

2017 IEG Client Survey

Final Report

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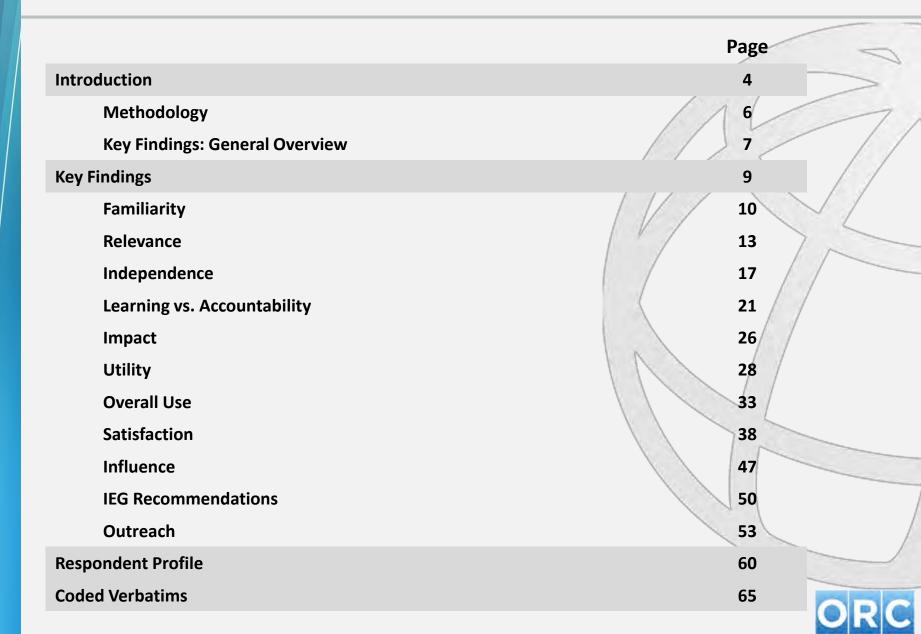
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Introduction



Introduction



- This report presents the findings of the 2017 Client Survey of the World Bank Group's Independent Evaluation Group (IEG).
- For 15 plus years, IEG has conducted a client survey to gather opinions on the quality and impact of their evaluations to...
 - Obtain feedback on clients' general awareness and attitudes toward IEG;
 - Assess IEG's products and services in line with results framework; and
 - Share research findings with key stakeholders (IEG management and World Bank Group Board) as an assessment of IEG's effectiveness.
- Insights from the 2017 IEG survey will help IEG guide its results framework, inform strategic decision-making, and anticipate demand for its services.
- Specific Key Performance Indicators this report examines include: awareness of IEG; perceived focus of IEG's work; relevance and effectiveness of IEG's work; readership of IEG's products; satisfaction with products; utility, influence; and quality products.
- The findings detailed here are based on **three surveys conducted among three different audiences:** WBG Board members and advisors, WBG Staff, and External Stakeholders. All WBG staff received the same survey.
- This report shows key comparisons across the three groups as well as individual findings within each group. Additionally, this report compared the results from previous years.



Methodology



- This study was conducted online simultaneously for the three audiences from January 1, 2017 to March 9, 2017.
- ORC International Interviewed a total of 2183 respondents. This sample included:
 - 1239 WBG Staff;
 - o 907 Externals; and
 - 37 Board Members.
- The questionnaire was divided into two main sections.
 - The first section focused on general perceptions and attitudes toward IEG as an organization, and asked respondents general questions about their familiarity with IEG's role, impact and independence.
 - The second section focused on collecting feedback on IEG's evaluation products, with respondents asked to rate their overall and detailed satisfaction with the most recent evaluation products they read in the last 12 months.
- A copy of the questionnaire may be viewed by clicking on the following icon.



Throughout this report, statistical testing is conducted at the 90% confidence level.



Key Findings: General Overview



- **Familiarity:** Familiarity with IEG continues to remain strong, particularly with Board Members. Among Staff and Externals, familiarity is highest with senior level WBG Staff and Externals who work in international organizations and academia.
- Relevance: IEG continues to hold strong relevance for the WBG's mission. However, this level of relevance has declined slightly among Staff (from 60% in 2015 to 55% in 2017) and Externals (from 79% in 2012 to 73% in 2017).
- Independence: Stakeholder perceptions of IEG's independence remain high across all audiences (82% among Staff, 90% Board, and 83% Externals). This perception has remained stable for Staff and Externals but has seen a declining trend among Board Members. This decline continued into 2017.
- Learning vs. accountability gap: Relative to 2015, the learning vs. accountability gap shrunk for Board Members and Externals but remained stable for Staff in 2017. Staff believe that IEG's work overemphasizes accountability over learning. Among Staff, this gap is widest with senior level employees. In contrast, Externals see IEG's learning and accountability emphases as well balanced.
- **Impact:** Board Members (85%) and Externals (84%) rate IEG's work as impactful to WBG activities, while Staff remain more skeptical (63%). Compared to 2015, Board Members' rating of IEG's impact increased by a significant 19%.
- **Utility:** About half (53%) of Staff and sizeable majorities of Board Members (80%) and Externals (64%) have used an IEG report over the past 12 months. Externals' reading of IEG reports grew compared to 2015.







