State of the Global Workplace 2022 Report

THE VOICE OF THE WORLD'S EMPLOYEES

Discover how employees around the world experienced life and work last year.

Employee Engagement and Life Evaluation | Daily Negative Emotions
Environmental, Social and Governance | Job Market

GALLUP®

Gallup is committed to bringing the voice of the employee to the decision-making table as we help global leaders solve their most pressing problems. In this report we feature annual findings from the world's largest, ongoing study of the employee experience. We examine how employees feel about their work and their lives, an important predictor of organizational resilience and performance.

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FROM THE CEO

81,396 hours.

That's how much of life most of us spend working.[1] The only thing we spend more time doing is sleeping.

If we spend so much of life at work, how is life at work going?

According to the world's workers, not well. Gallup finds 60% of people are emotionally detached at work and 19% are miserable.[2]

But is that a surprise, or a statistical explanation of the obvious?

The idea that "work sucks" is everywhere. It's been the subject of ancient philosophers, world leaders, your colleagues and even pop culture. Comedian George Carlin once quipped, "Oh, you hate your job? Why didn't you say so? There's a support group for that. It's called EVERYBODY, and they meet at the bar."

Carlin's joke works because it's true — but workplace misery isn't funny. Being miserable at work can bring more suffering to a person's life than being unemployed.

The False Workplace Proverb

"Find a job that you enjoy doing, and you will never have to work again in your life." This quote is often misattributed to Mark Twain or Confucius.[3] But regardless of where it came from, the popular adage has a different problem: It's not true.

"Work," according to Oxford Languages, is "activity involving mental or physical effort done in order to achieve a purpose or result." Exerting mental or physical effort to achieve anything is rarely done without stress, worry or even pain.

Nobel laureate and best-selling author Daniel Kahneman once said there were "periods when he worked alone on writing that were 'terrible,' when he felt 'miserable.'" Stress, anxiety and maybe a little pain will always be part of a high-performing job, but those negative emotions cannot be the very soul of someone's job. Yet, that is exactly the work-life experience for the 19% of workers who are actively disengaged.

1 According to the Gallup World Poll, the average full-time worker spends 41.36 hours per week working. If you assume people work 48 weeks per year, it means people spend 1,985.28 hours per year working. Life expectancy is 73 and, according to the OECD, people retire at about 63. If people begin working at 22, then the average person works 41 years. Forty-one years of work at 1,985.28 hours per year is 81,396 total hours. This estimate is conservative and may even be low; another estimate finds that people work over 115,000 hours in a lifetime.

2 Gallup's technical term for being miserable at work is "actively disengaged." The terms for thriving at work and emotionally detached at work are "engaged" and "not engaged."

3 It first appeared in the 1982 *Princeton Alumni Weekly*. The periodical quoted a Princeton professor, quoting some "old-timer" he knew (thanks, *Quote Investigator*).

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Ask them, "Did you feel stress yesterday?" — 59% will say "yes." Ask them, "Did you feel worried yesterday?" — 56% will say "yes." Ask them, "Did you feel physical pain a lot of the day yesterday?" — 33% will say "yes." And, "How about anger?" — 31% will say "yes." These figures are staggering — and 46% to 83% higher than an engaged person would report.

A Better Way?

The pain from work has caused leaders to invent new ways to get as far from work as possible. Movements to attain "work-life balance," implement four-day workweeks and expand remote work are now everywhere. But it's not just the hours, imbalance or location that leave workers unhappy. It's what's happening at work that makes them miserable.

For example, balance is essential, but it implies a work/life separation. Emotionally compartmentalizing work, or anything in life, is hard. Even if your boss can't call or email you after 5 p.m., you probably haven't recovered from the berating he gave you earlier in the day. It's almost impossible to leave that kind of emotional baggage at work. In a Gallup study in Germany, 51% of actively disengaged workers said job stress caused them to behave poorly with loved ones.[4]

So, what makes a bad job?

In one of the largest studies of burnout, Gallup found the biggest source was "unfair treatment at work." That was followed by an unmanageable workload, unclear communication from managers, lack of manager support and unreasonable time pressure.

Those five causes have one thing in common: your boss. Get a bad one and you are almost guaranteed to hate your job. A bad boss will ignore you, disrespect you and never support you. Environments like that can make anyone miserable. A manager's effect on a workplace is so significant that Gallup can predict 70% of the variance in team engagement just by getting to know the boss.

Thriving at Work

Improving life at work isn't rocket science, but the world is closer to colonizing Mars than it is to fixing the world's broken workplaces.

Stakeholder capitalists think they have the solution. Using environmental, social and governance (ESG) metrics, they encourage companies to report on their impact on everything from the environment to their workforce. But when it comes to the worker, most ESG reports focus solely on pay and demographics. These are critical, but how do we know if workers are being treated with respect? Or feel cared about?

The real fix is this simple: better leaders in the workplace. Managers need to be better listeners, coaches and collaborators. Great managers help colleagues learn and grow, recognize their colleagues for doing great work, and make them truly feel cared about. In environments like this, workers thrive.

4 "Bringing Work Problems Home" by Steve Crabtree, https://news.gallup.com/businessjournal/1078/bringing-work-problems-home.aspx

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For 79% of workers, this kind of work environment may seem like a pipe dream, but for 21% of workers, it's a reality. They still have days with stress, worry and pain — but at half the rate as people who are actively disengaged at work. In fact, 95% of people who are thriving at work report being treated with respect all day and 87% report smiling and laughing a lot.

Stakeholder capitalists would love the idea of more respect and care in the workplace, but will shareholder capitalists? *"How does this impact the bottom line?"* they'd ask. Well, as it turns out, it pays to have thriving workers.

Business units with engaged workers have 23% higher profit compared with business units with miserable workers. Additionally, teams with thriving workers see significantly lower absenteeism, turnover and accidents; they also see higher customer loyalty. The point is: Wellbeing at work isn't at odds with anyone's agenda.

Executives everywhere should want the world's workers to thrive. And helping the world's workers thrive starts with listening to them. Hear what they have to say about how life at work is going in this year's *State of the Global Workplace* report.

Jon Clifton
CEO

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Executive Summary

2021: As the Pandemic Raged On, the Global Employee Burned Out

COVID-19 Deaths

1.9M
by the end of 2020

3.5M
in 2021

IN 2021, GLOBAL WORKERS REMAINED UNDER THE HEAVY BURDEN of the COVID-19 pandemic. Although the development and delivery of effective vaccines offered hope that we were past the worst of the pandemic, more people died of COVID-19 in 2021 than 2020. Some regions saw signs of partial recovery, but others were significantly worse off than they were in the first year of the pandemic.

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1. Global employee vital signs — engagement and wellbeing — remain stable but not great.

Learn how Gallup helps organizations like yours harness human potential to improve business outcomes through employee engagement.

Do employees find their work meaningful and rewarding? Do they think their lives are going well? Do they feel hopeful about the future? The short answer is that most employees around the world would answer "no" to all three questions.

Prior to the pandemic, engagement was rising globally, but progress has stalled. Engagement rose by 1 percentage point in 2021, but remained below its 2019 peak.

Although global wellbeing also rose by 1 percentage point, this masks larger regional differences. For example, the Australia and New Zealand region saw a 6-percentage-point increase in thriving in the past year, while Europe saw a 5-percentage-point decrease.

21%

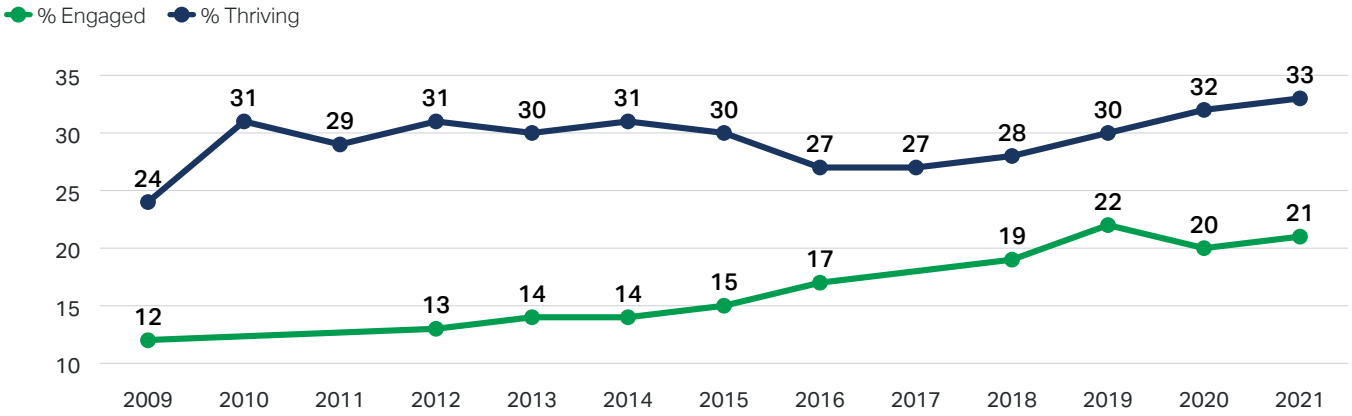
of employees are engaged at work.

33%

of employees are thriving in their overall wellbeing.

Clearly, the COVID-19 pandemic era put a halt to a long period of gradual but general improvement among the world's workers. This matters for global economic dynamism. *Gallup estimates that low engagement costs the global economy US$7.8 trillion and accounts for 11% of GDP globally.* Gallup's analysis of 112, 312 business units in 96 countries found a strong link between engagement and performance outcomes, such as retention, productivity, safety and profitability.

Employee Engagement and Life Evaluation



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2. Stress among the world's workers reached an all-time high — again.

Help your employees manage negative emotions and curb burnout by focusing on employee wellbeing.

44%

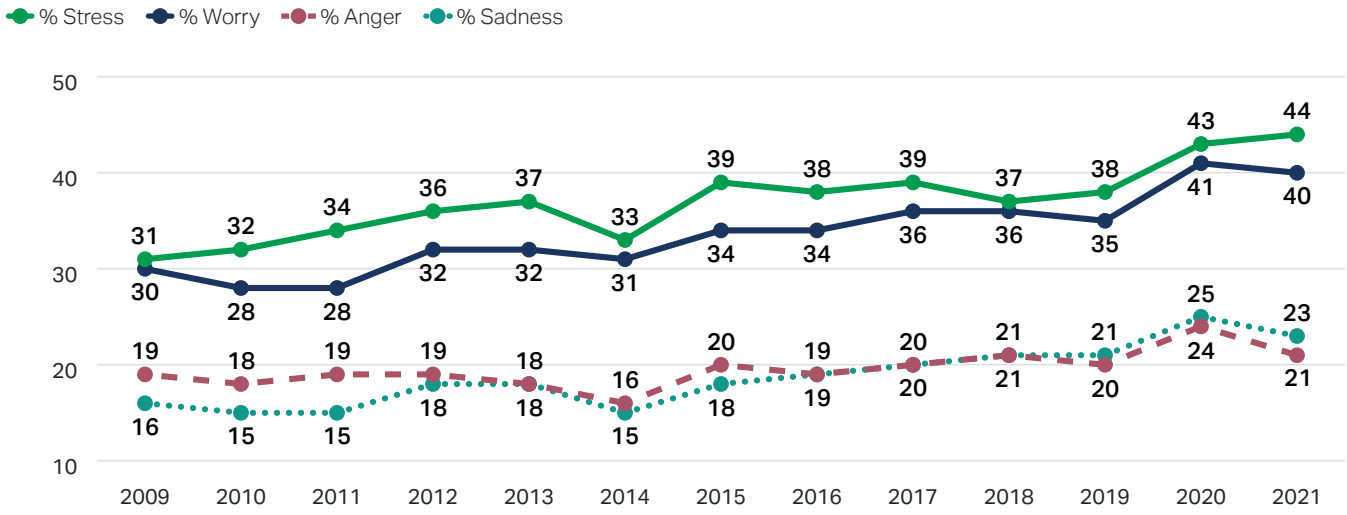
of employees experienced stress a lot of the previous day.

In 2020, the world's workers reached an all-time high for experiencing stress during a lot of the previous day. In 2021, this percentage went even higher. Those who agreed with this item may not have been stressed about work, but they were certainly stressed at work. Inevitably, the stress workers feel impacts the workplace. And while 2021 saw declines in worry, sadness and anger, all these negative emotions remained above pre-pandemic levels.

Note: Working women consistently report higher levels of stress across the world than working men. In the U.S. and Canada region, one in two employed women say they experienced stress a lot of the previous day.

Daily Negative Emotions

Did you experience the following feelings during A LOT OF THE DAY yesterday? How about [worry, stress, anger, sadness]?



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3. Europe and South Asia were hit particularly hard in 2021 by COVID-19 waves.

11%

of employees in South Asia are thriving — the lowest regional wellbeing in the world.

Both South Asia (which includes India) and Europe dropped 5 percentage points in wellbeing in the past year. South Asia had the lowest wellbeing in the world at 11%.

Although Gallup surveys were delivered shortly after COVID-19 variant waves, the results show just how shaken these regions were. When measuring wellbeing, Gallup asks respondents two questions: 1) how they rate their current life and 2) how they expect their life to be five years from now. In South Asia and Europe, both these evaluations went down. This means that not only did workers in these regions feel their current life was worse, but their hope for the future dropped as well. In addition, reported health problems increased by 4 percentage points in Europe, even as they fell in the majority of regions around the world, according to additional Gallup analysis.

Note: Employed women in South Asia reported the highest levels of daily anger and being disrespected in the world in 2021.

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4. The job market made a remarkable recovery in the U.S. and Canada region — but not elsewhere.

Connect with Gallup to explore how we can help you hire, retain and develop engaged and thriving employees who boost your business outcomes.

45%

of employees said now is a good time to find a job.

Forty-five percent of employees said now is a good time to find a job, up slightly from last year, but less than the record 55% in 2019.

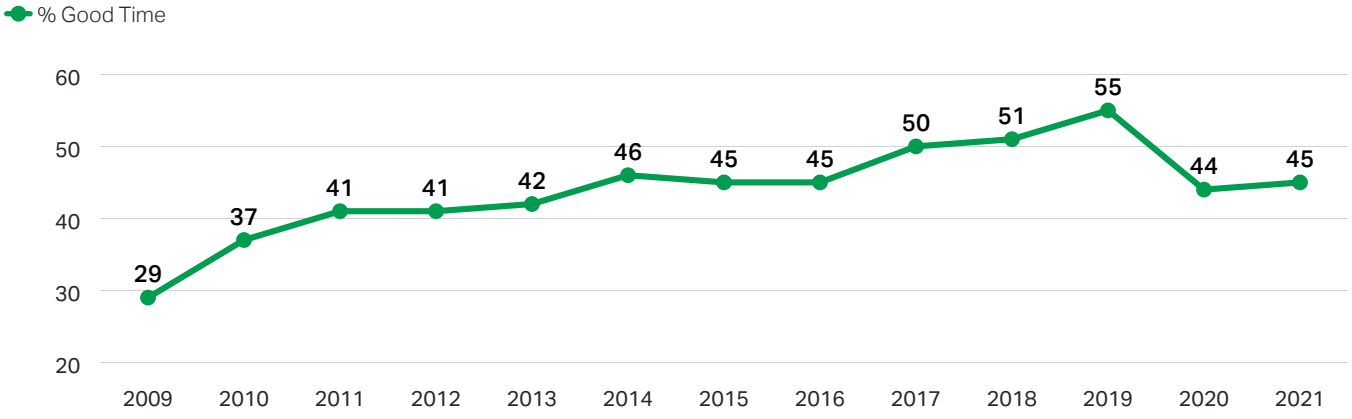
The regional outlier for this item is the United States and Canada, which leads the world at 71%, up 44 percentage points from the previous year. The next closest regions are Australia and New Zealand at 59% and South Asia at 50%.

