# **Appendix 1: Country/Region Comparisons**

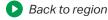
In Appendix 1, "Change" indicates the difference in percentage points when comparing the average from 2020, 2021 and 2022 with the average from 2021, 2022 and 2023. Loneliness data are not shown by country or area.

#### **United States and Canada**

### **Employee Engagement**

Gallup  $Q^{12}$  items; see "Appendix 3: Support Information" for item wording.

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



#### 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



### **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

Back to region

### **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

Back to region

#### **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

Back to region

#### **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?

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

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



### Latin America and the Caribbean

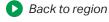
### **Employee Engagement**

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

Rank	Country	Change	% Engaged
1	El Salvador	4	41
2	Panama	1	35
3	Costa Rica	3	34
4	Dominican Republic	3	33
5	Guatemala	**	31
6	Mexico	4	31
7	Brazil	3	31
8	Honduras	-5	29
9	Chile	2	29
10	Nicaragua	-3	28

Rank	Country	Change	% Engaged
11	Uruguay	1	27
12	Paraguay	2	24
13	Argentina	3	24
14	Venezuela	1	23
15	Peru	3	22
16	Ecuador	0	21
17	Colombia	3	21
18	Bolivia	0	18
19	Jamaica	**	**
20	Puerto Rico	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



### **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.

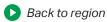
On which step of the ladder would you say you personally feel you stand at this time? (0-10)

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	Costa Rica	11	62
2	Mexico	10	59
3	Uruguay	4	54
4	Panama	0	53
5	Brazil	4	51
6	El Salvador	10	50
7	Argentina	6	47
8	Nicaragua	2	46
9	Ecuador	9	45
10	Paraguay	7	45

Rank	Country	Change	% Thriving
11	Chile	-2	43
12	Honduras	**	43
13	Dominican Republic	8	41
14	Guatemala	**	41
15	Peru	5	41
16	Colombia	3	41
17	Bolivia	3	36
18	Venezuela	8	32
19	Jamaica	**	**
20	Puerto Rico	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



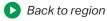


Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	Bolivia	4	55
2	Dominican Republic	-1	51
3	Costa Rica	-3	51
4	Ecuador	-6	50
5	El Salvador	-5	50
6	Peru	-6	48
7	Brazil	0	46
8	Uruguay	2	46
9	Argentina	-1	45
10	Venezuela	-3	45

Rank	Country	Change	% Yes
11	Colombia	-3	45
12	Mexico	-4	44
13	Honduras	-1	42
14	Guatemala	**	40
15	Nicaragua	-2	39
16	Panama	2	37
17	Chile	-3	37
18	Jamaica	-1	35
19	Paraguay	2	34
20	Puerto Rico	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



# **Daily Anger**

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

Country	Change	% Yes
Bolivia	2	25
Jamaica	2	24
Peru	-3	19
Brazil	-2	18
Ecuador	-1	17
Colombia	-1	16
El Salvador	-1	16
Guatemala	**	16
Nicaragua	-1	15
Costa Rica	-3	15
	Bolivia Jamaica Peru Brazil Ecuador Colombia El Salvador Guatemala Nicaragua	Bolivia 2  Jamaica 2  Peru -3  Brazil -2  Ecuador -1  Colombia -1  El Salvador -1  Guatemala **  Nicaragua -1

Rank	Country	Change	% Yes
11	Honduras	-1	14
12	Venezuela	-3	14
13	Argentina	-1	14
14	Dominican Republic	1	12
15	Chile	-2	12
16	Panama	1	10
17	Paraguay	0	10
18	Uruguay	0	9
19	Mexico	-3	7
20	Puerto Rico	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.