- Overall use: Overall use of IEG products remains high across all audiences (Board, 96%; Externals, 91%; and Staff, 75%). Overall Staff use of IEG products has increased significantly since 2015. Staff use IEG products to provide advice to clients, Externals to assess sector and project strategies, and Board Members to assess country strategies.
- Satisfaction: Satisfaction with the quality of IEG products is highest with Externals (4.6) but lowest with Staff (4.1). Among Staff, satisfaction is highest at the GF level and lowest at GH. In terms of evaluation reports, Staff are most satisfied with the executive summaries but are least satisfied with the process of engagement and incorporation of all relevant information.
- **Influence:** Across all influence attributes, perceived influence of IEG reports is highest among Externals and lowest among Staff; influence is greatest for past operational experience.
- Satisfaction with IEG Recommendations: Both Staff and Board Members report high levels of satisfaction with IEG recommendations.
- **IEG Outreach:** The email newsletter announcements, the IEG website, and IEG publications are the most effective forms of outreach. Client perceptions of the effectiveness of these channels increased significantly relative to 2015.







Key Findings

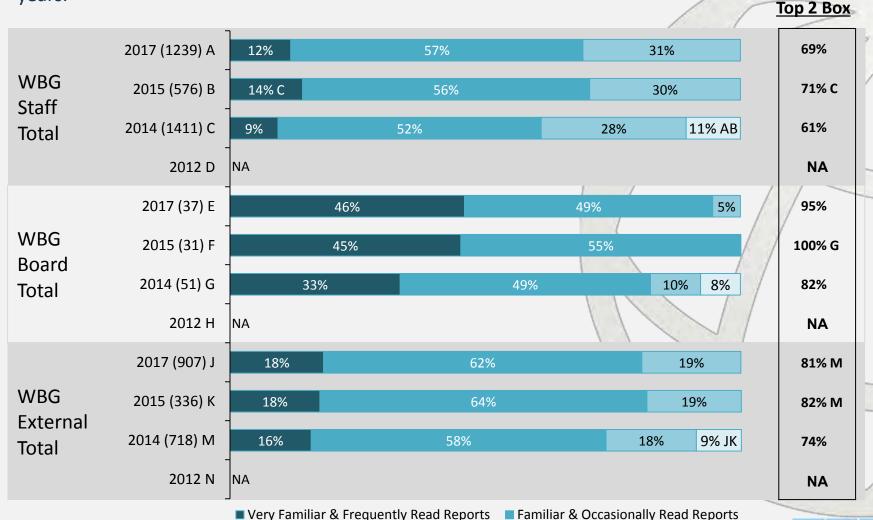


Familiarity with IEG's work remains highest among Board Members



Familiarity

Familiarity among Staff and Externals has grown since 2014, remaining stable for the past 2 years.



■ Not Familiar At All

■ Know About But Have Not Read Reports

Base: Total

Q13. To what extent are you familiar with IEGs work and reports?

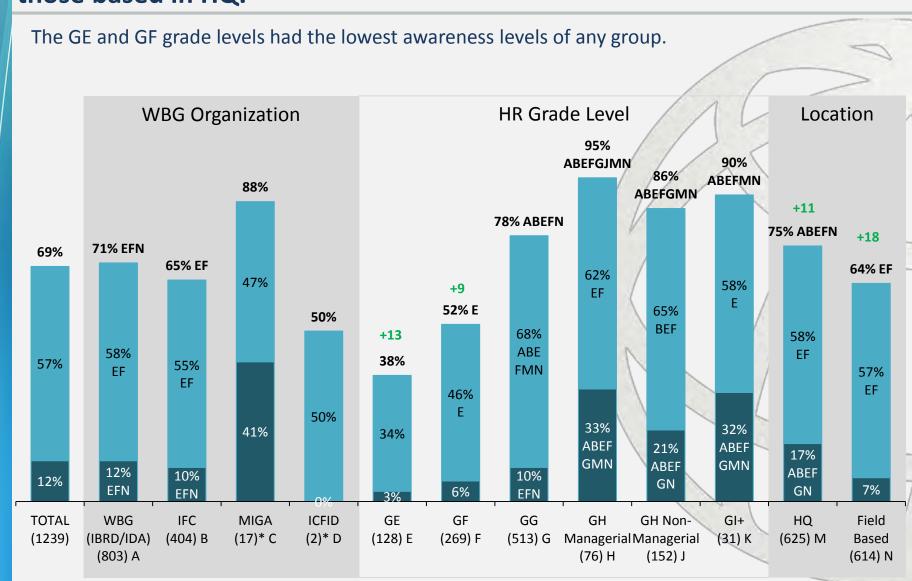
Letters indicate a significant difference at the 90% confidence level (A/B/C/D, E/F/G/H, J/K/M/N).