The regions with the least promising job opportunities are the Commonwealth of Independent States (35%), MENA (28%) and East Asia (27%).

Note: Gallup did not collect data from China on this item in 2021.

Job Market

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?



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5. For all its challenges, the U.S. and Canada region remains the best region in the world to be an employee.

No. 1 *Employee Engagement*

No. 2 *Wellbeing*

No. 1 *Job Opportunities*

No. 2 *Living Comfortably*

Despite employees in the United States and Canada region being some of the most worried and stressed workers in the world, the region also has the most engaged employees. The United States and Canada region is No. 2 for wellbeing and No. 2 for the largest increase in wellbeing in 2021. Just over half of employees say they are "living comfortably" on their household income (vs. 22% globally), and the job market in 2021 in the United States and Canada region was exceptionally good, compared with the rest of the world.

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6. Employee wellbeing is the new workplace imperative.

> *Globally, employee engagement and wellbeing remain very low, and it's holding back enormous growth potential.*

Engagement and wellbeing interact with each other in powerful ways. We often think of engagement as something that happens at work and wellbeing as something that happens outside of work, but Gallup's analysis suggests that's a false dichotomy.

- How people experience work influences their lives outside of work. Employees who consistently experience high levels of burnout at work say their job makes it difficult to fulfill their family responsibilities. They are also 23% more likely to visit the emergency room.
- Overall wellbeing influences life at work. Employees who are engaged at work but not thriving have a 61% higher likelihood of ongoing burnout than those who are engaged and thriving.

When Gallup looks at our global workplace data through engagement and thriving combined, the results are striking.

Stress Yesterday

49% Not Thriving-Not Engaged **30%** Thriving-Engaged

Anger Yesterday

24% Not Thriving-Not Engaged **11%** Thriving-Engaged

Health Problems

16% Not Thriving-Not Engaged **8%** Thriving-Engaged

When employees are engaged and thriving, they experience significantly less stress, anger and health problems. Nevertheless, globally, only 9% of employees are in that thriving and engaged category — while the majority (57%) of the world's employees are not engaged and not thriving.

Organizations need to think about the whole person, not just the worker. Leaders need to add wellbeing measurements to their executive dashboards. This can alert them to critical warning signs that do not show up on traditional spreadsheets. They also need to prioritize employee wellbeing as part of their employer brand promise. When leaders take responsibility for the wellbeing of their workers, the result is not only productive organizations, but thriving individuals, families and communities.

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Global Insights

United States and Canada

Sub-Saharan Africa

Latin America and the Caribbean

East Asia

Europe

South Asia

Commonwealth of Independent States

Southeast Asia

Middle East and North Africa

Australia and New Zealand

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Global Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

21%

LIFE EVALUATION
(Thriving)

33%

Daily Negative Emotions

DAILY WORRY

40%

DAILY STRESS

44%

DAILY ANGER

21%

DAILY SADNESS

23%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

61%

SOCIAL
(Were not treated with respect all day on the previous day)

11%

GOVERNANCE
(Say corruption is widespread in their country's business)

74%

Job Market

JOB CLIMATE
(Good time to find a job)

45%

RELOCATION POTENTIAL
(Likely to move)

20%

HOUSEHOLD INCOME
(Living comfortably on present income)

22%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Global

21%

Gender

23% Female

20% Male

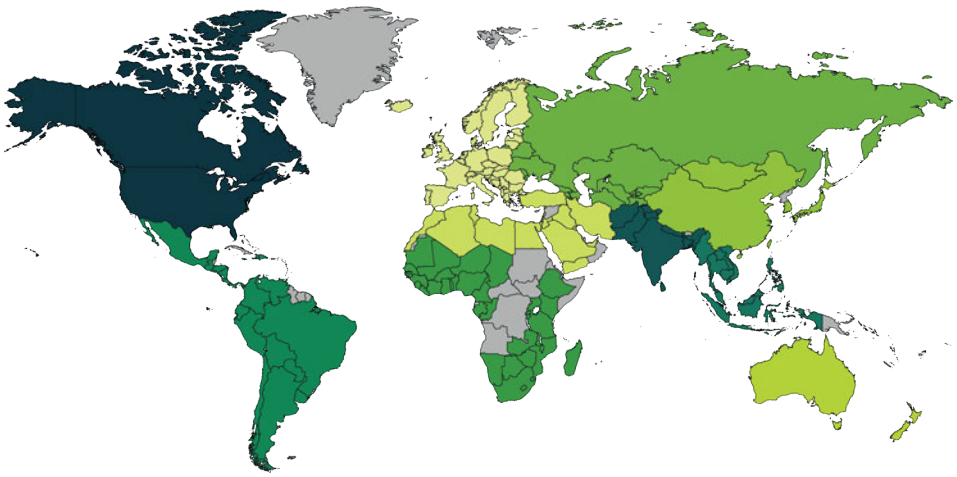
Age

20% <40 years old

23% ≥40 years old

Regional Ranking

		% Engaged
1	United States and Canada	33
2	South Asia	27
3	Southeast Asia	24
4	Latin America and the Caribbean	23
5	Sub-Saharan Africa	21
6	Commonwealth of Independent States	20
7	East Asia	17
8	Australia and New Zealand	17
9	Middle East and North Africa	15
10	Europe	14



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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)

% THRIVING

Global

33%

Gender

36% Female

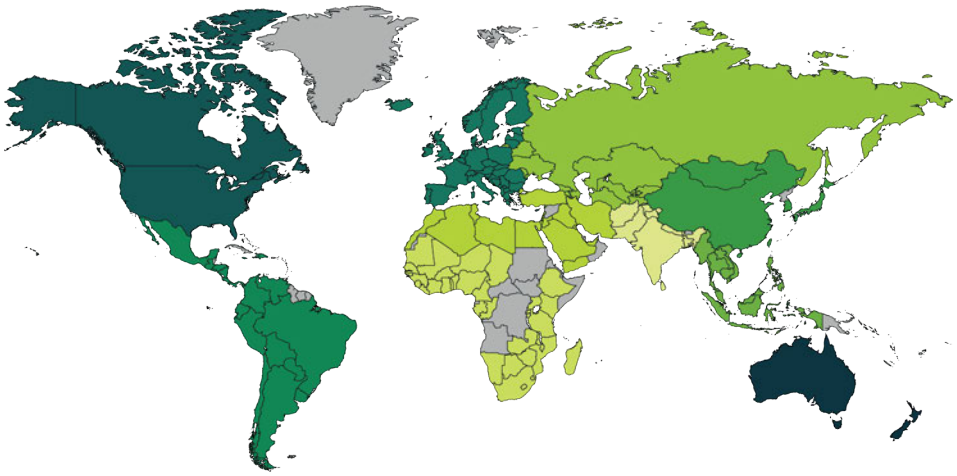
32% Male

Age

33% <40 years old

33% ≥40 years old

Regional Ranking		% Thriving
1	Australia and New Zealand	63
2	United States and Canada	60
3	Europe	47
4	Latin America and the Caribbean	43
5	East Asia	34
6	Southeast Asia	30
7	Commonwealth of Independent States	28
8	Middle East and North Africa	23
9	Sub-Saharan Africa	21
10	South Asia	11



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DAILY WORRY

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

(Yes, No)

% YES

Global

40%

Gender

43% Female

38% Male

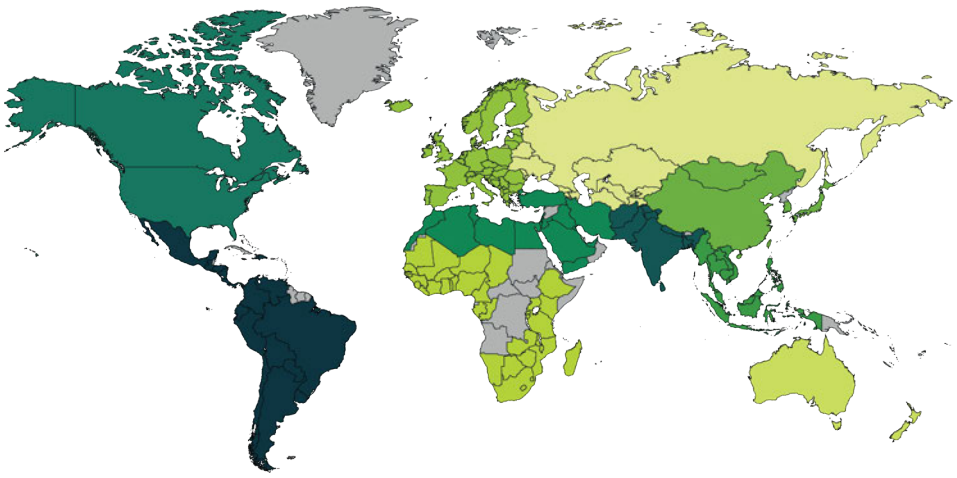
Age

40% <40 years old

40% ≥40 years old

Regional Ranking

		% Yes
1	Latin America and the Caribbean	53
2	South Asia	49
3	United States and Canada	41
4	Middle East and North Africa	40
5	Southeast Asia	37
6	East Asia	37
7	Europe	37
8	Sub-Saharan Africa	36
9	Australia and New Zealand	36
10	Commonwealth of Independent States	22



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DAILY STRESS

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

(Yes, No)

% YES

Global

44%

Gender

47% Female

42% Male

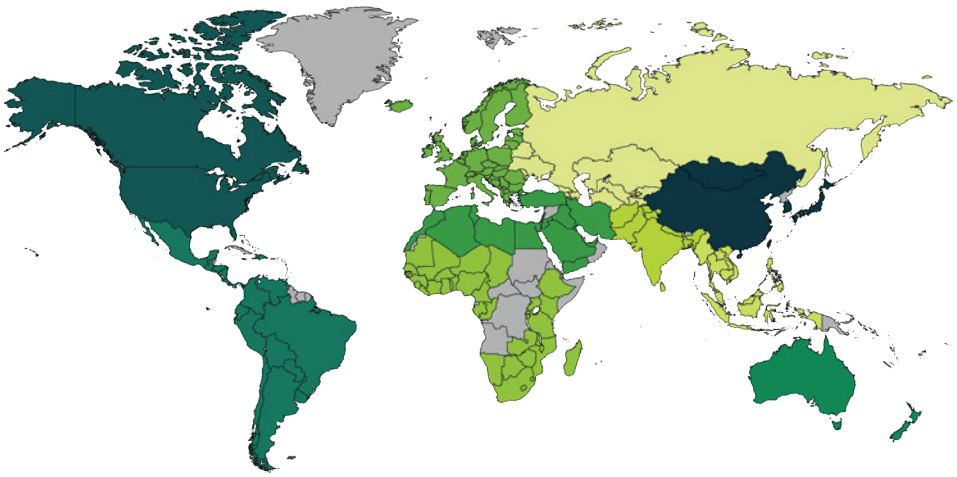
Age

47% <40 years old

39% ≥40 years old

Regional Ranking

		% Yes
1	East Asia	55
2	United States and Canada	50
3	Latin America and the Caribbean	50
4	Australia and New Zealand	47
5	Middle East and North Africa	45
6	Europe	39
7	Sub-Saharan Africa	39
8	South Asia	35
9	Southeast Asia	31
10	Commonwealth of Independent States	19



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DAILY ANGER

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

(Yes, No)

% YES

Global

21%

Gender

22% Female

20% Male

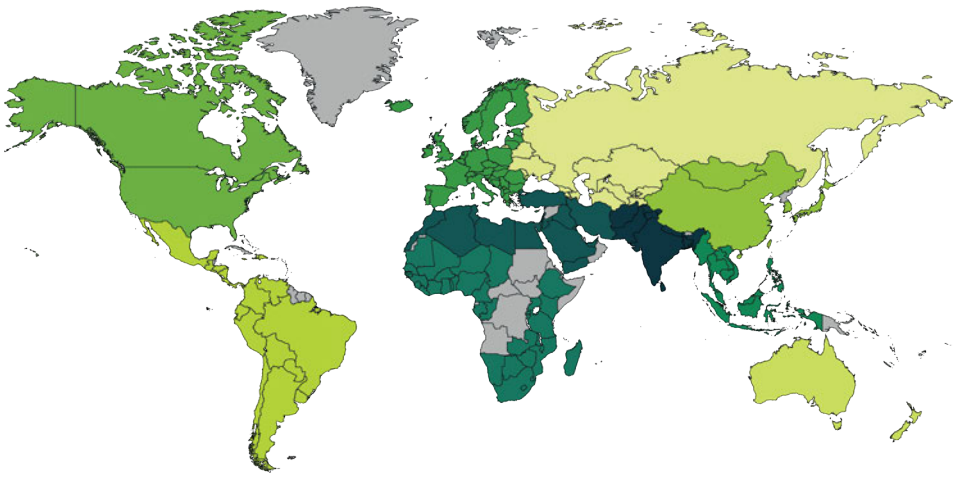
Age

22% <40 years old

19% ≥40 years old

Regional Ranking

		% Yes
1	South Asia	34
2	Middle East and North Africa	32
3	Sub-Saharan Africa	22
4	Southeast Asia	20
5	Europe	19
6	United States and Canada	18
7	East Asia	17
8	Latin America and the Caribbean	15
9	Australia and New Zealand	14
10	Commonwealth of Independent States	12



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DAILY SADNESS

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

(Yes, No)

% YES

Global

23%

Gender

24% Female

22% Male

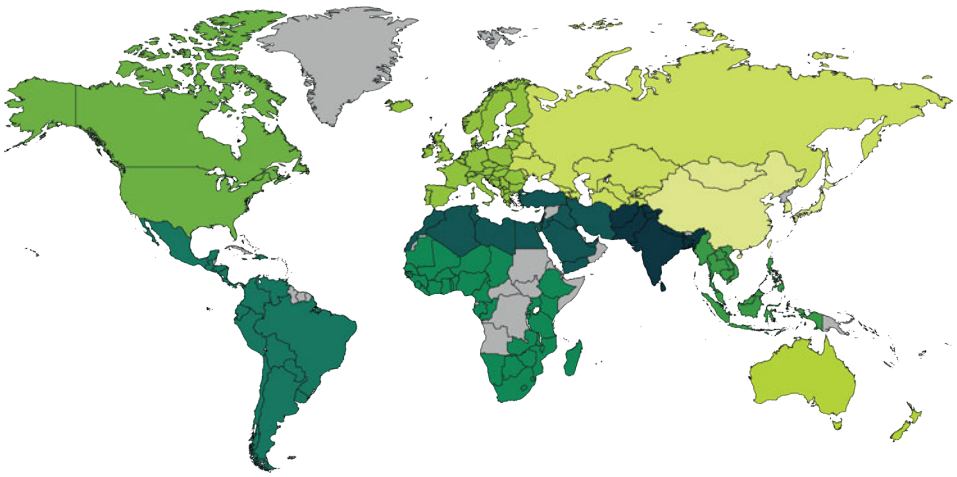
Age

23% <40 years old

23% ≥40 years old

Regional Ranking

		% Yes
1	South Asia	42
2	Middle East and North Africa	30
3	Latin America and the Caribbean	27
4	Sub-Saharan Africa	23
5	Southeast Asia	23
6	United States and Canada	22
7	Europe	21
8	Australia and New Zealand	20
9	Commonwealth of Independent States	17
10	East Asia	12



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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Global