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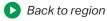
# **Daily Sadness**

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

Rank	Country	Change	% Yes
1	Bolivia	1	32
2	El Salvador	2	26
3	Jamaica	-1	26
4	Brazil	-4	25
5	Ecuador	-9	25
6	Peru	-6	25
7	Nicaragua	-3	24
8	Dominican Republic	-2	23
9	Venezuela	-7	23
10	Argentina	-2	22

Rank	Country	Change	% Yes
11	Uruguay	1	21
12	Honduras	-1	20
13	Colombia	-6	19
14	Guatemala	**	18
15	Costa Rica	-7	18
16	Chile	-4	16
17	Mexico	-4	16
18	Panama	1	15
19	Paraguay	-1	14
20	Puerto Rico	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



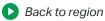
#### **Job Climate**

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	El Salvador	18	60
2	Mexico	16	60
3	Guatemala	**	56
4	Brazil	11	55
5	Nicaragua	8	54
6	Chile	12	54
7	Paraguay	11	53
8	Dominican Republic	14	50
9	Venezuela	11	49
10	Honduras	0	48

Rank	Country	Change	% Good time
11	Peru	10	46
12	Colombia	14	44
13	Bolivia	9	41
14	Costa Rica	14	40
15	Panama	1	37
16	Argentina	7	31
17	Uruguay	2	27
18	Ecuador	4	26
19	Jamaica	**	**
20	Puerto Rico	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.





#### **Intent to Leave**

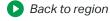
To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

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	**	**

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

<sup>\*\*</sup>This data point is not provided due to small sample size.





# Europe

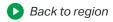
# **Employee Engagement**

Gallup Q<sup>12</sup> 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

<sup>\*\*</sup>This data point is not provided due to small sample size.





### **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.

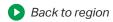
On which step of the ladder would you say you personally feel you stand at this time? (0-10)

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	Finland	1	83
2	Denmark	1	77
3	Iceland	1	76
4	Netherlands	-2	71
5	Sweden	-1	70
6	Norway	1	67
7	Belgium	2	60
8	Lithuania	0	56
9	Slovenia	4	55
10	Czech Republic	-1	54
11	Switzerland	-5	54
12	Luxembourg	-2	53
13	Romania	0	52
14	Serbia	1	49
15	United Kingdom of Great Britain and Northern Ireland	-3	48
16	Ireland	-8	48
17	Austria	-6	48
18	Estonia	1	46
19	Latvia	4	45

Rank	Country	Change	% Thriving
20	Germany	-8	45
21	Kosovo	5	44
22	Italy	4	41
23	France	-1	41
24	Spain	0	41
25	Malta	-1	39
26	Greece	2	39
27	Hungary	-2	38
28	Portugal	1	38
29	Cyprus	-2	38
30	Slovakia	-4	37
31	Poland	1	36
32	Bosnia and Herzegovina	0	34
33	Albania	3	34
34	Montenegro	-2	32
35	Croatia	-7	31
36	Bulgaria	-1	28
37	North Macedonia	0	28
38	Northern Cyprus (Territory of Republic of Cyprus)	**	18

<sup>\*\*</sup>This data point is not provided due to small sample size.





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

<sup>\*\*</sup>This data point is not provided due to small sample size.





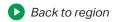
# **Daily Anger**

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

<sup>\*\*</sup>This data point is not provided due to small sample size.





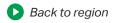
# **Daily Sadness**

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

Rank	Country	Change	% Yes
1	Northern Cyprus (Territory of Republic of Cyprus)	**	37
2	United Kingdom of Great Britain and Northern Ireland	5	27
3	Italy	-3	25
4	Spain	1	25
5	Portugal	-4	22
6	Austria	0	22
7	Ireland	0	21
8	Malta	-3	21
9	France	0	19
10	Czech Republic	-3	19
11	Albania	1	19
12	Germany	0	18
13	Cyprus	0	18
14	Greece	1	18
15	Montenegro	-3	17
16	Norway	0	17
17	North Macedonia	-6	16
18	Belgium	1	15

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

<sup>\*\*</sup>This data point is not provided due to small sample size.