Among Staff, highest levels among senior level staff and those based in HQ.



Familiarity



Base: Total

■ Very Familiar & Frequently Read Reports

■ Familiar & Occasionally Read Reports

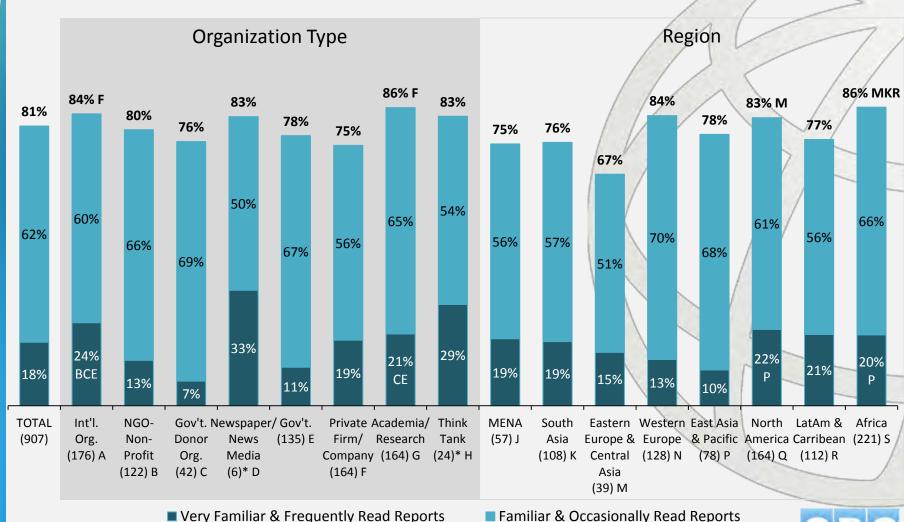


Among Externals, IEG familiarity is highest among those who work in International Organizations and Academia.



Familiarity

Familiarity is highest in Africa. Lowest among Externals who work in private firms/companies.



Base: Total

Q13. To what extent are you familiar with IEGs work and reports? * Caution: Small (<30) base size. Letters indicate a significant difference at the 90% confidence level (A/B/C/D/E/F/G/H, J/K/M/N/P/Q/R/S).

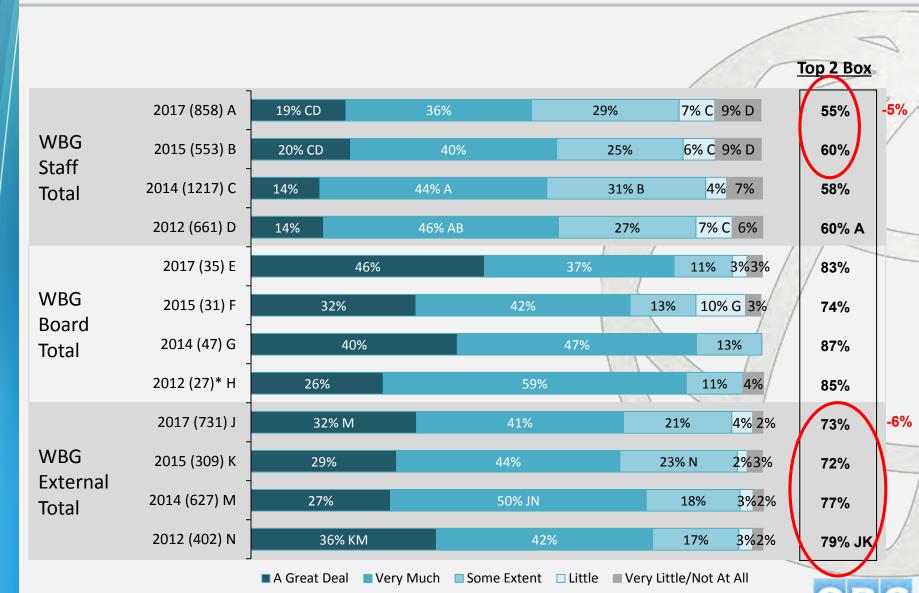
■ Familiar & Occasionally Read Reports



IEG continues to be seen as relevant to the WBG mission, however this perception has declined slightly among Staff since 2015 and Externals since 2012.