61%

Gender

59% Female

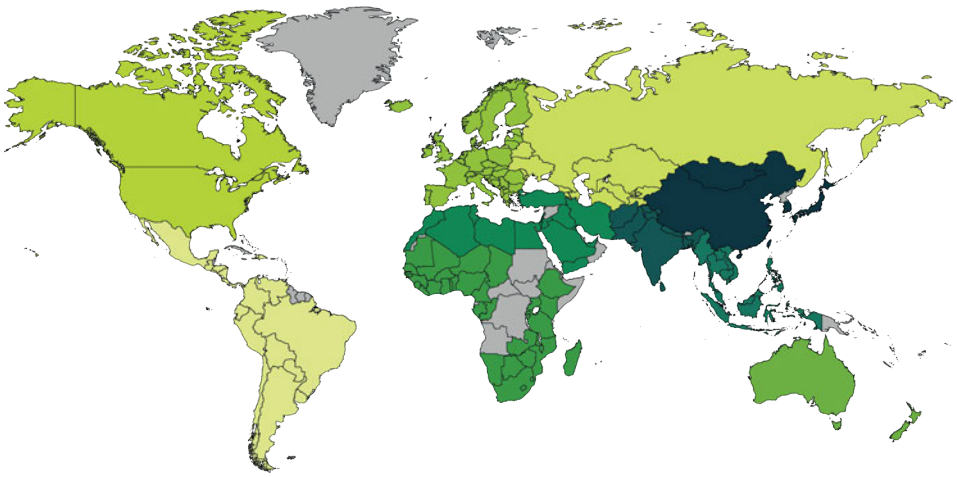
62% Male

Age

61% <40 years old

61% ≥40 years old

Regional Ranking		% Satisfied
1	East Asia	81
2	South Asia	75
3	Southeast Asia	68
4	Middle East and North Africa	50
5	Sub-Saharan Africa	45
6	Australia and New Zealand	45
7	Europe	44
8	United States and Canada	43
9	Commonwealth of Independent States	35
10	Latin America and the Caribbean	30



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SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Global

11%

Gender

10% Female

11% Male

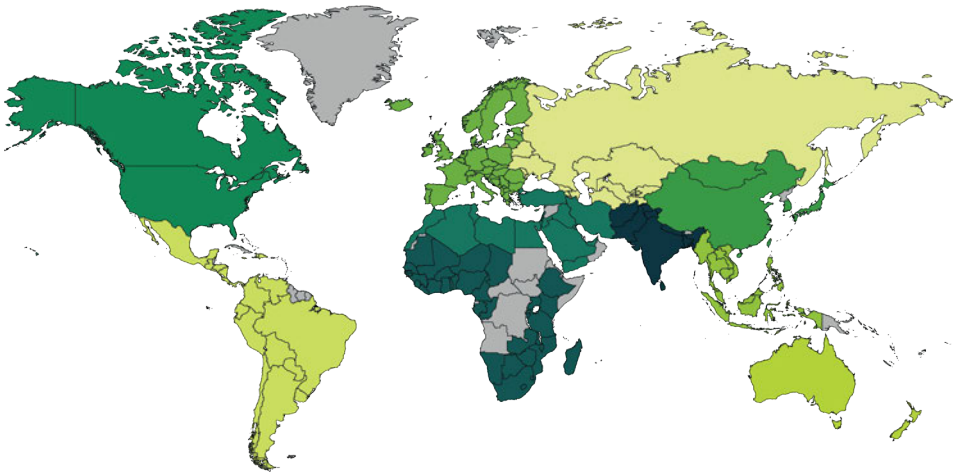
Age

11% <40 years old

11% ≥40 years old

Regional Ranking

		% No
1	South Asia	19
2	Sub-Saharan Africa	16
3	Middle East and North Africa	12
4	United States and Canada	10
5	East Asia	10
6	Europe	8
7	Southeast Asia	7
8	Australia and New Zealand	7
9	Latin America and the Caribbean	7
10	Commonwealth of Independent States	6



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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Global

74%

Gender

74% Female

74% Male

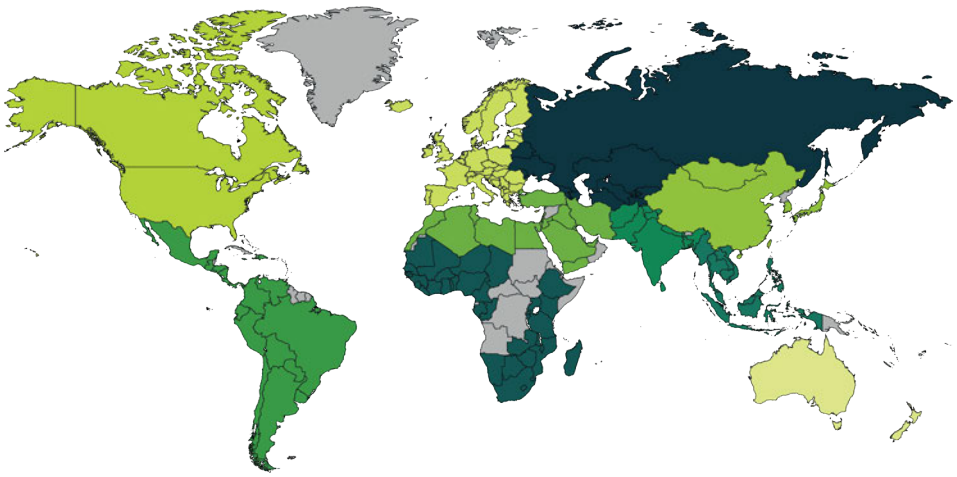
Age

76% <40 years old

72% ≥40 years old

Regional Ranking

		% Yes
1	Commonwealth of Independent States	84
2	Sub-Saharan Africa	83
3	Southeast Asia	82
4	South Asia	81
5	Latin America and the Caribbean	78
6	Middle East and North Africa	76
7	East Asia	66
8	United States and Canada	63
9	Europe	60
10	Australia and New Zealand	38



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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?

(Good time, Bad time)

% GOOD TIME

Global

45%

Gender

44%
Female

47%
Male

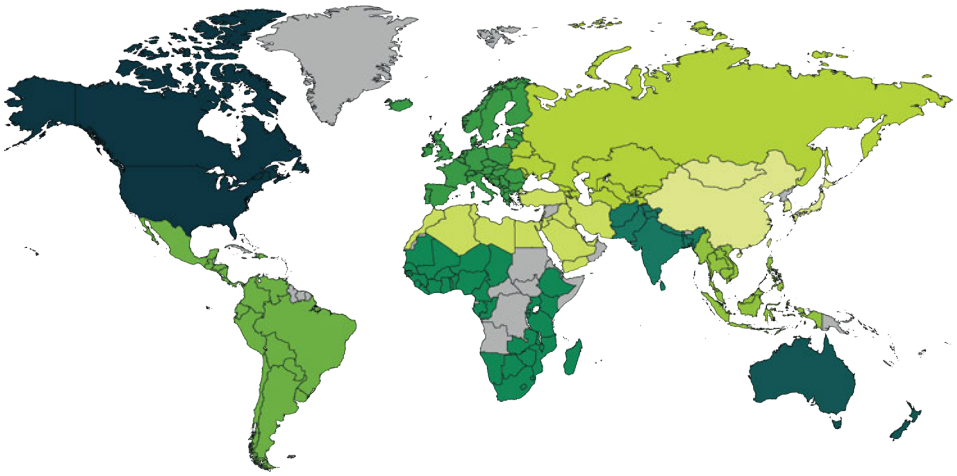
Age

46%
<40 years old

45%
≥40 years old

Regional Ranking

		% Good time
1	United States and Canada	71
2	Australia and New Zealand	59
3	South Asia	50
4	Sub-Saharan Africa	46
5	Europe	44
6	Latin America and the Caribbean	41
7	Southeast Asia	40
8	Commonwealth of Independent States	35
9	Middle East and North Africa	28
10	East Asia	27



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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Global

20%

Gender

19% Female

21% Male

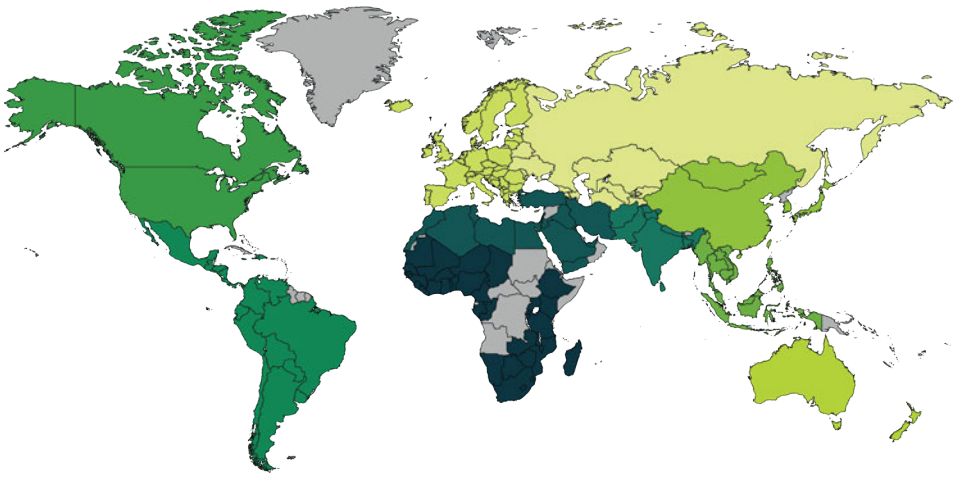
Age

26% <40 years old

13% ≥40 years old

Regional Ranking

		% Likely to move
1	Sub-Saharan Africa	40
2	Middle East and North Africa	26
3	South Asia	26
4	Latin America and the Caribbean	23
5	United States and Canada	20
6	Southeast Asia	20
7	East Asia	17
8	Australia and New Zealand	14
9	Europe	14
10	Commonwealth of Independent States	11



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HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Global

22%

Gender

22% Female

22% Male

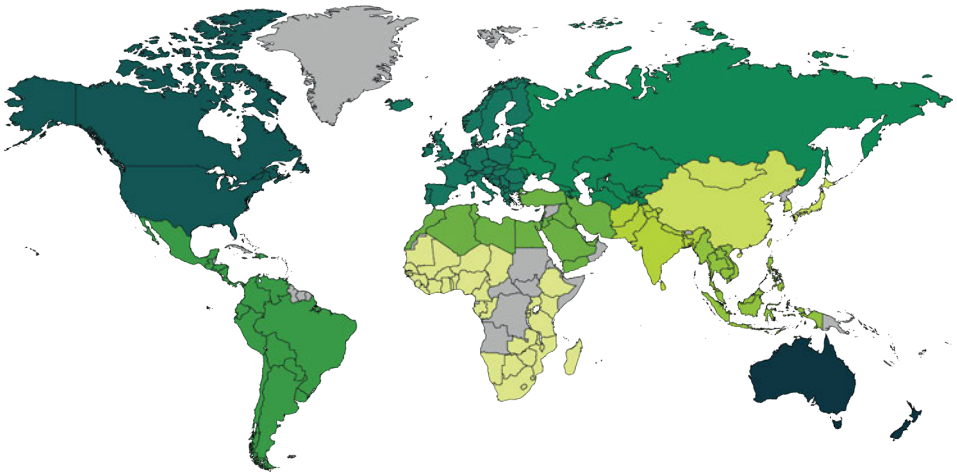
Age

21% <40 years old

24% ≥40 years old

Regional Ranking

		% Living comfortably on present income
1	Australia and New Zealand	55
2	United States and Canada	51
3	Europe	42
4	Commonwealth of Independent States	28
5	Latin America and the Caribbean	20
6	Middle East and North Africa	19
7	Southeast Asia	15
8	South Asia	15
9	East Asia	13
10	Sub-Saharan Africa	10



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United States and Canada

Canada, United States

Countries that Gallup included in analysis of this region

TOP TAKEAWAYS

- highest regional percentage of engaged employees
- highest regional percentage of employees who say now is a good time to find a job
- second highest regional life evaluation (percentage of employees who are thriving)

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

33%

LIFE EVALUATION
(Thriving)

60%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

41%

DAILY STRESS

50%

DAILY ANGER

18%

DAILY SADNESS

22%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

43%

SOCIAL
(Were not treated with respect all day on the previous day)

10%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

63%

Job Market

JOB CLIMATE
(Good time to find a job)

71%

RELOCATION POTENTIAL
(Likely to move)

20%

HOUSEHOLD INCOME
(Living comfortably on present income)

51%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

33%

Percentage Point Change, 2020 to 2021

-1

Global

21%

Compare countries

Gender

35% Female

31% Male

Age

33% <40 years old

33% ≥40 years old

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)

% THRIVING

Regional

60%

Percentage Point Change, 2020 to 2021

+5

Global

33%

Compare countries

Gender

61% Female

60% Male

Age

58% <40 years old

62% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

41%

Percentage Point Change, 2020 to 2021

-6

Global

40%

Compare countries

Gender

46% Female

37% Male

Age

47% <40 years old

36% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

50%

Percentage Point Change, 2020 to 2021

-7

Global

44%

Compare countries

Gender

54% Female

47% Male

Age

58% <40 years old

43% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

18%

Percentage Point Change, 2020 to 2021

-4

Global

21%

Compare countries

Gender

17% Female

19% Male

Age

19% <40 years old

17% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

22%

Percentage Point Change, 2020 to 2021

-3

Global

23%

Compare countries

Gender

26% Female

20% Male

Age

27% <40 years old

19% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

43%

Percentage Point Change, 2020 to 2021

-3

Global

61%

Compare countries

Gender

36% Female

50% Male

Age

39% <40 years old

48% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

10%

Percentage Point Change, 2020 to 2021

+3

Global

11%

Compare countries

Gender

9% Female

10% Male

Age

10% <40 years old

9% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

63%

Percentage Point Change, 2020 to 2021

+2

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

67% Female

60% Male

Age

68% <40 years old

58% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

71%

Percentage Point Change, 2020 to 2021

+44

Global

45%

Compare countries

Gender

68% Female

74% Male

Age

70% <40 years old

73% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

20%

Percentage Point Change, 2020 to 2021

+3

Global

20%

Compare countries

Gender

20% Female

20% Male

Age

27% <40 years old

12% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

51%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

51% Female

51% Male

Age

53% <40 years old

49% ≥40 years old

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Latin America and the Caribbean

Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela

Countries that Gallup included in analysis of this region

TOP TAKEAWAYS

- highest regional percentage of daily worry
- lowest regional percentage of employees who are satisfied with their country's efforts to preserve the environment
- second lowest regional percentage of employees who say they were not treated with respect all day on the previous day

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

23%

LIFE EVALUATION
(Thriving)

43%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

53%

DAILY STRESS

50%

DAILY ANGER

15%

DAILY SADNESS

27%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

30%

SOCIAL
(Were not treated with respect all day on the previous day)

7%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

78%

Job Market

JOB CLIMATE
(Good time to find a job)

41%

RELOCATION POTENTIAL
(Likely to move)

23%

HOUSEHOLD INCOME
(Living comfortably on present income)

20%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

23%

Percentage Point Change, 2020 to 2021

-2

Global

21%

Compare countries

Gender

24% Female

22% Male

Age

21% <40 years old

25% ≥40 years old

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)