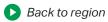
### **Job Climate**

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	Denmark	10	80
2	Iceland	18	79
3	Netherlands	21	77
4	Norway	16	68
5	Czech Republic	12	67
6	Sweden	12	67
7	Slovenia	12	67
8	Finland	17	67
9	Germany	11	67
10	Belgium	14	66
11	Luxembourg	0	60
12	Malta	14	59
13	Austria	8	58
14	Lithuania	-2	57
15	Hungary	10	57
16	Ireland	9	55
17	Kosovo	14	55
18	Portugal	10	55
19	Albania	10	54
20	Latvia	5	54

Rank	Country	Change	% Good time
21	Romania	6	53
22	Cyprus	12	53
23	Estonia	9	52
24	Poland	3	51
25	Croatia	8	51
26	Serbia	3	50
27	Greece	17	49
28	Bosnia and Herzegovina	18	49
29	United Kingdom of Great Britain and Northern Ireland	12	48
30	Switzerland	3	48
31	Montenegro	16	47
32	France	9	44
33	Bulgaria	2	44
34	North Macedonia	9	39
35	Slovakia	-2	35
36	Northern Cyprus (Territory of Republic of Cyprus)	**	35
37	Italy	12	32
38	Spain	6	32

<sup>\*\*</sup>This data point is not provided due to small sample size.





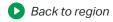
### **Intent to Leave**

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

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





### **Post-Soviet Eurasia**

### **Employee Engagement**

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

Rank	Country	Change	% Engaged
1	Uzbekistan	7	41
2	Georgia	2	34
3	Armenia	0	32
4	Kazakhstan	-2	25
5	Kyrgyzstan	-1	25

Rank	Country	Change	% Engaged
6	Russian Federation	1	23
7	Azerbaijan	**	20
8	Ukraine	-3	20
9	Republic of Moldova	-6	14
10	Tajikistan	**	**

<sup>\*\*</sup>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	Kazakhstan	-2	37
2	Uzbekistan	0	36
3	Republic of Moldova	0	34
4	Azerbaijan	**	32
5	Russian Federation	2	32

Rank	Country	Change	% Thriving
6	Armenia	4	28
7	Kyrgyzstan	-2	26
8	Ukraine	-3	24
9	Georgia	2	24
10	Tajikistan	-1	15

<sup>\*\*</sup>This data point is not provided due to small sample size.





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

Rank	Country	Change	% Yes
1	Azerbaijan	**	33
2	Armenia	0	27
3	Tajikistan	-4	26
4	Ukraine	0	23
5	Republic of Moldova	-1	21

Rank	Country	Change	% Yes
6	Russian Federation	-1	21
7	Georgia	-2	19
8	Kazakhstan	-1	15
9	Uzbekistan	-3	12
10	Kyrgyzstan	-3	12

<sup>\*\*</sup>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	Armenia	-5	49
2	Azerbaijan	**	33
3	Uzbekistan	-2	26
4	Georgia	-2	24
5	Tajikistan	-2	23

Rank	Country	Change	% Yes
6	Kyrgyzstan	-5	20
7	Ukraine	-1	18
8	Russian Federation	0	12
9	Republic of Moldova	-3	11
10	Kazakhstan	0	10

<sup>\*\*</sup>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	Armenia	-5	40
2	Ukraine	-1	27
3	Azerbaijan	**	23
4	Tajikistan	-6	20
5	Uzbekistan	-3	18

Rank	Country	Change	% Yes
6	Russian Federation	-1	18
7	Republic of Moldova	-5	16
8	Kyrgyzstan	-5	14
9	Georgia	-4	13
10	Kazakhstan	-2	10

<sup>\*\*</sup>This data point is not provided due to small sample size.



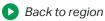
#### **Job Climate**

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	Uzbekistan	7	74
2	Tajikistan	6	71
3	Kyrgyzstan	7	59
4	Kazakhstan	7	53
5	Armenia	6	45

Rank	Country	Change	% Good time
6	Azerbaijan	**	43
7	Russian Federation	11	43
8	Georgia	8	37
9	Ukraine	-2	30
10	Republic of Moldova	-2	24

<sup>\*\*</sup>This data point is not provided due to small sample size.