Relevance



Base: Familiar With IEGs Work

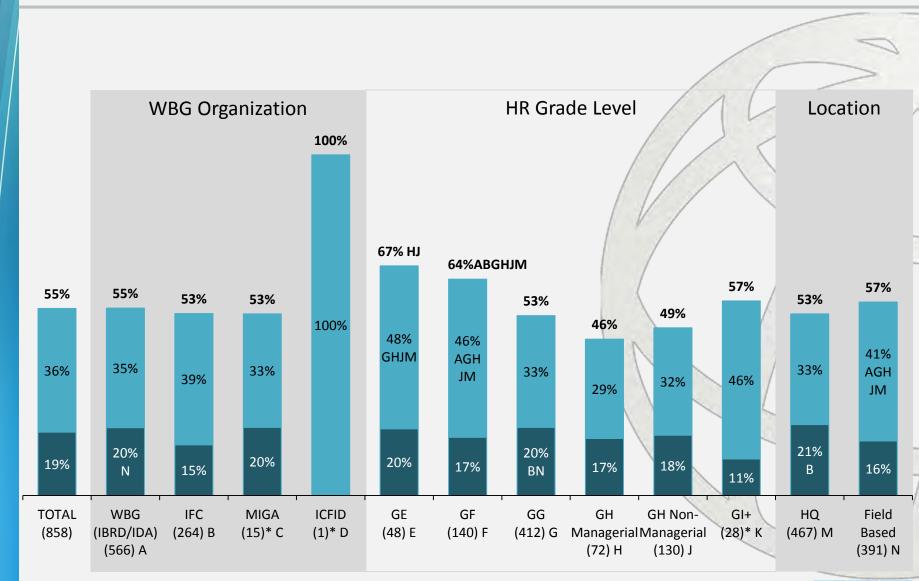
^{*} Caution: Small (<30) base size.

Q17. How relevant do you think is IEGs work to the World Bank Groups overall mission (to end extreme poverty within a generation and boost shared prosperity)? Letters indicate a significant difference at the 90% confidence level (A/B/C/D, E/F/G/H, J/K/M/N).

Perceived relevance of IEG's work among Staff is highest among the GE and GF levels, lowest among the GH levels.



Relevance



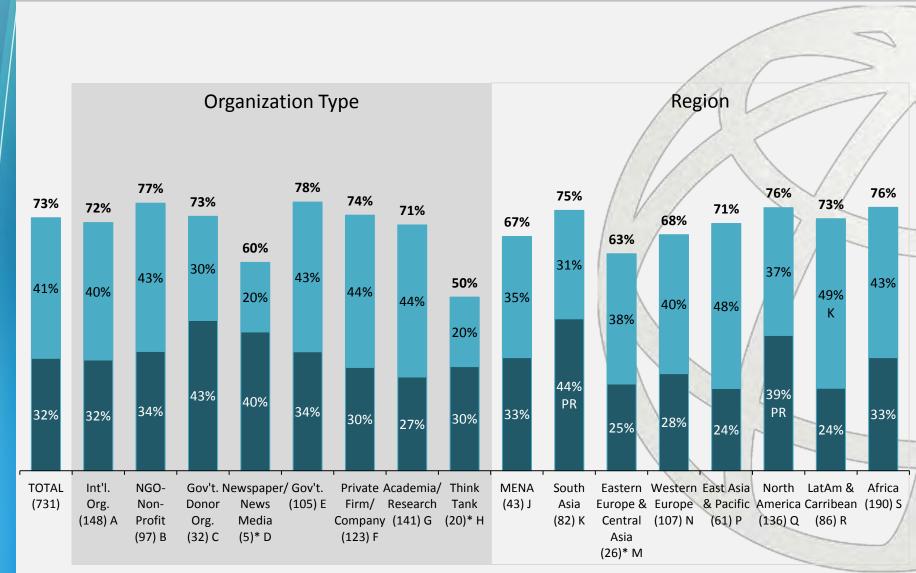
■ Very Familiar & Frequently Read Reports * Caution: Small (<30) base size.

■ Familiar & Occasionally Read Reports

Relevance of IEG's work remains high and stable among Externals.



Relevance



■ Very Familiar & Frequently Read Reports

■ Familiar & Occasionally Read Reports

Base: Familiar With IEGs Work * Caution: Small (<30) base size.

Q17. How relevant do you think is IEGs work to the World Bank Groups overall mission (to end extreme poverty within a generation and boost shared prosperity)?