% THRIVING

Regional

43%

Percentage Point Change, 2020 to 2021

+4

Global

33%

Compare countries

Gender

43% Female

43% Male

Age

48% <40 years old

35% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

53%

Percentage Point Change, 2020 to 2021

-2

Global

40%

Compare countries

Gender

57% Female

50% Male

Age

53% <40 years old

54% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

50%

Percentage Point Change, 2020 to 2021

+1

Global

44%

Compare countries

Gender

60% Female

43% Male

Age

53% <40 years old

45% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

15%

Percentage Point Change, 2020 to 2021

-4

Global

21%

Compare countries

Gender

17% Female

14% Male

Age

17% <40 years old

12% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

27%

Percentage Point Change, 2020 to 2021

-2

Global

23%

Compare countries

Gender

37% Female

21% Male

Age

25% <40 years old

31% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

30%

Percentage Point Change, 2020 to 2021

-2

Global

61%

Compare countries

Gender

26% Female

32% Male

Age

29% <40 years old

31% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

7%

Percentage Point Change, 2020 to 2021

+1

Global

11%

Compare countries

Gender

7% Female

6% Male

Age

7% <40 years old

5% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

78%

Percentage Point Change, 2020 to 2021

-1

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

78% Female

77% Male

Age

80% <40 years old

74% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

41%

Percentage Point Change, 2020 to 2021

+11

Global

45%

Compare countries

Gender

32% Female

47% Male

Age

42% <40 years old

38% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

23%

Percentage Point Change, 2020 to 2021

0

Global

20%

Compare countries

Gender

20% Female

25% Male

Age

29% <40 years old

15% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

20%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

16% Female

22% Male

Age

21% <40 years old

19% ≥40 years old

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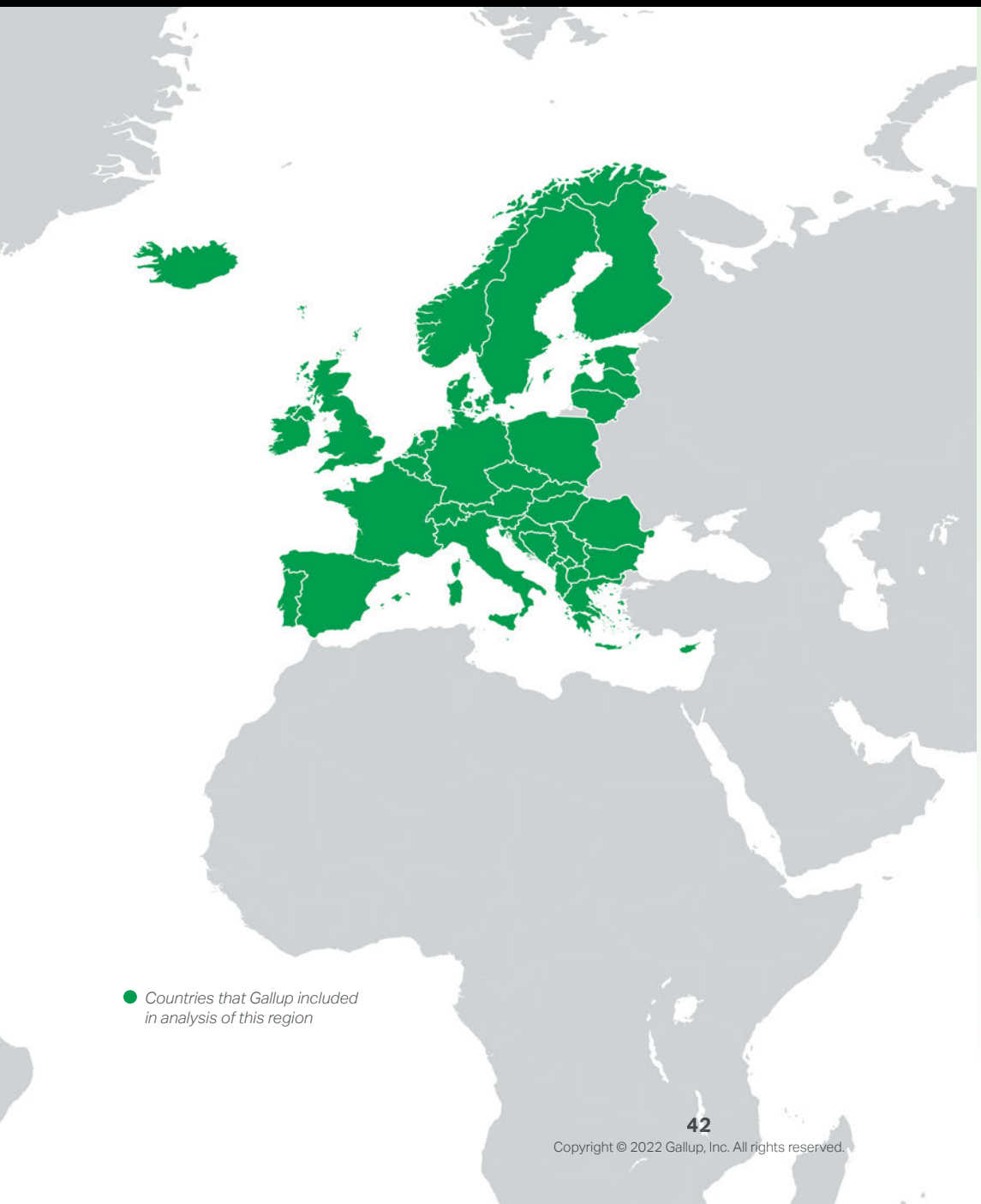
Europe

Albania, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Kosovo, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, North Macedonia, Northern Cyprus (Territory of Republic of Cyprus), Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, United Kingdom



● *Countries that Gallup included in analysis of this region*

TOP TAKEAWAYS

- lowest regional percentage of engaged employees
- second lowest regional percentage of employees who say corruption is widespread in their country's businesses
- second lowest regional percentage of employees who say they are likely to move in the next 12 months

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

14%

LIFE EVALUATION
(Thriving)

47%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

37%

DAILY STRESS

39%

DAILY ANGER

19%

DAILY SADNESS

21%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

44%

SOCIAL
(Were not treated with respect all day on the previous day)

8%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

60%

Job Market

JOB CLIMATE
(Good time to find a job)

44%

RELOCATION POTENTIAL
(Likely to move)

14%

HOUSEHOLD INCOME
(Living comfortably on present income)

42%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

14%

Percentage Point Change, 2020 to 2021

0

Global

21%

Compare countries

Gender

14% Female

13% Male

Age

14% <40 years old

13% ≥40 years old

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)

% THRIVING

Regional

47%

Percentage Point Change, 2020 to 2021

-5

Global

33%

Compare countries

Gender

48% Female

47% Male

Age

52% <40 years old

43% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

37%

Percentage Point Change, 2020 to 2021

0

Global

40%

Compare countries

Gender

39% Female

35% Male

Age

39% <40 years old

35% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

39%

Percentage Point Change, 2020 to 2021

0

Global

44%

Compare countries

Gender

40% Female

39% Male

Age

42% <40 years old

37% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

19%

Percentage Point Change, 2020 to 2021

+3

Global

21%

Compare countries

Gender

20% Female

18% Male

Age

20% <40 years old

18% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

21%

Percentage Point Change, 2020 to 2021

+2

Global

23%

Compare countries

Gender

22% Female

21% Male

Age

22% <40 years old

21% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

44%

Percentage Point Change, 2020 to 2021

0

Global

61%

Compare countries

Gender

42% Female

45% Male

Age

42% <40 years old

45% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

8%

Percentage Point Change, 2020 to 2021

+2

Global

11%

Compare countries

Gender

8% Female

8% Male

Age

8% <40 years old

8% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

60%

Percentage Point Change, 2020 to 2021

-1

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

62% Female

59% Male

Age

58% <40 years old

62% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

44%

Percentage Point Change, 2020 to 2021

+16

Global

45%

Compare countries

Gender

40% Female

48% Male

Age

45% <40 years old

43% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

14%

Percentage Point Change, 2020 to 2021

0

Global

20%

Compare countries

Gender

12% Female

15% Male

Age

20% <40 years old

9% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

42%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

42% Female

42% Male

Age

43% <40 years old

41% ≥40 years old

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Commonwealth of Independent States

Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine, Uzbekistan

**Note: Georgia formally withdrew from the Commonwealth of Independent States (CIS) in 2009. Ukraine terminated its participation with the statutory bodies of CIS in 2018. These countries are included with the region for comparison purposes because of the historical association. Also, data for this region were collected prior to the Russian invasion of Ukraine in late February 2022 and may not be representative of current sentiments in the region.*

● *Countries that Gallup included in analysis of this region*

TOP TAKEAWAYS

- highest regional percentage of employees who say corruption is widespread in their country's businesses
- lowest regional percentage of daily worry, daily stress and daily anger
- lowest regional percentage of employees who say they are likely to move in the next 12 months.*

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

20%

LIFE EVALUATION
(Thriving)

28%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

22%

DAILY STRESS

19%

DAILY ANGER

12%

DAILY SADNESS

17%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

35%

SOCIAL
(Were not treated with respect all day on the previous day)

6%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

84%

Job Market

JOB CLIMATE
(Good time to find a job)

35%

RELOCATION POTENTIAL
(Likely to move)

11%

HOUSEHOLD INCOME
(Living comfortably on present income)

28%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

20%

Percentage Point Change, 2020 to 2021

-3

Global

21%

Compare countries

Gender

23% Female

18% Male

Age

19% <40 years old

22% ≥40 years old

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)

% THRIVING

Regional

28%

Percentage Point Change, 2020 to 2021

-3

Global

33%

Compare countries

Gender

31% Female

26% Male

Age

36% <40 years old

21% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

22%

Percentage Point Change, 2020 to 2021

-4

Global

40%

Compare countries

Gender

28% Female

18% Male

Age

23% <40 years old

22% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

19%

Percentage Point Change, 2020 to 2021

-2

Global

44%

Compare countries

Gender

21% Female

17% Male

Age

21% <40 years old

17% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

12%

Percentage Point Change, 2020 to 2021

-4

Global

21%

Compare countries

Gender

13% Female

11% Male

Age

15% <40 years old

9% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

17%

Percentage Point Change, 2020 to 2021

-5

Global

23%

Compare countries

Gender

18% Female

15% Male

Age

17% <40 years old

16% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

35%

Percentage Point Change, 2020 to 2021

-3

Global

61%

Compare countries

Gender

36% Female

34% Male

Age

35% <40 years old

35% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

6%

Percentage Point Change, 2020 to 2021

-3

Global

11%

Compare countries

Gender

6% Female

6% Male

Age

6% <40 years old

6% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

84%

Percentage Point Change, 2020 to 2021

0

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

84% Female

84% Male

Age

85% <40 years old

83% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

35%

Percentage Point Change, 2020 to 2021

+3

Global

45%

Compare countries

Gender

32% Female

38% Male

Age

41% <40 years old

29% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

11%

Percentage Point Change, 2020 to 2021

0

Global

20%

Compare countries

Gender

10% Female

12% Male

Age

16% <40 years old

7% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

28%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

25% Female

30% Male

Age

34% <40 years old

21% ≥40 years old

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Middle East and North Africa

Algeria, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Libya, Morocco, Palestinian Territories, Saudi Arabia, Tunisia, Turkey, United Arab Emirates, Yemen

Countries that Gallup included in analysis of this region

TOP TAKEAWAYS

- second highest regional percentage of daily anger
- second highest regional percentage of daily sadness
- second highest regional percentage of employees who say they are likely to move in the next 12 months

Discover more global and regional insights on the state of the global workplace at Gallup.com.

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

15%

LIFE EVALUATION
(Thriving)

23%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

40%

DAILY STRESS

45%

DAILY ANGER

32%

DAILY SADNESS

30%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

50%

SOCIAL
(Were not treated with respect all day on the previous day)

12%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

76%

Job Market

JOB CLIMATE
(Good time to find a job)

28%

RELOCATION POTENTIAL
(Likely to move)

26%

HOUSEHOLD INCOME
(Living comfortably on present income)

19%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

15%

Percentage Point Change, 2020 to 2021

-1

Global

21%

Compare countries

Gender

13% Female

16% Male

Age

16% <40 years old

13% ≥40 years old

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)

% THRIVING

Regional

23%

Percentage Point Change, 2020 to 2021

-2

Global

33%

Compare countries

Gender

32% Female

20% Male

Age

23% <40 years old

23% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

40%

Percentage Point Change, 2020 to 2021

-7

Global

40%

Compare countries

Gender

44% Female

39% Male

Age

36% <40 years old

48% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

45%

Percentage Point Change, 2020 to 2021

-5

Global

44%

Compare countries

Gender

47% Female

44% Male

Age

42% <40 years old

50% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

32%

Percentage Point Change, 2020 to 2021

-6

Global

21%

Compare countries

Gender

32% Female

32% Male

Age

32% <40 years old

32% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

30%

Percentage Point Change, 2020 to 2021

-5

Global

23%

Compare countries

Gender

34% Female

28% Male

Age

29% <40 years old

32% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

50%

Percentage Point Change, 2020 to 2021

+1

Global

61%

Compare countries

Gender

46% Female

52% Male

Age

51% <40 years old

49% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

12%

Percentage Point Change, 2020 to 2021

0

Global

11%

Compare countries

Gender

15% Female

11% Male

Age

13% <40 years old

9% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

76%

Percentage Point Change, 2020 to 2021

-3

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

82% Female

74% Male

Age

76% <40 years old

77% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

28%

Percentage Point Change, 2020 to 2021

+3

Global

45%

Compare countries

Gender

27% Female

29% Male

Age

30% <40 years old

25% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

26%

Percentage Point Change, 2020 to 2021

-4

Global

20%

Compare countries

Gender

25% Female

26% Male

Age

29% <40 years old

19% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

19%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

17% Female

19% Male

Age

20% <40 years old

16% ≥40 years old

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Sub-Saharan Africa

Benin, Botswana, Burkina Faso, Cameroon, Chad, Comoros, Côte d'Ivoire, Eswatini, Ethiopia, Gabon, Ghana, Guinea, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Republic of the Congo, Rwanda, Senegal, Sierra Leone, South Africa, Tanzania, The Gambia, Togo, Uganda, Zambia, Zimbabwe

● *Countries that Gallup included in analysis of this region*

TOP TAKEAWAYS

- highest regional percentage of employees who say they are likely to move in the next 12 months
- lowest regional percentage of employees living comfortably on present household income
- second highest regional percentage of employees who say they were not treated with respect all day on the previous day

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

21%

LIFE EVALUATION
(Thriving)

21%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

36%

DAILY STRESS

39%

DAILY ANGER

22%

DAILY SADNESS

23%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

45%

SOCIAL
(Were not treated with respect all day on the previous day)

16%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

83%

Job Market

JOB CLIMATE
(Good time to find a job)

46%

RELOCATION POTENTIAL
(Likely to move)

40%

HOUSEHOLD INCOME
(Living comfortably on present income)

10%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

21%

Percentage Point Change, 2020 to 2021

+3

Global

21%

Compare countries

Gender

20% Female

22% Male

Age

19% <40 years old

28% ≥40 years old

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)

% THRIVING

Regional

21%

Percentage Point Change, 2020 to 2021

-1

Global

33%

Compare countries

Gender

23% Female

20% Male

Age

20% <40 years old

24% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

36%

Percentage Point Change, 2020 to 2021

-10

Global

40%

Compare countries

Gender

37% Female

36% Male

Age

35% <40 years old

40% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

39%

Percentage Point Change, 2020 to 2021

-8

Global

44%

Compare countries

Gender

40% Female

38% Male

Age

38% <40 years old

40% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

22%

Percentage Point Change, 2020 to 2021

-4

Global

21%

Compare countries

Gender

25% Female

20% Male

Age

21% <40 years old

24% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

23%

Percentage Point Change, 2020 to 2021

-7

Global

23%

Compare countries

Gender

25% Female

23% Male

Age

21% <40 years old

30% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

45%

Percentage Point Change, 2020 to 2021

-7

Global

61%

Compare countries

Gender

47% Female

44% Male

Age

43% <40 years old

52% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

16%

Percentage Point Change, 2020 to 2021

-3

Global

11%

Compare countries

Gender

15% Female

17% Male

Age

18% <40 years old

12% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

83%

Percentage Point Change, 2020 to 2021

-1

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

81% Female

84% Male

Age

83% <40 years old

82% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

46%

Percentage Point Change, 2020 to 2021

+1

Global

45%

Compare countries

Gender

47% Female

46% Male

Age

47% <40 years old

46% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

40%

Percentage Point Change, 2020 to 2021

-13

Global

20%

Compare countries

Gender

40% Female

40% Male

Age

43% <40 years old

31% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

10%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

9% Female

11% Male

Age

10% <40 years old

9% ≥40 years old

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East Asia

China, Hong Kong, S.A.R. of China, Japan, Mongolia, South Korea, Taiwan, Province of China

