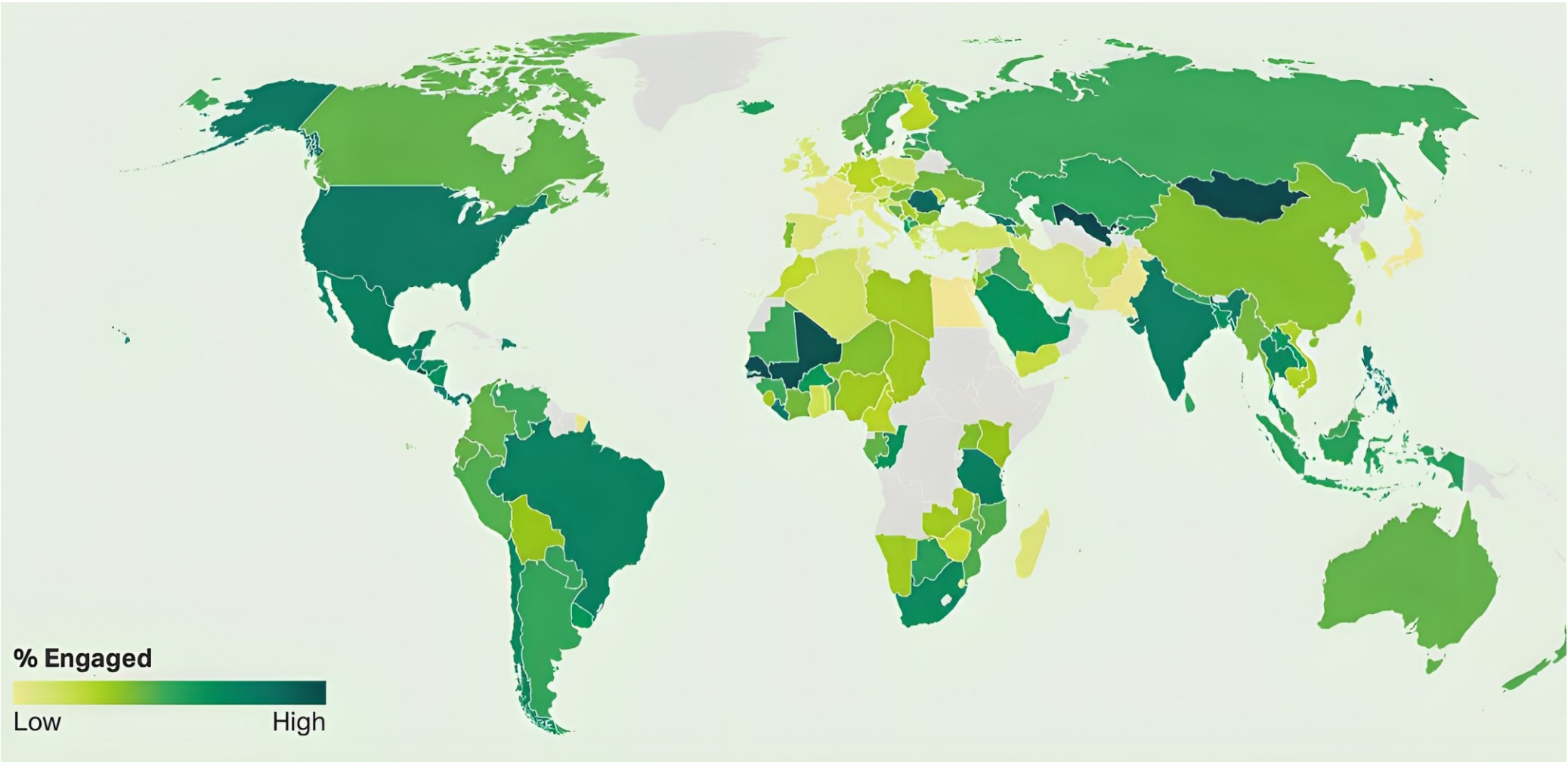




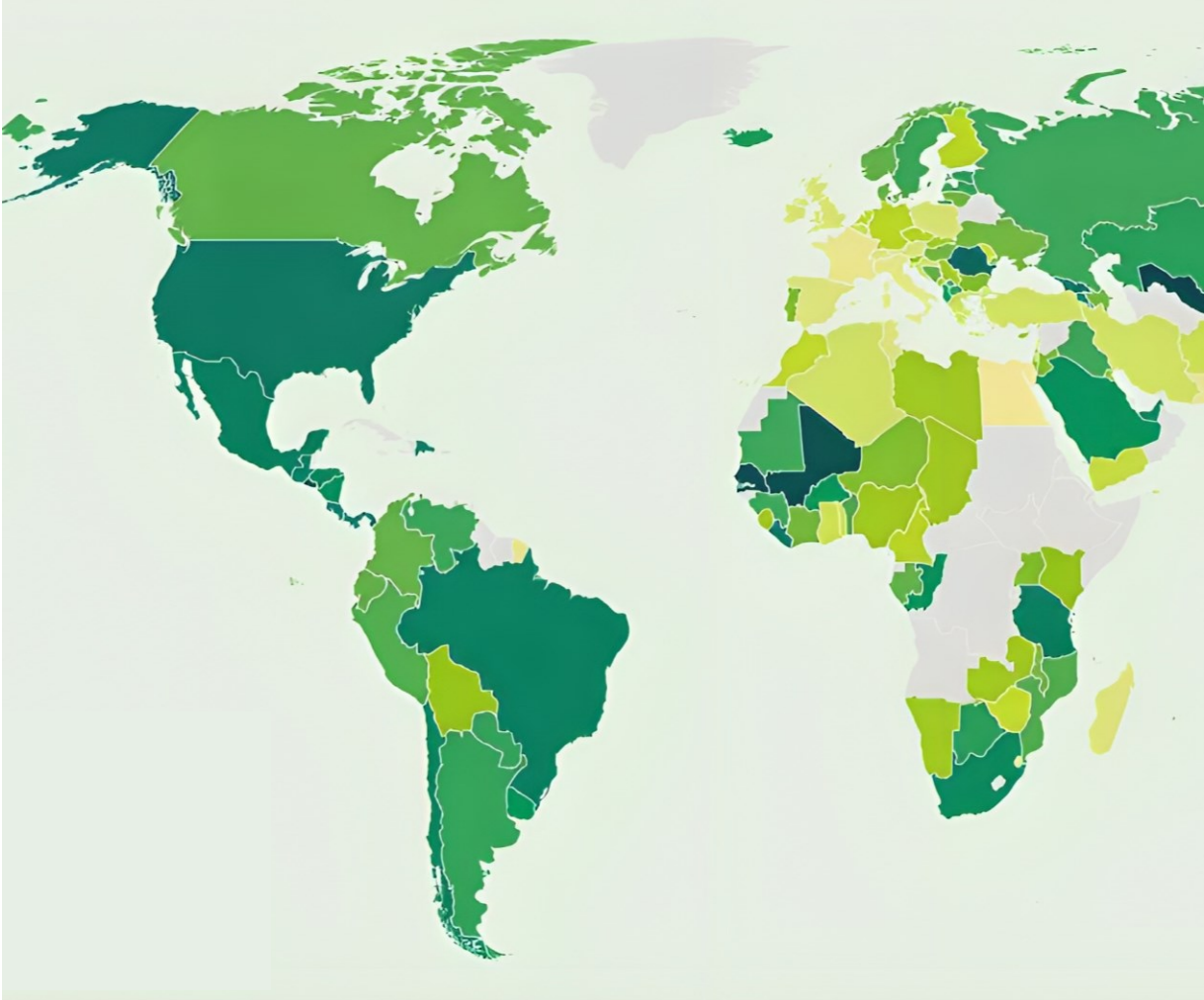
ENERGIA LA PUTEREA RO

Employee Engagement Global



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Employee Engagement Global



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Employee Engagement in Europe



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

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

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