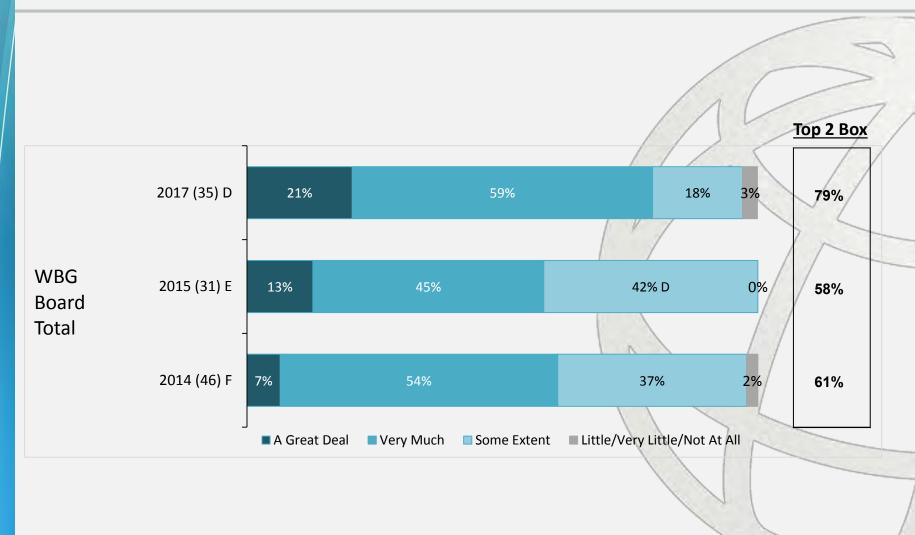
Letters indicate a significant difference at the 90% confidence level (A/B/C/D/E/F/G/H, J/K/M/N/P/Q/R/S).



Board Members' perceptions of IEG's alignment with WBG goals have grown considerably since 2014.



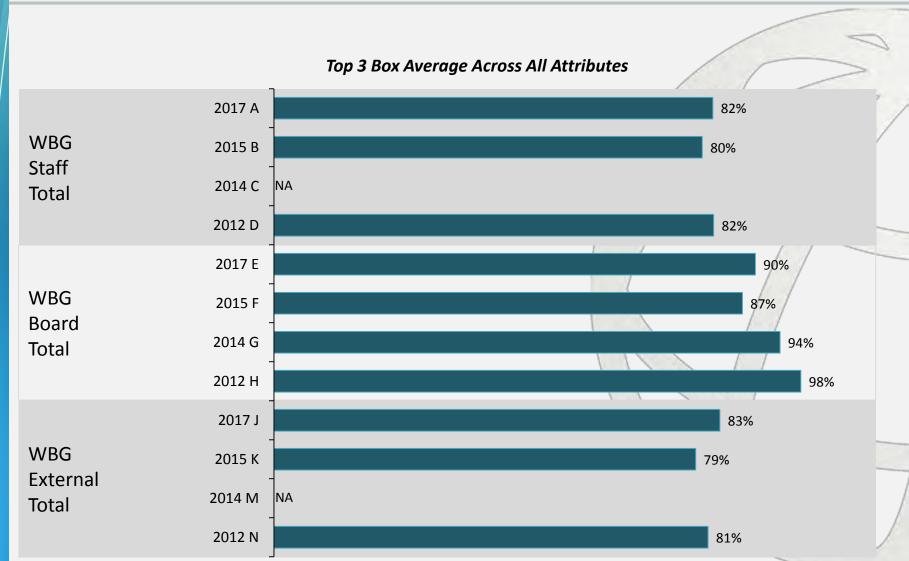
Relevance





IEG's perceived independence is generally rated high across all groups, though this perception has declined slightly among Board Members.

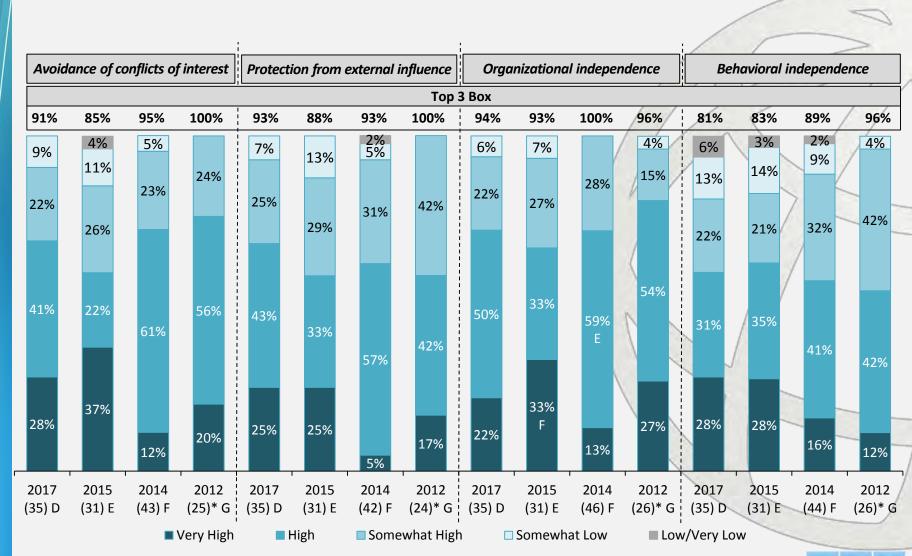






Among Board Members, IEG's perceived independence remains high and stable, with the exception of "Behavioral independence," which has declined since 2012.