#### **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	Armenia	*	48
2	Republic of Moldova	*	47
3	Georgia	*	45
4	Azerbaijan	*	43
5	Uzbekistan	*	40

Rank	Country	Change	% Watching for or actively seeking new job
6	Russian Federation	*	36
7	Tajikistan	*	34
8	Kyrgyzstan	*	33
9	Ukraine	*	33
10	Kazakhstan	*	29

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



### Middle East and North Africa

### **Employee Engagement**

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

Rank	Country	Change	% Engaged
1	United Arab Emirates	2	29
2	Saudi Arabia	4	28
3	Iraq	-3	23
4	Jordan	2	19
5	Israel	-1	18
6	Kuwait	1	18
7	Libya	5	17
8	Bahrain	-3	16
9	Morocco	0	14

Rank	Country	Change	% Engaged
10	State of Palestine	**	13
11	Yemen	**	13
12	Türkiye	-2	11
13	Algeria	3	11
14	Iran	2	11
15	Tunisia	-2	9
16	Lebanon	-2	8
17	Egypt	-6	6

<sup>\*\*</sup>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.

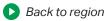
On which step of the ladder would you say you personally feel you stand at this time? (0-10)

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	Israel	-2	69
2	United Arab Emirates	1	50
3	Saudi Arabia	2	49
4	Kuwait	3	48
5	Bahrain	6	43
6	Libya	2	35
7	State of Palestine	**	28
8	Iraq	2	21
9	Türkiye	0	19

Rank	Country	Change	% Thriving
10	Jordan	1	18
11	Algeria	-2	18
12	Iran	0	17
13	Morocco	-4	16
14	Tunisia	-4	11
15	Egypt	-3	8
16	Lebanon	1	4
17	Yemen	**	**
		·	

<sup>\*\*</sup>This data point is not provided due to small sample size.



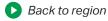


Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	Lebanon	1	68
2	Türkiye	0	68
3	Tunisia	-3	53
4	Jordan	-1	51
5	Iraq	-2	51
6	Egypt	1	50
7	Iran	-1	47
8	Libya	-4	45
9	Morocco	7	45

Bahrain	4	42
State of Palestine	**	41
Israel	12	39
Yemen	**	34
United Arab Emirates	0	33
Algeria	-1	32
Kuwait	6	32
Saudi Arabia	-1	28
L	State of Palestine srael Yemen United Arab Emirates Algeria Kuwait	State of Palestine ** srael 12 Yemen ** United Arab Emirates 0 Algeria -1 Kuwait 6

<sup>\*\*</sup>This data point is not provided due to small sample size.



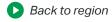
# **Daily Anger**

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

Rank	Country	Change	% Yes
1	Türkiye	-3	45
2	Iraq	-2	45
3	Lebanon	-1	40
4	Libya	0	39
5	Jordan	0	38
6	Tunisia	-1	38
7	Iran	-3	35
8	Morocco	5	34
9	Algeria	-4	32

Rank	Country	Change	% Yes
10	State of Palestine	**	31
11	Bahrain	4	26
12	United Arab Emirates	3	24
13	Israel	7	23
14	Egypt	-7	23
15	Yemen	**	22
16	Saudi Arabia	1	22
17	Kuwait	2	14

<sup>\*\*</sup>This data point is not provided due to small sample size.





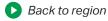
# **Daily Sadness**

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

Rank	Country	Change	% Yes
1	Lebanon	-2	41
2	Iran	-2	37
3	Türkiye	-6	36
4	Iraq	-8	33
5	Bahrain	3	31
6	Libya	0	31
7	Jordan	-2	31
8	Morocco	1	29
9	Israel	13	25

Rank	Country	Change	% Yes
10	United Arab Emirates	1	24
11	Egypt	-7	21
12	State of Palestine	**	20
13	Saudi Arabia	-1	20
14	Algeria	-2	16
15	Tunisia	-8	16
16	Yemen	**	14
17	Kuwait	-1	13

<sup>\*\*</sup>This data point is not provided due to small sample size.