Countries/areas Gallup included in analysis of the region

TOP TAKEAWAYS

- highest regional percentage of daily stress
- highest regional percentage of employees who are satisfied with their country's efforts to preserve the environment
- lowest percentage of employees who say now is a good time to find a job

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

17%

LIFE EVALUATION
(Thriving)

34%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

37%

DAILY STRESS

55%

DAILY ANGER

17%

DAILY SADNESS

12%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

81%

SOCIAL
(Were not treated with respect all day on the previous day)

10%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

66%

Job Market

JOB CLIMATE
(Good time to find a job)

27%

RELOCATION POTENTIAL
(Likely to move)

17%

HOUSEHOLD INCOME
(Living comfortably on present income)

13%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

17%

Percentage Point Change, 2020 to 2021

+3

Global

21%

Compare countries/areas

Gender

20% Female

14% Male

Age

16% <40 years old

20% ≥40 years old

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)

% THRIVING

Regional

34%

Percentage Point Change, 2020 to 2021

+5

Global

33%

Compare countries/areas

Gender

33% Female

35% Male

Age

34% <40 years old

34% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

37%

Percentage Point Change, 2020 to 2021

+2

Global

40%

Compare countries/areas

Gender

38% Female

36% Male

Age

39% <40 years old

34% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

55%

Percentage Point Change, 2020 to 2021

+4

Global

44%

Compare countries/areas

Gender

55% Female

55% Male

Age

61% <40 years old

45% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

17%

Percentage Point Change, 2020 to 2021

-4

Global

21%

Compare countries/areas

Gender

19% Female

15% Male

Age

19% <40 years old

15% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

12%

Percentage Point Change, 2020 to 2021

-3

Global

23%

Compare countries/areas

Gender

12% Female

12% Male

Age

13% <40 years old

10% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

81%

Percentage Point Change, 2020 to 2021

+1

Global

61%

Compare countries/areas

Gender

78% Female

83% Male

Age

82% <40 years old

78% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

10%

Percentage Point Change, 2020 to 2021

-3

Global

11%

Compare countries/areas

Gender

7% Female

12% Male

Age

7% <40 years old

14% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

66%

Percentage Point Change, 2020 to 2021

+4

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

72% Female

61% Male

Age

69% <40 years old

64% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

27%

Percentage Point Change, 2020 to 2021

+11

Global

45%

Compare countries/areas

Gender

27% Female

28% Male

Age

25% <40 years old

28% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

17%

Percentage Point Change, 2020 to 2021

-1

Global

20%

Compare countries/areas

Gender

16% Female

17% Male

Age

22% <40 years old

8% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

13%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

14% Female

12% Male

Age

12% <40 years old

15% ≥40 years old

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South Asia

Afghanistan, Bangladesh, India, Nepal, Pakistan, Sri Lanka

Countries that Gallup included in analysis of this region

TOP TAKEAWAYS

- highest regional percentage of daily sadness
- highest regional percentage of employees who say they were not treated with respect all day on the previous day
- lowest regional life evaluation (percentage of employees who are thriving)

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

27%

LIFE EVALUATION
(Thriving)

11%

Daily Negative Emotions

DAILY WORRY

49%

DAILY STRESS

35%

DAILY ANGER

34%

DAILY SADNESS

42%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

75%

SOCIAL
(Were not treated with respect all day on the previous day)

19%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

81%

Job Market

JOB CLIMATE
(Good time to find a job)

50%

RELOCATION POTENTIAL
(Likely to move)

26%

HOUSEHOLD INCOME
(Living comfortably on present income)

15%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

27%

Percentage Point Change, 2020 to 2021

+9

Global

21%

Compare countries

Gender

28% Female

26% Male

Age

27% <40 years old

26% ≥40 years old

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)

% THRIVING

Regional

11%

Percentage Point Change, 2020 to 2021

-5

Global

33%

Compare countries

Gender

13% Female

11% Male

Age

12% <40 years old

11% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

49%

Percentage Point Change, 2020 to 2021

+3

Global

40%

Compare countries

Gender

56% Female

45% Male

Age

46% <40 years old

53% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

35%

Percentage Point Change, 2020 to 2021

+4

Global

44%

Compare countries

Gender

39% Female

32% Male

Age

33% <40 years old

37% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

34%

Percentage Point Change, 2020 to 2021

-2

Global

21%

Compare countries

Gender

40% Female

31% Male

Age

34% <40 years old

32% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

42%

Percentage Point Change, 2020 to 2021

+5

Global

23%

Compare countries

Gender

48% Female

38% Male

Age

40% <40 years old

44% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

75%

Percentage Point Change, 2020 to 2021

-3

Global

61%

Compare countries

Gender

78% Female

73% Male

Age

73% <40 years old

77% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

19%

Percentage Point Change, 2020 to 2021

+3

Global

11%

Compare countries

Gender

24% Female

17% Male

Age

20% <40 years old

17% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

81%

Percentage Point Change, 2020 to 2021

0

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

80% Female

83% Male

Age

80% <40 years old

84% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

50%

Percentage Point Change, 2020 to 2021

-5

Global

45%

Compare countries

Gender

51% Female

49% Male

Age

51% <40 years old

48% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

26%

Percentage Point Change, 2020 to 2021

+5

Global

20%

Compare countries

Gender

26% Female

25% Male

Age

29% <40 years old

21% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

15%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

9% Female

18% Male

Age

13% <40 years old

17% ≥40 years old

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Southeast Asia

Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, Vietnam

● *Countries that Gallup included in analysis of this region*

TOP TAKEAWAYS

- second lowest regional percentage of daily stress
- third highest regional percentage of engaged employees
- third highest regional percentage of employees who say corruption is widespread in their country's businesses

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

24%

LIFE EVALUATION
(Thriving)

30%

Daily Negative Emotions

(Emotions experienced during a lot of the previous day)

DAILY WORRY

37%

DAILY STRESS

31%

DAILY ANGER

20%

DAILY SADNESS

23%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

68%

SOCIAL
(Were not treated with respect all day on the previous day)

7%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

82%

Job Market

JOB CLIMATE
(Good time to find a job)

40%

RELOCATION POTENTIAL
(Likely to move)

20%

HOUSEHOLD INCOME
(Living comfortably on present income)

15%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

24%

Percentage Point Change, 2020 to 2021

0

Global

21%

Compare countries

Gender

22% Female

25% Male

Age

21% <40 years old

27% ≥40 years old

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)

% THRIVING

Regional

30%

Percentage Point Change, 2020 to 2021

+4

Global

33%

Compare countries

Gender

33% Female

29% Male

Age

32% <40 years old

28% ≥40 years old

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DAILY WORRY

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

(Yes, No)

% YES

Regional

37%

Percentage Point Change, 2020 to 2021

-9

Global

40%

Compare countries

Gender

38% Female

36% Male

Age

36% <40 years old

39% ≥40 years old

DAILY STRESS

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

(Yes, No)

% YES

Regional

31%

Percentage Point Change, 2020 to 2021

-5

Global

44%

Compare countries

Gender

33% Female

30% Male

Age

33% <40 years old

28% ≥40 years old

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DAILY ANGER

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

(Yes, No)

% YES

Regional

20%

Percentage Point Change, 2020 to 2021

-4

Global

21%

Compare countries

Gender

20% Female

20% Male

Age

23% <40 years old

16% ≥40 years old

DAILY SADNESS

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

(Yes, No)

% YES

Regional

23%

Percentage Point Change, 2020 to 2021

-7

Global

23%

Compare countries

Gender

24% Female

23% Male

Age

24% <40 years old

23% ≥40 years old

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

68%

Percentage Point Change, 2020 to 2021

-4

Global

61%

Compare countries

Gender

68% Female

69% Male

Age

65% <40 years old

74% ≥40 years old

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

7%

Percentage Point Change, 2020 to 2021

-2

Global

11%

Compare countries

Gender

8% Female

7% Male

Age

9% <40 years old

6% ≥40 years old

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

82%

Percentage Point Change, 2020 to 2021

-2

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

81% Female

83% Male

Age

83% <40 years old

81% ≥40 years old

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?

(Good time, Bad time)

% GOOD TIME

Regional

40%

Percentage Point Change, 2020 to 2021

-3

Global

45%

Compare countries

Gender

39% Female

41% Male

Age

41% <40 years old

38% ≥40 years old

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

20%

Percentage Point Change, 2020 to 2021

-1

Global

20%

Compare countries

Gender

19% Female

20% Male

Age

24% <40 years old

12% ≥40 years old

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

15%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

18% Female

13% Male

Age

16% <40 years old

14% ≥40 years old

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Australia and New Zealand

Australia, New Zealand

Countries that Gallup included in analysis of this region

TOP TAKEAWAYS

- highest regional life evaluation (percentage of employees who are thriving)
- highest regional percentage of employees living comfortably on present household income
- lowest regional percentage of employees who say corruption is widespread in their country's businesses

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Regional Summary

Employee Engagement and Life Evaluation

EMPLOYEE ENGAGEMENT

17%

LIFE EVALUATION
(Thriving)

63%

Daily Negative Emotions

DAILY WORRY

36%

DAILY STRESS

47%

DAILY ANGER

14%

DAILY SADNESS

20%

Environmental, Social and Governance

ENVIRONMENTAL
(Satisfied with country's efforts to preserve environment)

45%

SOCIAL
(Were not treated with respect all day on the previous day)

7%

GOVERNANCE
(Say corruption is widespread in their country's businesses)

38%

Job Market

JOB CLIMATE
(Good time to find a job)

59%

RELOCATION POTENTIAL
(Likely to move)

14%

HOUSEHOLD INCOME
(Living comfortably on present income)

55%

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EMPLOYEE ENGAGEMENT

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

% ENGAGED

Regional

17%

Percentage Point Change, 2020 to 2021

-3

Global

21%

Compare countries

Gender

16% Female

18% Male

Age

** <40 years old

15% ≥40 years old

***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)

% THRIVING

Regional

63%

Percentage Point Change, 2020 to 2021

+6

Global

33%

Compare countries

Gender

63% Female

63% Male

Age

** <40 years old

65% ≥40 years old

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

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DAILY WORRY

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

(Yes, No)

% YES

Regional

36%

Percentage Point Change, 2020 to 2021

+5

Global

40%

Compare countries

Gender

40% Female

32% Male

Age

** <40 years old

33% ≥40 years old

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

DAILY STRESS

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

(Yes, No)

% YES

Regional

47%

Percentage Point Change, 2020 to 2021

+2

Global

44%

Compare countries

Gender

47% Female

47% Male

Age

** <40 years old

46% ≥40 years old

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

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DAILY ANGER

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

(Yes, No)

% YES

Regional

14%

Percentage Point Change, 2020 to 2021

+1

Global

21%

Compare countries

Gender

17% Female

11% Male

Age

** <40 years old

11% ≥40 years old

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

DAILY SADNESS

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

(Yes, No)

% YES

Regional

20%

Percentage Point Change, 2020 to 2021

+3

Global

23%

Compare countries

Gender

25% Female

14% Male

Age

** <40 years old

22% ≥40 years old

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

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

% SATISFIED

Regional

45%

Percentage Point Change, 2020 to 2021

+3

Global

61%

Compare countries

Gender

39% Female

49% Male

Age

** <40 years old

46% ≥40 years old

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

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

% NO

Regional

7%

Percentage Point Change, 2020 to 2021

0

Global

11%

Compare countries

Gender

8% Female

6% Male

Age

** <40 years old

6% ≥40 years old

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

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GOVERNANCE

Is corruption widespread within businesses located in [country], or not?

(Yes, No)

% YES

Regional

38%

Percentage Point Change, 2020 to 2021

-2

Global

74%

Due to the sensitive nature of the topic of corruption, Gallup is not reporting country-level data for this item.

Gender

42% Female

35% Male

Age

** <40 years old

38% ≥40 years old

***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?

(Good time, Bad time)

% GOOD TIME

Regional

59%

Percentage Point Change, 2020 to 2021

+14

Global

45%

Compare countries

Gender

53% Female

65% Male

Age

** <40 years old

59% ≥40 years old

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

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

% LIKELY TO MOVE

Regional

14%

Percentage Point Change, 2020 to 2021

-4

Global

20%

Compare countries

Gender

17% Female

11% Male

Age

** <40 years old

10% ≥40 years old

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

HOUSEHOLD INCOME

Which one of these phrases comes closest to your own feelings about your household's income these days?

(Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)

% LIVING COMFORTABLY ON PRESENT INCOME

Regional

55%

Global

22%

Note: There is no comparison data available for this item since it was not asked in previous years.

Gender

53% Female

57% Male

Age

** <40 years old

54% ≥40 years old

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

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Appendix 1: Country/Area Comparisons

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	35
2	Canada	+2	21

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

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	0	63
2	United States	0	58

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Canada	0	45
2	United States	+1	42

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Canada	+1	55
2	United States	+1	52

"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	United States	-2	19
2	Canada	0	18

"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	United States	+2	23
2	Canada	+1	23

"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	Canada	-1	54
2	United States	-1	43

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	United States	0	9
2	Canada	+1	8

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	United States	-1	59
2	Canada	-3	56

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	United States	+1	18
2	Canada	+2	17

"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

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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
1	Nicaragua	0	**34**
2	Panama	-1	**34**
3	El Salvador	+1	**33**
4	Costa Rica	-1	**30**
5	Dominican Republic	+4	**30**
6	Brazil	0	**29**
7	Honduras	-2	**28**
8	Chile	-2	**26**
9	Jamaica	0	**26**
10	Uruguay	+1	**26**
11	Venezuela	-6	**25**
12	Mexico	+1	**25**
13	Ecuador	-4	**23**
14	Paraguay	+2	**23**
15	Colombia	-5	**20**
16	Argentina	-6	**20**
17	Peru	0	**19**
18	Bolivia	-2	**17**
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

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	Panama	+7	**51**
2	Costa Rica	-2	**50**
3	Uruguay	+2	**49**
4	Brazil	-1	**48**
5	Nicaragua	+4	**44**
6	Mexico	-3	**43**
7	Honduras	0	**43**
8	Argentina	-2	**42**
9	Chile	0	**41**
10	Colombia	-2	**40**
11	El Salvador	+1	**40**
12	Paraguay	+4	**37**
13	Dominican Republic	+4	**36**
14	Peru	0	**36**
15	Jamaica	-1	**35**
16	Ecuador	-4	**33**
17	Bolivia	0	**32**
18	Venezuela	0	**21**
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