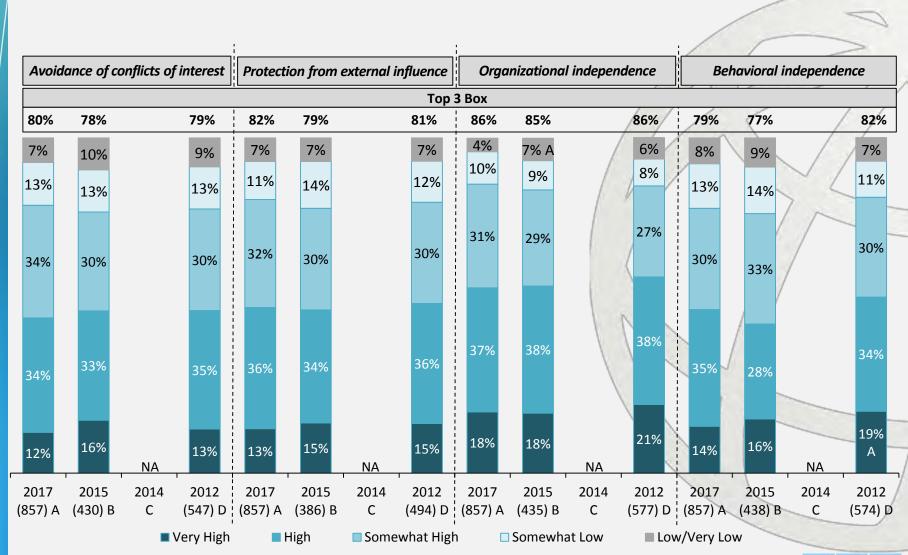






WBG Staff continue to see IEG as very independent across all independence attributes.



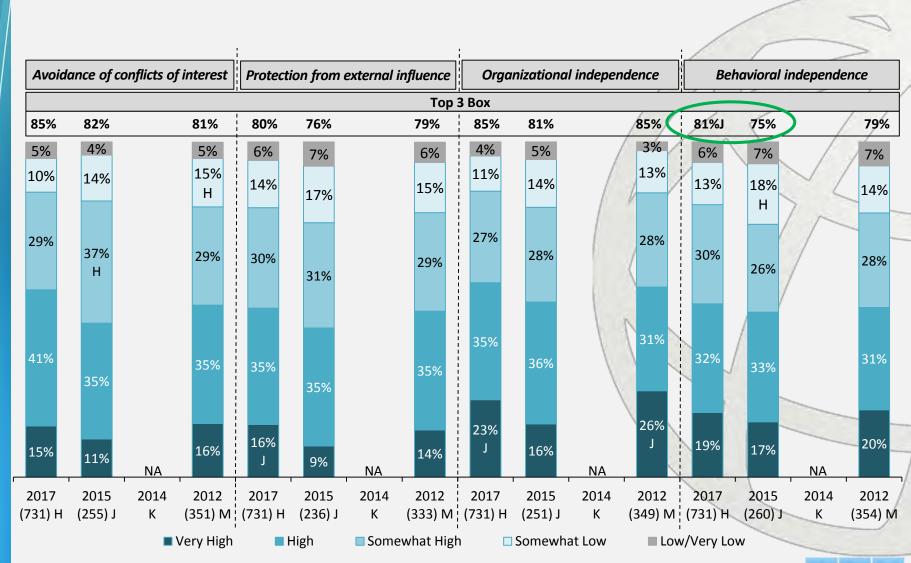






Among Externals, IEG's perceived independence remains high; "Behavioral independence" increased relative to 2015.