### **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	Kuwait	-1	84
2	United Arab Emirates	10	69
3	Saudi Arabia	6	66
4	Libya	1	55
5	Israel	7	53
6	Bahrain	10	46
7	Morocco	0	35
8	State of Palestine	**	34
9	Iraq	4	34

Rank	Country	Change	% Good time
10	Jordan	6	24
11	Algeria	-1	24
12	Türkiye	4	21
13	Yemen	**	18
14	Egypt	-6	17
15	Iran	2	13
16	Tunisia	-2	11
17	Lebanon	-1	6

<sup>\*\*</sup>This data point is not provided due to small sample size.

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#### **Intent to Leave**

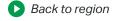
To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

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	**	**

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

<sup>\*\*</sup>This data point is not provided due to small sample size.



### Sub-Saharan Africa

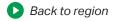
# **Employee Engagement**

Gallup Q<sup>12</sup> items; see "Appendix 3: Support Information" for item wording.

Rank	Country	Change	% Engaged
1	Senegal	-1	40
2	Mali	-8	39
3	Liberia	**	33
4	Tanzania	7	31
5	Gambia	**	29
6	South Africa	3	29
7	Republic of the Congo	-2	28
8	Burkina Faso	**	27
9	Botswana	**	25
10	Guinea	4	23
11	Mauritania	**	23
12	Benin	0	22
13	Mozambique	-6	22
14	Comoros	**	22
15	Gabon	2	21
16	Côte d'Ivoire	0	20
17	Malawi	**	20
18	Mauritius	0	19

Rank	Country	Change	% Engaged
19	Niger	**	19
20	Uganda	0	19
21	Kenya	1	18
22	Zambia	-1	17
23	Nigeria	4	17
24	Namibia	-1	17
25	Sierra Leone	-3	17
26	Chad	-1	17
27	Cameroon	-2	15
28	Zimbabwe	0	14
29	Togo	-1	13
30	Ghana	-4	12
31	Madagascar	**	9
32	Eswatini	**	8
33	Ethiopia	**	**
34	Lesotho	**	**
35	Somalia	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.





### **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.

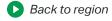
On which step of the ladder would you say you personally feel you stand at this time? (0-10)

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	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



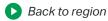


Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

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

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

<sup>\*\*</sup>This data point is not provided due to small sample size.



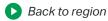
# **Daily Anger**

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	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.





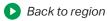
# **Daily Sadness**

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	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



### **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	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



### **Intent to Leave**

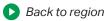
To what extent are you currently looking for a different job than the one you have now? Are you actively looking for another job, watching for opportunities but not actively looking, or are you not looking for another job?

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

	3	,	
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	**	**

 $<sup>\</sup>hbox{$^*$Country-level data is based on a three-year rolling average. This item has only been asked for two years.}$ 

<sup>\*\*</sup>This data point is not provided due to small sample size.



### **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





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

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



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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	China	-2	18
2	South Korea	-1	17
3	Hong Kong (S.A.R. of China)	-1	16

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



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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	Mongolia	-1	17
2	South Korea	0	13
3	China	-1	12

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

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



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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	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.



### South Asia

### **Employee Engagement**

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

Rank	Country	Change	% Engaged
1	India	-1	32
2	Bangladesh	-6	28
3	Sri Lanka	-2	24

Rank	Country	Change	% Engaged
4	Nepal	-1	24
5	Afghanistan	**	12
6	Pakistan	-2	7

<sup>\*\*</sup>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.