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DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Brazil	+3	60
2	Ecuador	+3	56
3	Venezuela	+2	56
4	Bolivia	+2	55
5	Argentina	+4	55
6	Peru	-2	53
7	Costa Rica	+1	52
8	Dominican Republic	-1	47
9	Colombia	0	46
10	Chile	-4	46
11	Uruguay	0	44
12	Nicaragua	-2	43
13	El Salvador	+2	42
14	Mexico	+4	42
15	Paraguay	-1	42
16	Honduras	+1	35
17	Panama	-2	34
18	Jamaica	-1	32
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Ecuador	+3	57
2	Costa Rica	+2	56
3	Peru	+2	55
4	El Salvador	+1	54
5	Mexico	+6	51
6	Dominican Republic	0	51
7	Venezuela	0	50
8	Bolivia	-1	49
9	Colombia	+1	47
10	Brazil	+1	46
11	Argentina	+4	46
12	Honduras	0	44
13	Chile	-3	43
14	Uruguay	+1	40
15	Nicaragua	-1	39
16	Panama	-1	39
17	Jamaica	+2	35
18	Paraguay	0	35
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

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DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Peru	-2	22
2	Bolivia	+1	21
3	Brazil	-1	21
4	Jamaica	+2	21
5	Costa Rica	-1	19
6	Ecuador	+1	19
7	Honduras	+1	17
8	Venezuela	-2	17
9	Chile	-1	17
10	Colombia	-1	16
11	El Salvador	0	15
12	Argentina	-1	15
13	Nicaragua	-5	14
14	Dominican Republic	0	11
15	Paraguay	0	10
16	Mexico	+1	10
17	Panama	0	9
18	Uruguay	-1	8
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Ecuador	+2	34
2	Bolivia	+2	33
3	Venezuela	-1	33
4	Peru	-1	31
5	Brazil	+3	29
6	Costa Rica	0	27
7	Nicaragua	-6	26
8	Colombia	+1	26
9	Dominican Republic	0	26
10	Argentina	+1	25
11	El Salvador	+1	25
12	Jamaica	+1	24
13	Chile	-1	22
14	Mexico	+2	22
15	Honduras	-1	19
16	Uruguay	0	18
17	Paraguay	0	18
18	Panama	-4	15
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	Nicaragua	+3	66
2	Costa Rica	-2	59
3	El Salvador	+3	51
4	Dominican Republic	+2	48
5	Uruguay	-2	48
6	Panama	-1	48
7	Ecuador	-5	45
8	Honduras	-9	45
9	Bolivia	-3	44
10	Mexico	-3	39
11	Jamaica	-2	39
12	Colombia	-1	37
13	Argentina	-1	35
14	Paraguay	-5	33
15	Peru	-4	30
16	Venezuela	-4	26
17	Brazil	0	23
18	Chile	-5	20
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Jamaica	0	11
2	Bolivia	+1	7
3	Brazil	+2	7
4	Venezuela	+1	6
5	Peru	0	6
6	Dominican Republic	0	5
7	Mexico	0	5
8	Costa Rica	0	5
9	Ecuador	+1	4
10	Chile	-1	4
11	Argentina	+1	4
12	Nicaragua	-1	4
13	Honduras	+1	4
14	Panama	+1	4
15	Paraguay	-1	4
16	Colombia	0	3
17	Uruguay	-1	3
18	El Salvador	-1	3
	Guatemala	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	Honduras	+2	43
2	Nicaragua	+11	42
3	Panama	-4	42
4	Brazil	+8	40
5	Mexico	-9	40
6	El Salvador	+1	39
7	Peru	-4	37
8	Paraguay	-2	36
9	Jamaica	-3	36
10	Dominican Republic	+1	36
11	Chile	+8	34
12	Venezuela	+3	31
13	Bolivia	-5	30
14	Colombia	-2	29
15	Uruguay	+4	24
16	Ecuador	0	22
17	Costa Rica	-1	22
18	Argentina	+4	18
	Guatemala	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Jamaica	-3	39
2	Dominican Republic	0	34
3	Colombia	0	33
4	Peru	+1	33
5	Bolivia	0	32
6	Honduras	-3	29
7	Venezuela	+1	29
8	Panama	+3	28
9	Costa Rica	+2	25
10	Ecuador	-1	24
11	Nicaragua	+5	24
12	Chile	+2	24
13	Mexico	+3	21
14	Argentina	+3	21
15	Brazil	-2	20
16	Paraguay	-1	17
17	Uruguay	+1	17
18	El Salvador	+1	16
	Guatemala	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**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	+3	33
2	Estonia	+1	25
3	North Macedonia	+5	25
4	Iceland	+2	24
5	Kosovo	-3	24
6	Lithuania	+9	24
7	Albania	0	23
8	Denmark	+2	22
9	Montenegro	+3	21
10	Latvia	+5	21
11	Bulgaria	+4	21
12	Malta	0	21
13	Hungary	+1	21
14	Sweden	+2	21
15	Bosnia and Herzegovina	+4	20
16	Cyprus	0	20
17	Norway	+2	19
18	Portugal	+1	19
19	Serbia	+1	17
20	Croatia	+5	17
21	Germany	+1	16
22	Slovenia	0	16
23	Slovakia	+3	16
24	Czech Republic	0	16
25	Poland	+2	14
26	Finland	+4	13
27	Netherlands	0	12
28	Greece	+3	11
29	Switzerland	-1	11
30	Belgium	-1	11
31	Ireland	-1	11
32	Northern Cyprus (Territory of Republic of Cyprus)	+1	10
33	United Kingdom	-2	9
34	Austria	-1	9
35	Spain	+1	9
36	Luxembourg	0	8
37	France	-1	6
38	Italy	0	4

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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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	Finland	-1	84
2	Denmark	-2	78
3	Iceland	0	77
4	Netherlands	0	76
5	Sweden	+1	72
6	Norway	-2	68
7	Switzerland	0	67
8	Luxembourg	+3	60
9	Ireland	-2	60
10	United Kingdom	-1	60
11	Belgium	-1	58
12	Czech Republic	+7	58
13	Austria	-4	56
14	Germany	-3	56
15	Slovenia	+6	52
16	Romania	+3	51
17	Serbia	0	46
18	Lithuania	+4	44
19	Malta	-3	44
20	Estonia	+4	43
21	France	+1	43
22	Hungary	+5	42
23	Slovakia	+3	42
24	Spain	-1	41
25	Cyprus	+2	40
26	Italy	-1	40
27	Kosovo	0	39
28	Croatia	+9	39
29	Latvia	+3	39
30	Greece	+7	38
31	Portugal	0	37
32	Bosnia and Herzegovina	+2	36
33	Poland	-1	34
34	Montenegro	-1	32
35	Albania	+5	31
36	North Macedonia	+4	28
37	Bulgaria	2	27
38	Northern Cyprus (Territory of Republic of Cyprus)	**	18

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

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DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Malta	+2	66
2	Portugal	-3	60
3	Montenegro	+3	56
4	Croatia	-4	51
5	Slovenia	-2	49
6	Spain	0	47
7	Greece	+4	46
8	North Macedonia	0	45
9	Italy	-1	45
10	Serbia	+2	44
11	Cyprus	0	43
12	Bosnia and Herzegovina	+3	41
13	Belgium	+2	40
14	Netherlands	-1	39
15	Finland	+1	37
16	Norway	+1	35
17	Czech Republic	+2	34
18	Northern Cyprus (Territory of Republic of Cyprus)	+2	34
19	France	-2	33
20	Denmark	-2	33
21	Sweden	+1	33
22	United Kingdom	0	33
23	Ireland	0	32
24	Slovakia	-1	32
25	Poland	+6	31
26	Romania	-2	31
27	Luxembourg	0	30
28	Bulgaria	+5	29
29	Estonia	+3	29
30	Iceland	-2	28
31	Germany	0	28
32	Latvia	+1	28
33	Austria	0	27
34	Hungary	-1	26
35	Albania	+1	26
36	Kosovo	+1	25
37	Lithuania	0	24
38	Switzerland	0	21

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Greece	-1	64
2	Luxembourg	+6	57
3	Malta	+4	53
4	Cyprus	+1	52
5	Italy	-4	49
6	Ireland	-1	48
7	Portugal	-1	46
8	Croatia	-8	45
9	Albania	-3	45
10	France	-2	44
11	Spain	+1	44
12	Finland	+2	44
13	Slovakia	-2	43
14	Northern Cyprus (Territory of Republic of Cyprus)	+3	43
15	United Kingdom	-1	41
16	Switzerland	0	41
17	Germany	-3	40
18	Norway	-1	39
19	Iceland	-4	39
20	Belgium	-3	38
21	Poland	+6	38
22	Czech Republic	+3	37
23	Austria	-3	37
24	Slovenia	0	36
25	Sweden	0	36
26	North Macedonia	+2	36
27	Romania	-3	35
28	Kosovo	0	35
29	Bulgaria	+6	34
30	Montenegro	-1	34
31	Hungary	-5	34
32	Bosnia and Herzegovina	+2	33
33	Serbia	-1	31
34	Netherlands	-1	29
35	Lithuania	-3	28
36	Estonia	+5	27
37	Latvia	0	24
38	Denmark	0	21

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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DAILY ANGER

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

(Yes, No)

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

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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DAILY SADNESS

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

(Yes, No)

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

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	Finland	1	73
2	Switzerland	-3	70
3	Luxembourg	-6	69
4	Lithuania	-2	65
5	Iceland	6	65
6	Slovenia	-4	64
7	Czech Republic	0	64
8	Latvia	7	63
9	Norway	0	63
10	Estonia	0	62
11	Sweden	-3	62
12	Denmark	2	61
13	Austria	-4	61
14	Ireland	1	60
15	Netherlands	-4	57
16	Portugal	4	52
17	United Kingdom	-3	51
18	Belgium	1	50
19	Poland	-8	49
20	Germany	-5	48
21	Malta	-2	47
22	Hungary	1	45
23	Kosovo	-2	45
24	France	-2	42
25	Spain	0	39
26	Albania	-2	39
27	Cyprus	-1	39
28	Montenegro	3	37
29	Croatia	-2	36
30	Slovakia	-5	34
31	Northern Cyprus (Territory of Republic of Cyprus)	-3	34
32	North Macedonia	2	32
33	Serbia	1	30
34	Greece	3	27
35	Bulgaria	-3	24
36	Italy	0	21
37	Romania	-2	20
38	Bosnia and Herzegovina	-2	19

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Northern Cyprus (Territory of Republic of Cyprus)	-1	16
2	Lithuania	-4	15
3	Greece	+1	14
4	Croatia	-5	12
5	North Macedonia	0	11
6	Serbia	-1	10
7	Cyprus	-1	10
8	Slovakia	-1	10
9	Bosnia and Herzegovina	-1	9
10	Austria	+3	9
11	United Kingdom	0	9
12	Ireland	+2	9
13	Germany	+1	8
14	Bulgaria	-1	8
15	Italy	-1	8
16	France	-2	8
17	Montenegro	-2	8
18	Kosovo	+1	7
19	Spain	-2	7
20	Czech Republic	-5	7
21	Slovenia	0	7
22	Romania	0	7
23	Malta	+1	6
24	Albania	-1	6
25	Switzerland	+1	6
26	Belgium	-1	6
27	Latvia	-2	6
28	Luxembourg	-1	5
29	Hungary	-3	5
30	Poland	0	5
31	Finland	0	5
32	Denmark	-1	5
33	Netherlands	0	5
34	Estonia	0	5
35	Sweden	-1	5
36	Iceland	-1	4
37	Norway	1	4
38	Portugal	-1	4

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	Denmark	+1	69
2	Lithuania	+7	63
3	Poland	-3	62
4	Luxembourg	+7	54
5	Slovenia	-2	54
6	Netherlands	-8	54
7	Iceland	+8	53
8	Germany	-6	53
9	Sweden	-8	53
10	Belgium	0	52
11	Czech Republic	-3	52
12	Romania	+2	51
13	Hungary	-1	50
14	Ireland	-5	50
15	Norway	-6	49
16	Austria	+2	49
17	Malta	-16	48
18	Switzerland	-3	48
19	Serbia	+9	47
20	Croatia	+3	47
21	Cyprus	-9	46
22	Finland	-6	46
23	Bulgaria	+5	44
24	Portugal	-8	44
25	Estonia	-1	43
26	United Kingdom	-4	40
27	Slovakia	+3	40
28	Kosovo	+3	39
29	Latvia	+5	38
30	Albania	+1	36
31	Bosnia and Herzegovina	+5	35
32	North Macedonia	+3	34
33	France	+3	33
34	Greece	+8	31
35	Montenegro	-4	28
36	Spain	-3	27
37	Northern Cyprus (Territory of Republic of Cyprus)	-1	20
38	Italy	-1	18

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

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

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not available or not provided due to small sample size.*

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Commonwealth of Independent States

Note: Georgia formally withdrew from the Commonwealth of Independent States (CIS) in 2009. Ukraine terminated its participation with the statutory bodies of CIS in 2018. These countries are included with the region for comparison purposes because of the historical association.

EMPLOYEE ENGAGEMENT

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

Rank	Country	Change*	% Engaged
1	Uzbekistan	-1	34
2	Armenia	+6	32
3	Georgia	+4	32
4	Kazakhstan	+4	29
5	Kyrgyzstan	0	27
6	Ukraine	+2	24
7	Moldova	0	23
8	Russia	-1	22
9	Belarus	+3	12
10	Azerbaijan	+2	9
	Tajikistan	**	**
	Turkmenistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not available or 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	+1	42
2	Moldova	+2	38
3	Uzbekistan	0	37
4	Armenia	+2	32
5	Belarus	+7	29
6	Ukraine	+4	27
7	Russia	0	27
8	Kyrgyzstan	+1	27
9	Georgia	+1	20
10	Tajikistan	-1	18
11	Azerbaijan	-3	14
	Turkmenistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

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DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Armenia	+1	47
2	Moldova	-1	33
3	Tajikistan	+1	29
4	Kyrgyzstan	+4	29
5	Ukraine	+2	27
6	Georgia	0	25
7	Uzbekistan	0	24
8	Azerbaijan	0	24
9	Russia	0	22
10	Kazakhstan	-3	17
11	Belarus	-5	17
	Turkmenistan	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Tajikistan	+1	31
2	Belarus	+2	25
3	Georgia	+2	23
4	Moldova	-2	23
5	Russia	0	20
6	Ukraine	0	19
7	Armenia	+2	19
8	Kazakhstan	-2	17
9	Kyrgyzstan	+1	16
10	Uzbekistan	0	15
11	Azerbaijan	-3	14
	Turkmenistan	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

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DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Armenia	+3	47
2	Uzbekistan	0	28
3	Kyrgyzstan	0	25
4	Georgia	0	24
5	Tajikistan	+2	24
6	Belarus	-2	20
7	Ukraine	-2	16
8	Moldova	-2	14
9	Azerbaijan	-3	13
10	Kazakhstan	-5	12
11	Russia	-2	12
	Turkmenistan	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

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DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Armenia	+6	37
2	Tajikistan	+2	26
3	Moldova	+1	22
4	Uzbekistan	0	22
5	Ukraine	+2	21
6	Kyrgyzstan	0	19
7	Russia	-2	18
8	Georgia	-1	18
9	Belarus	-3	16
10	Kazakhstan	-2	12
11	Azerbaijan	-2	11
	Turkmenistan	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	Tajikistan	-5	84
2	Uzbekistan	-3	79
3	Azerbaijan	+1	71
4	Kazakhstan	+2	58
5	Belarus	+4	57
6	Kyrgyzstan	-4	51
7	Armenia	+3	48
8	Georgia	+1	44
9	Russia	0	32
10	Moldova	-4	27
11	Ukraine	+3	23
	Turkmenistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