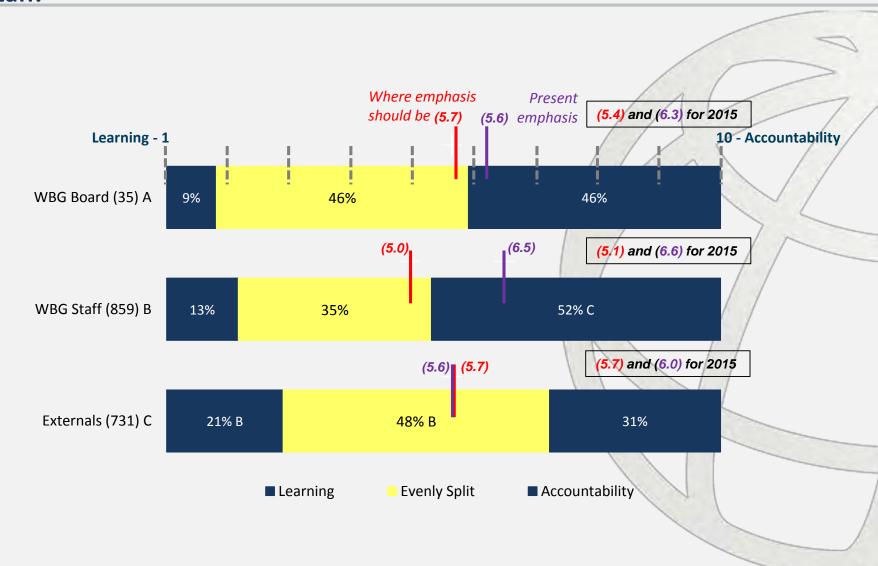






The Learning vs. Accountability gap has shrunk for WBG Board and Externals since 2015 but has remained stable among Staff.

Learning vs. Accountability





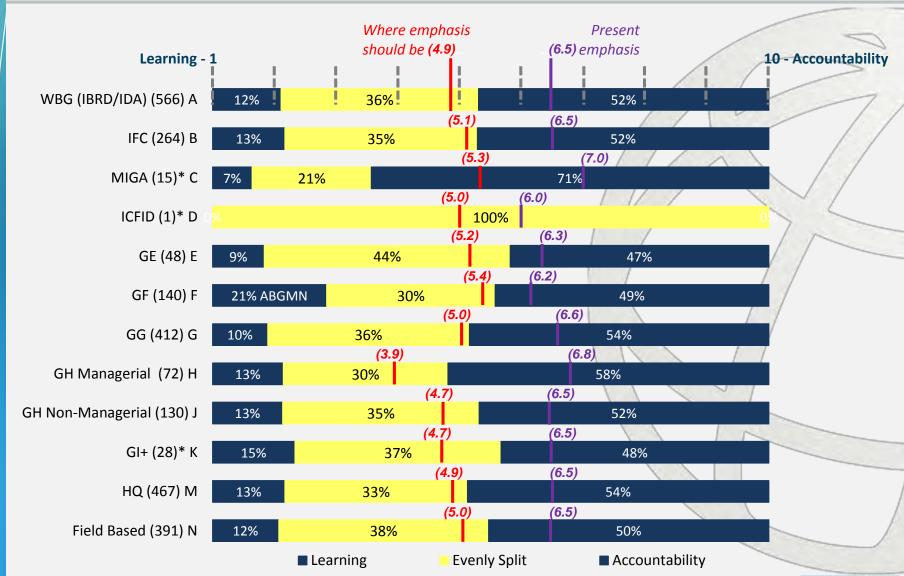
 $^{{\}tt Q15.\ Where\ would\ you\ put\ IEG's\ present\ emphasis\ between\ learning\ and\ accountability?}$



Among Staff, the Learning vs. Accountability gap remains highest among senior Staff and has grown among the GH level staff.

Learning vs. Accountability

WORLD BANK GROUP



Base: Familiar With IEGs Work * Caution: Small (<30) base size.

Q15. Where would you put IEG's present emphasis between learning and accountability?

Q16. And where do you believe the emphasis should be?

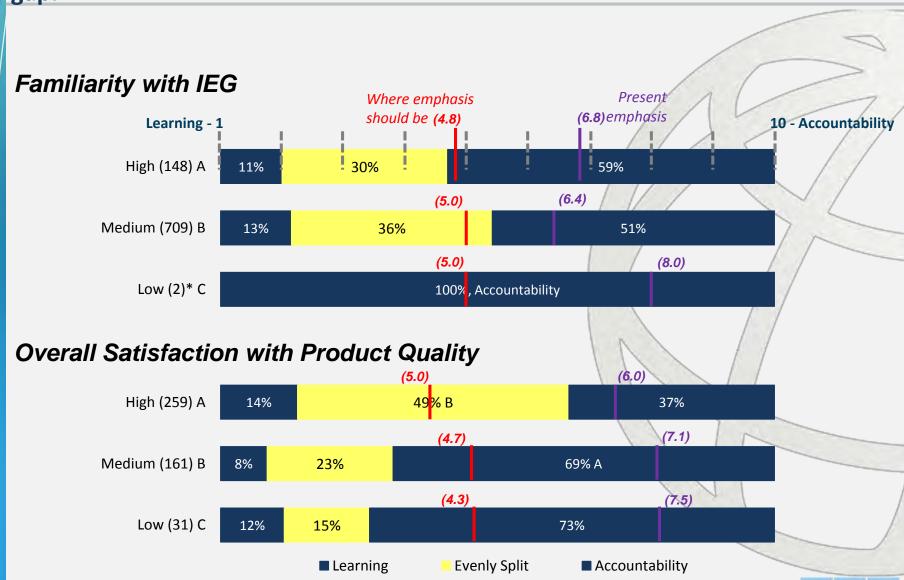
Letters indicate a significant difference at the 90% confidence level (A/B/C/D/E/F/G/H/I/K/M/N).