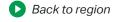
On which step of the ladder would you say you personally feel you stand at this time? (0-10)

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	Nepal	-8	22
2	India	0	14
3	Pakistan	-2	13

Rank	Country	Change	% Thriving
4	Sri Lanka	-2	10
5	Afghanistan	**	0
6	Bangladesh	**	**

<sup>\*\*</sup>This data point is not provided due to small sample size.



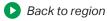


Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

Rank	Country	Change	% Yes
1	Sri Lanka	4	62
2	Afghanistan	**	58
3	Bangladesh	0	41

Rank	Country	Change	% Yes
4	Nepal	5	39
5	Pakistan	0	33
6	India	0	32

<sup>\*\*</sup>This data point is not provided due to small sample size.



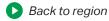
### **Daily Anger**

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

Rank	Country	Change	% Yes
1	India	0	35
2	Pakistan	0	34
3	Afghanistan	**	31

Rank	Country	Change	% Yes
4	Sri Lanka	-1	31
5	Bangladesh	-1	27
6	Nepal	3	25

<sup>\*\*</sup>This data point is not provided due to small sample size.



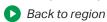
### **Daily Sadness**

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

Rank	Country	Change	% Yes
1	Afghanistan	**	48
2	Bangladesh	9	47
3	India	1	42

Rank	Country	Change	% Yes
4	Pakistan	4	39
5	Sri Lanka	1	39
6	Nepal	1	28

<sup>\*\*</sup>This data point is not provided due to small sample size.



#### **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	Nepal	4	70
2	India	-2	57
3	Sri Lanka	0	39

Rank	Country	Change	% Good time
4	Bangladesh	-1	38
5	Pakistan	0	20
6	Afghanistan	**	16

<sup>\*\*</sup>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	Bangladesh	*	67
2	Pakistan	*	57
3	India	*	52

Rank	Country	Change	% Watching for or actively seeking new job
4	Sri Lanka	*	47
5	Afghanistan	**	**
6	Nepal	**	**

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

<sup>\*\*</sup>This data point is not provided due to small sample size.



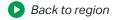
### **Southeast Asia**

### **Employee Engagement**

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

Rank	Country	Change	% Engaged
1	Philippines	5	35
2	Thailand	4	29
3	Laos	3	27
4	Indonesia	1	25
5	Malaysia	1	23

Rank	Country	Change	% Engaged
6	Myanmar	-1	20
7	Cambodia	-5	16
8	Vietnam	-5	16
9	Singapore	0	13



#### 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	Vietnam	12	51
2	Singapore	0	39
3	Thailand	1	37
4	Philippines	7	36
5	Malaysia	-2	31

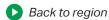
Rank	Country	Change	% Thriving
6	Indonesia	3	28
7	Laos	-3	21
8	Myanmar	-1	15
9	Cambodia	0	13

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

Rank	Country	Change	% Yes
1	Myanmar	9	48
2	Philippines	1	46
3	Singapore	1	38
4	Cambodia	-1	38
5	Thailand	-8	31

Rank	Country	Change	% Yes
6	Laos	-3	31
7	Vietnam	-10	22
8	Malaysia	-4	21
9	Indonesia	-6	16
9	Indonesia	-6	16



### **Daily Anger**

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

Rank	Country	Change	% Yes
1	Myanmar	4	31
2	Laos	-5	28
3	Philippines	2	25
4	Indonesia	-2	20
5	Cambodia	-3	19

Rank	Country	Change	% Yes
6	Thailand	-3	18
7	Malaysia	0	16
8	Singapore	0	15
9	Vietnam	-8	10

### **Daily Sadness**

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

Rank	Country	Change	% Yes
1	Cambodia	-3	36
2	Myanmar	6	32
3	Philippines	-1	29
4	Laos	-3	29
5	Indonesia	-3	27

Rank	Country	Change	% Yes
6	Thailand	-4	15
7	Malaysia	-4	14
8	Singapore	1	14
9	Vietnam	-7	11

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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

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



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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	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

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



### 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

### **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.