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SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Belarus	-5	18
2	Kyrgyzstan	0	10
3	Ukraine	-1	10
4	Moldova	-1	10
5	Russia	-1	9
6	Azerbaijan	-2	8
7	Kazakhstan	-1	8
8	Tajikistan	+1	7
9	Uzbekistan	0	4
10	Armenia	-1	3
11	Georgia	-1	3
	Turkmenistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	Uzbekistan	-5	66
2	Tajikistan	-4	60
3	Azerbaijan	+4	57
4	Kyrgyzstan	0	50
5	Kazakhstan	+2	48
6	Armenia	0	40
7	Ukraine	-2	34
8	Belarus	+9	32
9	Russia	0	29
10	Georgia	+1	25
11	Moldova	+3	24
	Turkmenistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Armenia	+5	26
2	Moldova	+1	15
3	Georgia	+1	14
4	Kazakhstan	0	13
5	Ukraine	+2	11
6	Russia	+1	11
7	Kyrgyzstan	0	10
8	Uzbekistan	+1	9
9	Belarus	0	7
10	Azerbaijan	0	6
11	Tajikistan	**	**
	Turkmenistan	**	**

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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
1	United Arab Emirates	+3	25
2	Iraq	-3	24
3	Saudi Arabia	+7	21
4	Israel	+2	20
5	Kuwait	+1	19
6	Bahrain	0	19
7	Jordan	+4	17
8	Libya	+1	16
9	Morocco	-3	14
10	Turkey	0	14
11	Egypt	+1	12
12	Tunisia	0	11
13	Lebanon	+1	10
14	Iran	0	9
15	Algeria	+2	7
	Palestinian Territories	**	**
	Yemen	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**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	+4	66
2	United Arab Emirates	+3	52
3	Saudi Arabia	+2	49
4	Bahrain	0	45
5	Kuwait	-3	37
6	Libya	+2	25
7	Morocco	-1	21
8	Turkey	+1	19
9	Algeria	0	17
10	Iraq	-2	17
11	Jordan	+1	17
12	Tunisia	0	16
13	Iran	+2	16
14	Egypt	+1	11
15	Lebanon	-5	4
	Palestinian Territories	**	**
	Yemen	**	**

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

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DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Lebanon	+7	56
2	Iran	-1	56
3	Tunisia	-1	55
4	Iraq	0	53
5	Jordan	**	47
6	Egypt	-1	44
7	Turkey	+3	43
8	Algeria	+1	41
9	Libya	0	41
10	Morocco	-5	40
11	Kuwait	+1	39
12	Bahrain	0	36
13	Israel	-2	34
14	Saudi Arabia	-4	32
15	United Arab Emirates	-5	31
	Palestinian Territories	**	**
	Yemen	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not available or is not provided due to small sample size.*

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Turkey	+1	66
2	Lebanon	+7	65
3	Tunisia	+2	61
4	Jordan	**	57
5	Egypt	0	52
6	Iran	-3	49
7	Iraq	-3	48
8	Kuwait	+2	45
9	Libya	-1	42
10	Bahrain	0	40
11	Morocco	-4	38
12	United Arab Emirates	-7	35
13	Saudi Arabia	-4	31
14	Israel	-5	31
15	Algeria	-2	29
	Palestinian Territories	**	**
	Yemen	**	**

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DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Iraq	0	48
2	Turkey	+1	46
3	Lebanon	+7	43
4	Tunisia	0	41
5	Jordan	**	37
6	Iran	-1	37
7	Libya	+4	35
8	Algeria	+1	33
9	Egypt	0	31
10	Morocco	-5	30
11	Kuwait	-1	26
12	Bahrain	0	26
13	United Arab Emirates	-4	22
14	Saudi Arabia	-2	21
15	Israel	-4	19
	Palestinian Territories	**	**
	Yemen	**	**

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DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Lebanon	+10	42
2	Iran	0	42
3	Turkey	+5	40
4	Iraq	-3	40
5	Jordan	**	34
6	Libya	+1	30
7	Egypt	+1	30
8	Tunisia	+2	27
9	Morocco	-2	27
10	Bahrain	0	26
11	Kuwait	+2	26
12	United Arab Emirates	-2	23
13	Saudi Arabia	-1	21
14	Algeria	+2	18
15	Israel	-3	15
	Palestinian Territories	**	**
	Yemen	**	**

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	United Arab Emirates	+2	96
2	Saudi Arabia	+4	84
3	Bahrain	0	83
4	Kuwait	-2	78
5	Jordan	+2	59
6	Libya	+5	55
7	Israel	0	52
8	Egypt	+5	51
9	Morocco	+2	51
10	Turkey	0	38
11	Algeria	-1	36
12	Iran	-2	34
13	Iraq	0	29
14	Tunisia	-2	25
15	Lebanon	+7	21
	Palestinian Territories	**	**
	Yemen	**	**

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

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SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Turkey	0	21
2	Lebanon	+3	17
3	Algeria	+2	13
4	Tunisia	+1	12
5	Morocco	-2	11
6	United Arab Emirates	+4	11
7	Israel	-2	10
8	Iraq	-3	10
9	Iran	-1	8
10	Libya	+1	7
11	Saudi Arabia	-1	7
12	Jordan	0	7
13	Egypt	+1	7
14	Bahrain	0	6
15	Kuwait	0	4
	Palestinian Territories	**	**
	Yemen	**	**

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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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	Saudi Arabia	-1	58
2	United Arab Emirates	+7	52
3	Libya	+2	52
4	Kuwait	-1	50
5	Israel	0	46
6	Bahrain	0	39
7	Morocco	+2	33
8	Iraq	-1	30
9	Egypt	+4	27
10	Algeria	-3	23
11	Jordan	0	19
12	Turkey	-2	16
13	Tunisia	-3	15
14	Iran	0	11
15	Lebanon	0	8
	Palestinian Territories	**	**
	Yemen	**	**

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Morocco	-1	41
2	Saudi Arabia	0	36
3	Bahrain	0	35
4	Jordan	-3	33
5	United Arab Emirates	-6	33
6	Iraq	+1	32
7	Tunisia	+2	31
8	Algeria	-3	30
9	Egypt	+3	24
10	Turkey	-3	23
11	Iran	**	22
12	Lebanon	+3	20
13	Israel	+1	15
	Palestinian Territories	**	**
	Yemen	**	**
	Libya	**	**
	Kuwait	**	**

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Sub-Saharan Africa

EMPLOYEE ENGAGEMENT

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

Rank	Country	Change*	% Engaged
1	Mali	+3	43
2	Senegal	+7	35
3	Guinea	-5	28
4	Mozambique	+1	27
5	Sierra Leone	+7	27
6	Republic of the Congo	0	26
7	South Africa	+6	24
8	Zambia	+3	24
9	Burkina Faso	+8	22
10	Mauritania	+5	21
11	Uganda	-3	21
12	Namibia	-2	21
13	Benin	-2	19
14	Tanzania	+2	19
15	Mauritius	+1	18
16	Ghana	+1	18
17	Côte d'Ivoire	-1	17
18	Kenya	+2	17
19	Cameroon	0	17
20	Togo	+6	16
21	Gabon	-1	15
22	Nigeria	0	15
23	Zimbabwe	-1	11
24	Ethiopia	+1	11
	Botswana	**	**
	Chad	**	**
	Comoros	**	**
	Eswatini	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Malawi	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

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

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DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Mozambique	0	69
2	Guinea	+2	66
3	Togo	0	62
4	Chad	-6	60
5	Republic of the Congo	+1	58
6	Mali	-1	57
7	Cameroon	+2	56
8	Sierra Leone	-4	56
9	Gabon	-1	54
10	Burkina Faso	+4	53
11	Benin	-3	50
12	Côte d'Ivoire	-2	48
13	Uganda	+1	48
14	Malawi	-2	47
15	Mauritania	+2	47
16	Zambia	0	46
17	Senegal	-1	42
18	Zimbabwe	+3	41
19	Nigeria	-3	40
20	South Africa	-3	35
21	Ghana	+1	34
22	Namibia	+1	33
23	Tanzania	+1	32
24	Ethiopia	-1	31
25	Kenya	0	29
26	Eswatini	-3	28
27	Mauritius	0	20
	Botswana	**	**
	Comoros	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Tanzania	0	56
2	Ghana	-2	56
3	Uganda	-1	54
4	Senegal	+1	52
5	Guinea	+1	50
6	Sierra Leone	-4	49
7	Togo	+5	49
8	Burkina Faso	-4	48
9	Chad	-5	46
10	Nigeria	+1	46
11	Cameroon	+1	46
12	Zimbabwe	+2	45
13	Republic of the Congo	-1	44
14	Zambia	0	40
15	Mozambique	+3	39
16	Côte d'Ivoire	-1	38
17	Mali	-2	38
18	Malawi	-1	37
19	South Africa	-5	36
20	Gabon	-1	36
21	Benin	-1	35
22	Mauritania	-3	33
23	Kenya	+1	32
24	Namibia	+1	32
25	Ethiopia	-1	31
26	Eswatini	-3	25
27	Mauritius	-1	21
	Botswana	**	**
	Comoros	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

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DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Togo	-1	40
2	Guinea	+4	38
3	Sierra Leone	-3	37
4	Uganda	+1	36
5	Benin	+1	32
6	Chad	-4	32
7	Mali	+2	32
8	Gabon	-1	32
9	Republic of the Congo	-1	29
10	Côte d'Ivoire	-3	26
11	Cameroon	0	25
12	Ghana	-1	25
13	Burkina Faso	-1	24
14	Ethiopia	-1	24
15	Zambia	-1	24
16	Mauritania	+1	24
17	Nigeria	+1	24
18	Kenya	0	23
19	Namibia	+1	22
20	Tanzania	0	22
21	Eswatini	-2	21
22	Malawi	-5	20
23	Mozambique	0	19
24	Senegal	0	19
25	Zimbabwe	0	18
26	South Africa	-4	16
27	Mauritius	-1	9
	Botswana	**	**
	Comoros	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

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DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Chad	-2	**50**
2	Guinea	-3	**48**
3	Republic of the Congo	-1	**43**
4	Togo	0	**43**
5	Malawi	-4	**43**
6	Sierra Leone	-6	**40**
7	Mozambique	-1	**40**
8	Burkina Faso	+1	**36**
9	Gabon	-4	**36**
10	Uganda	0	**35**
11	Cameroon	+1	**35**
12	Côte d'Ivoire	-1	**35**
13	Mali	-1	**34**
14	Benin	-3	**32**
15	Zimbabwe	+2	**29**
16	Tanzania	0	**28**
17	Zambia	-2	**28**
18	Eswatini	+2	**27**
19	Ethiopia	-1	**26**
20	Ghana	+1	**25**
21	Senegal	+1	**24**
22	Nigeria	-2	**24**
23	South Africa	-4	**21**
24	Kenya	0	**21**
25	Namibia	-2	**21**
26	Mauritania	-2	**21**
27	Mauritius	-1	**14**
	Botswana	**	**
	Comoros	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	Ethiopia	+3	84
2	Tanzania	+2	76
3	Mozambique	-2	75
4	Benin	+3	69
5	Malawi	**	68
6	Mauritius	-1	65
7	Eswatini	-1	65
8	Côte d'Ivoire	+1	61
9	Sierra Leone	+1	60
10	Chad	-3	60
11	Republic of the Congo	0	58
12	Burkina Faso	0	58
13	Senegal	+5	55
14	Zimbabwe	+2	54
15	Kenya	0	54
16	Zambia	-4	53
17	Namibia	0	52
18	Guinea	-8	50
19	Mali	+1	50
20	South Africa	-2	48
21	Ghana	-2	47
22	Togo	+4	46
23	Uganda	-2	46
24	Gabon	+4	45
25	Cameroon	-4	45
26	Nigeria	-8	33
27	Mauritania	+6	31
	Botswana	**	**
	Comoros	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

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SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Ethiopia	+1	43
2	Malawi	**	28
3	Zimbabwe	+2	26
4	Uganda	0	26
5	Chad	-1	26
6	Togo	0	25
7	Sierra Leone	-1	23
8	Benin	0	22
9	Republic of the Congo	+1	22
10	Cameroon	+1	21
11	Kenya	0	20
12	Namibia	0	19
13	Zambia	0	19
14	Tanzania	0	19
15	Côte d'Ivoire	+1	18
16	Burkina Faso	0	18
17	Mozambique	+4	17
18	Nigeria	+1	17
19	Gabon	-2	15
20	Ghana	-1	14
21	Mali	0	14
22	Mauritania	-3	13
23	South Africa	-1	13
24	Guinea	+1	11
25	Eswatini	+1	10
26	Senegal	-1	8
27	Mauritius	+1	6
	Botswana	**	**
	Comoros	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

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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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	Mali	+3	73
2	Côte d'Ivoire	-1	65
3	Chad	+7	63
4	Mozambique	-5	63
5	Tanzania	0	61
6	Sierra Leone	+2	58
7	Burkina Faso	+1	57
8	Guinea	0	53
9	Malawi	**	52
10	Togo	-7	47
11	Senegal	+2	44
12	Benin	-3	44
13	Uganda	+2	43
14	Cameroon	-4	43
15	Zambia	+6	42
16	Kenya	-7	42
17	Nigeria	-1	41
18	South Africa	0	40
19	Ghana	-1	40
20	Republic of the Congo	+2	38
21	Gabon	+4	36
22	Ethiopia	0	35
23	Mauritius	-8	35
24	Zimbabwe	+2	34
25	Namibia	-5	29
26	Eswatini	-6	26
27	Botswana	**	**
	Comoros	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Mauritania	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*
***This data point is not provided due to small sample size.*

Back to region

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Sierra Leone	0	55
2	Nigeria	+1	54
3	Republic of the Congo	-1	53
4	Gabon	-2	49
5	Kenya	-1	49
6	Zimbabwe	+1	48
7	Cameroon	+1	48
8	Guinea	+1	48
9	Côte d'Ivoire	-3	48
10	Togo	-4	48
11	Uganda	0	47
12	Zambia	-1	47
13	Benin	+1	47
14	Namibia	+3	46
15	Ghana	-4	46
16	Senegal	0	41
17	Tanzania	0	40
18	South Africa	-5	38
19	Mali	0	38
20	Ethiopia	0	38
21	Burkina Faso	-7	37
22	Mozambique	-4	33
23	Malawi	**	26
24	Chad	0	25
25	Mauritius	+3	13
26	Botswana	**	**
27	Comoros	**	**
	Eswatini	**	**
	Lesotho	**	**
	Liberia	**	**
	Madagascar	**	**
	Mauritania	**	**
	Niger	**	**
	Rwanda	**	**
	The Gambia	**	**

"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
***This data point is not provided due to small sample size.*

Back to region

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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	37
2	China	+1	18
3	South Korea	+1	12
4	Taiwan, Province of China	+2	10
5	Hong Kong, S.A.R. of China	-1	6
6	Japan	0	5

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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	+3	39
2	South Korea	+1	33
3	Mongolia	+1	32
4	Japan	+3	28
5	China	+4	28
6	Hong Kong, S.A.R. of China	0	16

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Hong Kong, S.A.R. of China	-3	40
2	South Korea	-1	36
3	Mongolia	-2	35
4	China	+4	32
5	Japan	-1	30
6	Taiwan, Province of China	+1	15

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Hong Kong, S.A.R. of China	-1	53
2	China	+5	50
3	Japan	0	43
4	South Korea	0	38
5	Taiwan, Province of China	0	33
6	Mongolia	-1	18

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Hong Kong, S.A.R. of China	-3	25
2	China	+1	18
3	South Korea	0	17
4	Japan	-1	15
5	Taiwan, Province of China	+1	12
6	Mongolia	-1	11

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Hong Kong, S.A.R. of China	-2	18
2	Mongolia	+1	16
3	South Korea	-1	12
4	China	+1	12
5	Japan	-1	11
6	Taiwan, Province of China	0	4

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	China	+2	87
2	Japan	-1	46
3	Taiwan, Province of China	+3	45
4	South Korea	+4	45
5	Hong Kong, S.A.R. of China	+2	33
6	Mongolia	+1	19

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Japan	0	26
2	South Korea	-1	20
3	Mongolia	-1	13
4	Hong Kong, S.A.R. of China	0	9
5	Taiwan, Province of China	0	8
6	China	0	7

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	China	+2	63
2	Taiwan, Province of China	+4	52
3	Japan	-13	31
4	Mongolia	+4	24
5	Hong Kong, S.A.R. of China	+5	21
6	South Korea	+2	18

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Mongolia	+1	**34**
2	China	+1	**16**
3	South Korea	+1	**13**
4	Hong Kong, S.A.R. of China	-1	**13**
5	Japan	0	**10**
6	Taiwan, Province of China	0	**8**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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South Asia

EMPLOYEE ENGAGEMENT

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

Rank	Country	Change*	% Engaged
1	Bangladesh	+3	40
2	Sri Lanka	0	28
3	India	+1	26
4	Nepal	-5	25
5	Pakistan	+3	13
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

Back to region

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	0	29
2	Bangladesh	+5	28
3	Pakistan	-3	14
4	India	+1	13
5	Sri Lanka	+1	11
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

Back to region

DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	India	+2	50
2	Bangladesh	-4	47
3	Nepal	-3	43
4	Pakistan	-2	43
5	Sri Lanka	+2	33
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

Back to region

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Sri Lanka	+2	55
2	Bangladesh	-1	40
3	Nepal	0	33
4	India	+3	32
5	Pakistan	-3	30
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Back to region

DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	India	+3	37
2	Pakistan	-3	37
3	Sri Lanka	+2	30
4	Bangladesh	0	25
5	Nepal	-1	22
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

Back to region

DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	India	+3	42
2	Sri Lanka	+4	37
3	Pakistan	0	34
4	Bangladesh	-3	33
5	Nepal	-4	29
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

Back to region

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	India	+1	81
2	Bangladesh	0	76
3	Nepal	+1	65
4	Sri Lanka	-1	55
5	Pakistan	+2	43
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

Back to region

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Nepal	-3	27
2	India	0	19
3	Bangladesh	0	13
4	Pakistan	-1	11
5	Sri Lanka	-1	10
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	Nepal	0	64
2	India	+3	56
3	Bangladesh	-1	46
4	Sri Lanka	-6	45
5	Pakistan	-3	21
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**This data point is not provided due to small sample size.

