	0	13
3	China	-1	12

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Rank	Country	Change	% Yes
4	Hong Kong (S.A.R. of China)	-2	11
5	Japan	-1	8
6	Taiwan (Province of China)	0	4



Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time
1	Taiwan (Province of China)	3	57
2	China	-4	51
3	Hong Kong (S.A.R. of China)	16	47

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Rank	Country	Change	% Good time
4	Japan	15	40
5	South Korea	9	29
6	Mongolia	3	28

Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	China	*	58
2	Hong Kong (S.A.R. of China)	*	35
3	South Korea	*	35

Rank	Country	Change	% Watching for or actively seeking new job
4	Japan	*	33
5	Mongolia	*	31
6	Taiwan (Province of China)	*	20

**Country-level data is based on a three-year rolling average. This item has only been asked for two years.*

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South Asia

Employee Engagement

Gallup Q12 items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged	Rank	Country	Change	% Engaged
1	India	-1	32	4	Nepal	-1	24
2	Bangladesh	-6	28	5	Afghanistan	**	12
3	Sri Lanka	-2	24	6	Pakistan	-2	7

**This data point is not provided due to small sample size.

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving	Rank	Country	Change	% Thriving
1	Nepal	-8	22	4	Sri Lanka	-2	10
2	India	0	14	5	Afghanistan	**	0
3	Pakistan	-2	13	6	Bangladesh	**	**

**This data point is not provided due to small sample size.

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Sri Lanka	4	62	4	Nepal	5	39
2	Afghanistan	**	58	5	Pakistan	0	33
3	Bangladesh	0	41	6	India	0	32

***This data point is not provided due to small sample size.*

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	India	0	35	4	Sri Lanka	-1	31
2	Pakistan	0	34	5	Bangladesh	-1	27
3	Afghanistan	**	31	6	Nepal	3	25

***This data point is not provided due to small sample size.*

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Afghanistan	**	48	4	Pakistan	4	39
2	Bangladesh	9	47	5	Sri Lanka	1	39
3	India	1	42	6	Nepal	1	28

***This data point is not provided due to small sample size.*

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time	Rank	Country	Change	% Good time
1	Nepal	4	70	4	Bangladesh	-1	38
2	India	-2	57	5	Pakistan	0	20
3	Sri Lanka	0	39	6	Afghanistan	**	16

**This data point is not provided due to small sample size.

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job	Rank	Country	Change	% Watching for or actively seeking new job
1	Bangladesh	*	67	4	Sri Lanka	*	47
2	Pakistan	*	57	5	Afghanistan	**	**
3	India	*	52	6	Nepal	**	**

*Country-level data is based on a three-year rolling average. This item has only been asked for two years.

**This data point is not provided due to small sample size.

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Southeast Asia

Employee Engagement

Gallup Q¹² items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged	Rank	Country	Change	% Engaged
1	Philippines	5	35	6	Myanmar	-1	20
2	Thailand	4	29	7	Cambodia	-5	16
3	Laos	3	27	8	Vietnam	-5	16
4	Indonesia	1	25	9	Singapore	0	13
5	Malaysia	1	23				

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving	Rank	Country	Change	% Thriving
1	Vietnam	12	51	6	Indonesia	3	28
2	Singapore	0	39	7	Laos	-3	21
3	Thailand	1	37	8	Myanmar	-1	15
4	Philippines	7	36	9	Cambodia	0	13
5	Malaysia	-2	31				

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Myanmar	9	48	6	Laos	-3	31
2	Philippines	1	46	7	Vietnam	-10	22
3	Singapore	1	38	8	Malaysia	-4	21
4	Cambodia	-1	38	9	Indonesia	-6	16
5	Thailand	-8	31				

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Myanmar	4	31	6	Thailand	-3	18
2	Laos	-5	28	7	Malaysia	0	16
3	Philippines	2	25	8	Singapore	0	15
4	Indonesia	-2	20	9	Vietnam	-8	10
5	Cambodia	-3	19				

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes	Rank	Country	Change	% Yes
1	Cambodia	-3	36	6	Thailand	-4	15
2	Myanmar	6	32	7	Malaysia	-4	14
3	Philippines	-1	29	8	Singapore	1	14
4	Laos	-3	29	9	Vietnam	-7	11
5	Indonesia	-3	27				

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time
1	Philippines	8	69
2	Laos	-3	68
3	Vietnam	4	67
4	Cambodia	1	62
5	Indonesia	10	56

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Rank	Country	Change	% Good time
6	Malaysia	6	56
7	Thailand	14	46
8	Singapore	6	44
9	Myanmar	2	19

Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	Philippines	*	64
2	Myanmar	*	58
3	Laos	*	57
4	Indonesia	*	52
5	Thailand	*	46

Rank	Country	Change	% Watching for or actively seeking new job
6	Cambodia	*	46
7	Singapore	*	38
8	Vietnam	*	31
9	Malaysia	*	31

**Country-level data is based on a three-year rolling average. This item has only been asked for two years.*

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Australia and New Zealand

Employee Engagement

Gallup Q¹² items; see “Appendix 3: Support Information” for item wording.

Rank	Country	Change	% Engaged
1	New Zealand	1	22
2	Australia	2	21

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Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

Rank	Country	Change	% Thriving
1	Australia	2	60
2	New Zealand	-2	57

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Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	Australia	1	48
2	New Zealand	1	43

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Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

Rank	Country	Change	% Yes
1	Australia	1	15
2	New Zealand	0	12

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Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

Rank	Country	Change	% Yes
1	Australia	1	20
2	New Zealand	1	18

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Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

Rank	Country	Change	% Good time
1	Australia	12	74
2	New Zealand	4	71

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Intent to Leave

To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

Rank	Country	Change	% Watching for or actively seeking new job
1	Australia	*	44
2	New Zealand	*	40

*Country-level data is based on a three-year rolling average. This item has only been asked for two years.

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