Back to region

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Bangladesh	+2	**27**
2	Nepal	-1	**24**
3	India	+4	**23**
4	Pakistan	+2	**21**
5	Sri Lanka	+4	**18**
	Afghanistan	**	**

*"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.
**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
1	Philippines	-1	31
2	Thailand	+1	26
3	Cambodia	+1	26
4	Indonesia	+2	24
5	Vietnam	+3	23
6	Myanmar	+1	23
7	Laos	+1	23
8	Malaysia	0	18
9	Singapore	0	13

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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	Singapore	0	38
2	Thailand	0	36
3	Vietnam	+8	35
4	Malaysia	+5	30
5	Philippines	+2	29
6	Laos	+1	25
7	Indonesia	0	24
8	Cambodia	-3	17
9	Myanmar	0	15

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Cambodia	-2	**50**
2	Indonesia	-4	**46**
3	Thailand	+4	**44**
4	Myanmar	-3	**43**
5	Laos	+1	**40**
6	Vietnam	0	**37**
7	Philippines	-5	**35**
8	Malaysia	+2	**31**
9	Singapore	+3	**21**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Philippines	-3	**50**
2	Thailand	+5	**41**
3	Cambodia	-3	**38**
4	Myanmar	-2	**37**
5	Vietnam	+2	**35**
6	Singapore	0	**34**
7	Laos	+1	**32**
8	Malaysia	+1	**27**
9	Indonesia	+1	**20**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Laos	-2	34
2	Myanmar	-1	27
3	Philippines	-3	24
4	Indonesia	0	23
5	Cambodia	-2	21
6	Thailand	+2	21
7	Vietnam	-1	19
8	Singapore	+3	17
9	Malaysia	0	17

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Cambodia	-2	41
2	Philippines	-1	32
3	Laos	0	32
4	Indonesia	-2	31
5	Myanmar	0	23
6	Vietnam	-2	21
7	Thailand	+2	19
8	Malaysia	+1	18
9	Singapore	+2	10

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	Singapore	-5	88
2	Philippines	-3	87
3	Cambodia	-2	85
4	Laos	+1	80
5	Indonesia	-2	71
6	Malaysia	-1	67
7	Vietnam	-4	67
8	Thailand	-6	64
9	Myanmar	-9	63

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Laos	0	30
2	Myanmar	-2	27
3	Cambodia	-1	16
4	Thailand	0	13
5	Malaysia	+2	10
6	Singapore	+1	6
7	Indonesia	-1	5
8	Philippines	0	4
9	Vietnam	-2	4

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	Laos	-3	**71**
2	Cambodia	-5	**64**
3	Philippines	-6	**63**
4	Vietnam	-11	**61**
5	Malaysia	-4	**48**
6	Indonesia	-7	**45**
7	Singapore	-4	**40**
8	Thailand	-8	**32**
9	Myanmar	-6	**25**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Malaysia	+1	**27**
2	Myanmar	+4	**24**
3	Philippines	+5	**22**
4	Cambodia	0	**20**
5	Vietnam	+3	**18**
6	Laos	0	**16**
7	Thailand	+2	**16**
8	Indonesia	-3	**15**
9	Singapore	+2	**11**

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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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	Australia	0	19
2	New Zealand	0	19

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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	+1	61
2	New Zealand	0	60

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

DAILY WORRY

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Australia	+2	34
2	New Zealand	+2	31

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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DAILY STRESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Australia	+2	45
2	New Zealand	+2	41

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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DAILY ANGER

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Australia	+1	13
2	New Zealand	+1	12

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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DAILY SADNESS

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

(Yes, No)

Rank	Country	Change*	% Yes
1	Australia	+2	16
2	New Zealand	+1	16

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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ENVIRONMENTAL

In [country], are you satisfied or dissatisfied with efforts to preserve the environment?

(Satisfied, Dissatisfied)

Rank	Country	Change*	% Satisfied
1	New Zealand	-1	62
2	Australia	-3	41

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

SOCIAL

Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with and how you felt. Were you treated with respect all day yesterday?

(Yes, No)

Rank	Country	Change*	% No
1	Australia	0	7
2	New Zealand	0	7

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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?

(Good time, Bad time)

Rank	Country	Change*	% Good time
1	New Zealand	-1	62
2	Australia	+2	52

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

Back to region

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RELOCATION POTENTIAL

In the next 12 months, are you likely or unlikely to move away from the city or area where you live?

(Likely to move, Unlikely to move)

Rank	Country	Change*	% Likely to move
1	Australia	-2	16
2	New Zealand	-3	15

**"Change" indicates the difference in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.*

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Appendix 2: Methodology

The primary data in this report come from the Gallup World Poll, through which Gallup has conducted surveys of the world's adult population, using randomly selected samples, since 2005. The survey is administered annually face to face or by telephone, covering more than 160 countries and areas since its inception. In addition to the World Poll data, Gallup collected extensive random samples of working populations in the United States and Germany; these samples were also added to the dataset.

The target population of the World Poll is the entire civilian, noninstitutionalized, aged-15-and-older population. Gallup's data in this report reflect the responses of adults, aged-15-and-older, who were employed for any number of hours by an employer.

With some exceptions, all samples are probability-based and nationally representative. Gallup uses data weighting to minimize bias in survey-based estimates; ensure samples are nationally representative for each country; and correct for unequal selection probability, nonresponse and double coverage of landline and mobile phone users when using both mobile phone and landline frames. Gallup also weights its final samples to match the national demographics of each selected country.

Regional findings in this report include data obtained from 2021 to as late as March 2022 (reported as part of 2021 data in this report). To determine percentage point changes for regions, Gallup uses data from 2020 and 2021 from the same countries in each region.

Country-specific findings in "Appendix 1: Country Comparisons" are based on data aggregated from three years of polling (2019, 2020 and 2021 — with several countries' 2021 data obtained in early 2022). Percentage point changes for countries indicate the differences in percentage points when comparing the average from 2018, 2019 and 2020 with the average from 2019, 2020 and 2021.

Gallup typically surveys 1,000 individuals in each country or area, using a standard set of core questions that has been translated into the major languages of the respective country. In some countries, Gallup collects oversamples in major cities or areas of special interest. Additionally, in some large countries, such as China and Russia, sample sizes include at least 2,000 adults. In a small number of countries, the sample size is less than 1,000. In this report, Gallup does not provide country-level data (aggregate of 2019, 2020 and 2021 data) or country-level percentage point change data (aggregate of 2018, 2019 and 2020 data) for any country that has an aggregate n size of less than 300.

For results based on the total sample of adults **globally**, the margin of sampling error ranged from ±0.5 percentage points to ±0.7 percentage points at the 95% confidence level. For results based on the total sample of adults in each **region**, the margin of sampling error ranged from ±0.6 percentage points to ±5.0 percentage points at the 95% confidence level. For results based on the total sample of adults in each **country**, the margin of sampling error ranged from ±0.5 percentage points to ±8.5 percentage points at the 95% confidence level. All reported margins of sampling error include computed design effects for weighting.

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Gallup is entirely responsible for the management, design and control of the Gallup World Poll. For more than 80 years, Gallup has been committed to the principle that accurately collecting and disseminating the opinions and aspirations of people around the globe is vital to understanding our world. Gallup's mission is to provide information in an objective, reliable and scientifically grounded manner. Gallup is not associated with any political orientation, party or advocacy group and does not accept partisan entities as clients. Any individual, institution or governmental agency may access the Gallup World Poll regardless of nationality. The identities of clients and all surveyed respondents remain confidential.

The World Poll monitors the issues that matter most to societies worldwide, such as personal safety, food and shelter, employment, wellbeing and confidence in national institutions. In addition to conducting our core polls, organizations worldwide turn to Gallup to conduct custom surveys using our rigorous research standards and scientifically proven methodologies to help them solve their most pressing problems.

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Appendix 3: Support Information

Employee Engagement

Employee engagement reflects the involvement and enthusiasm of employees in their work and workplace. Gallup categorizes an organization's employees as engaged, not engaged or actively disengaged. Employees can become engaged when their basic needs are met and when they have a chance to contribute, a sense of belonging, and opportunities to learn and grow.

Engaged employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners," drive performance and innovation, and move the organization forward.

Not engaged employees are psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time — but not energy or passion — into their work.

Actively disengaged employees aren't just unhappy at work — they are resentful that their needs aren't being met and are acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

To determine the percentage of engaged, not engaged and actively disengaged employees, Gallup uses a proprietary formula founded on extensive research about how the engagement elements, as measured by the Gallup Q^{12}, relate to various workplace outcomes. For this reason, employee engagement is a much higher bar than merely satisfaction or metrics that combine "strongly agree" and "agree" responses into a "percent favorable" engagement index.

The current standard is to ask each employee (a census survey; median participation rate is 84%) to rate the Q^{12} statements using six response options, from 5 = strongly agree to 1 = strongly disagree, and the sixth response option — don't know/does not apply — is unscored. Gallup's proprietary formula does not require perfect agreement with all Q^{12} elements for employees to be classified as engaged.

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Gallup Q[12] Items

Q01. I know what is expected of me at work.

Q02. I have the materials and equipment I need to do my work right.

Q03. At work, I have the opportunity to do what I do best every day.

Q04. In the last seven days, I have received recognition or praise for doing good work.

Q05. My supervisor, or someone at work, seems to care about me as a person.

Q06. There is someone at work who encourages my development.

Q07. At work, my opinions seem to count.

Q08. The mission or purpose of my company makes me feel my job is important.

Q09. My associates or fellow employees are committed to doing quality work.

Q10. I have a best friend at work.

Q11. In the last six months, someone at work has talked to me about my progress.

Q12. This last year, I have had opportunities at work to learn and grow.

Life Evaluation

Gallup's Life Evaluation Index, which is included as part of the standard set of core questions on the Gallup World Poll, measures respondents' perceptions of where they stand now and in the future.

Building on the Cantril Self-Anchoring Striving Scale,[1] Gallup measures life satisfaction by quantifying the difference between the best possible life and the worst possible life using a simple two-part question — Gallup's Best Possible Life Scale. Gallup asks respondents to place the status of their current and future lives on a "ladder" scale with steps numbered from zero to 10, where zero indicates the worst possible life and 10 the best possible life.

Best Possible Life Scale Two-Part Question

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)

1 Cantril, H. (1965). The pattern of human concerns. New Brunswick, NJ: Rutgers University Press. The Cantril Self-Anchoring Striving Scale (ladder scale) was originated by pioneering social researcher Hadley Cantril in his 1965 book The Pattern of Human Concerns. George Gallup included the measure in his 1977 classic volume Human Needs and Satisfactions: A Global Survey, and it has been tracked in Gallup's World Poll since 2005.

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Thriving, Struggling and Suffering

Gallup classifies respondents into one of three categories of wellbeing — thriving, struggling or suffering — and determines the percentage of respondents in each category.

Individuals who rate their current life at a 7 or higher AND their future life as an 8 or higher are "thriving." Individuals are "suffering" if they rate their current AND future lives at 4 or below. All other individuals are "struggling."

Thriving: These respondents have positive views of their present life situation (7 or higher rating on best life present) and have positive views of the next five years (8 or higher rating on best life future). They report significantly fewer health problems and less worry, stress, sadness, depression and anger. They report more hope, happiness, energy, interest and respect.

Struggling: These respondents struggle in their present life situation and have uncertain or negative views about their future. They report more daily stress and worry about money than thriving respondents do.

Suffering: These respondents report that their lives are miserable (4 and below rating on best life present) and have negative views of the next five years (4 and below on best life future). They are more likely to report that they lack the basics of food and shelter and more likely to have physical pain and a lot of stress, worry, sadness and anger. They have less access to health insurance and care and more than double the disease burden compared with thriving respondents.

Daily Negative Emotions

Gallup annually surveys around the world to determine people's experiences of daily emotions. This report focuses on the emotional experiences of employed adults. For further data on the emotions of all adults globally, please see our most recent Global Emotions Report.

Environmental, Social and Governance (ESG)

ESG refers to environmental, social and governance criteria for evaluating organizational success beyond profit. It challenges leaders to move away from a sole focus on short-term profit to long-term sustainability and the interests of all stakeholders. Ultimately, it is a redefinition of success in business — beyond wealth creation, toward making the world, the planet and its people better over the long term.

For the item "Is corruption widespread within businesses located in [country], or not?" Gallup removed all "Don't know" or "N/A" responses and recalculated the past data trend for this item. This updated calculation will be used in the 2022 report and moving forward.

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Job Market

As part of the State of the Global Workplace report, Gallup reports data on other questions that may be relevant to world leaders. In 2021, we reported on COVID-19-related questions. This year, we reported on the following job-market-related items:

- 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? (Response options: Good time/ Bad time)
  - In this report, we are reporting on the percentage of employees who selected the "Good time" response for this item.
- In the next 12 months, are you likely or unlikely to move away from the city or area where you live? (Response options: Likely to move, Unlikely to move)
  - In this report, we are reporting on the percentage of employees who selected the "Likely to move" response for this item.
  - This item does not measure desire to migrate permanently from one country to another. See Gallup's global Migration Research Center for additional findings.
- Which one of these phrases comes closest to your own feelings about your household income these days? (Response options: Living comfortably on present income, Getting by on present income, Finding it difficult on present income, Finding it very difficult on present income)
  - In this report, we are reporting on the percentage of employees who selected the "Living comfortably" response for this item.

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