Staff who are less satisfied with IEG products and those most familiar with IEG see the largest Learning vs. Accountability gap.



Learning vs. Accountability



Base: Familiar With IEGs Work * Caution: Small (<30) base size.

Q15. Where would you put IEG's present emphasis between learning and accountability?

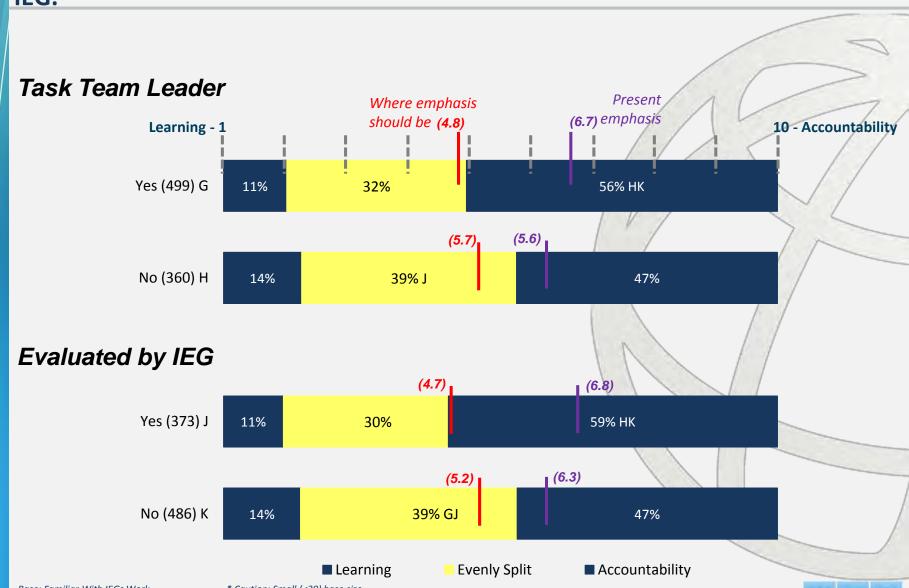
Q16. And where do you believe the emphasis should be?

Letters indicate a significant difference at the 90% confidence level (A/B/C).

Among Staff, the Learning vs. Accountability gap remains widest among TTLs and those who have been evaluated by IEG.



Learning vs. Accountability



Base: Familiar With IEGs Work * Caution: Small (<30) base size.

Q15. Where would you put IEG's present emphasis between learning and accountability?

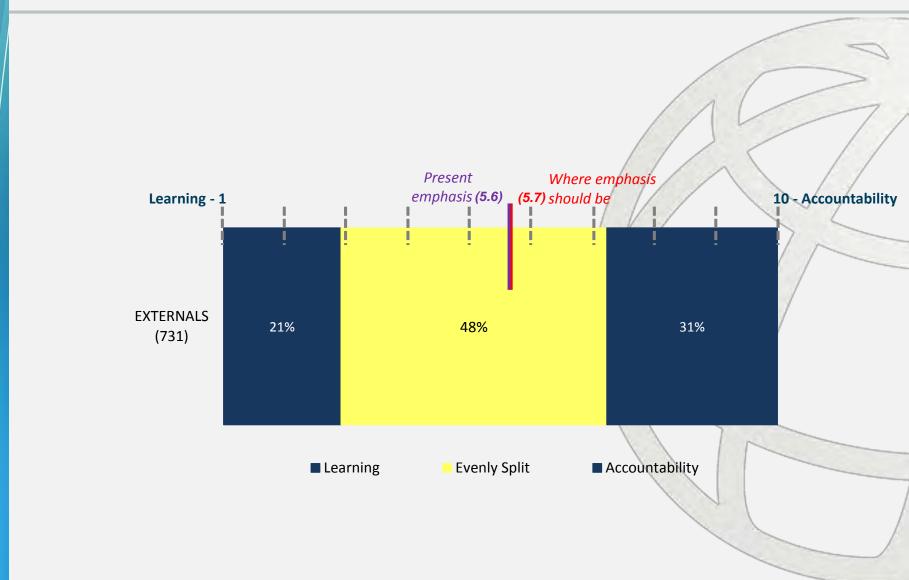
Q16. And where do you believe the emphasis should be?

Letters indicate a significant difference at the 90% confidence level (G/H, J/K, G/J, H/K).

Externals believe the current Learning & Accountability emphasis is exactly where it needs to be.



Learning vs. Accountability

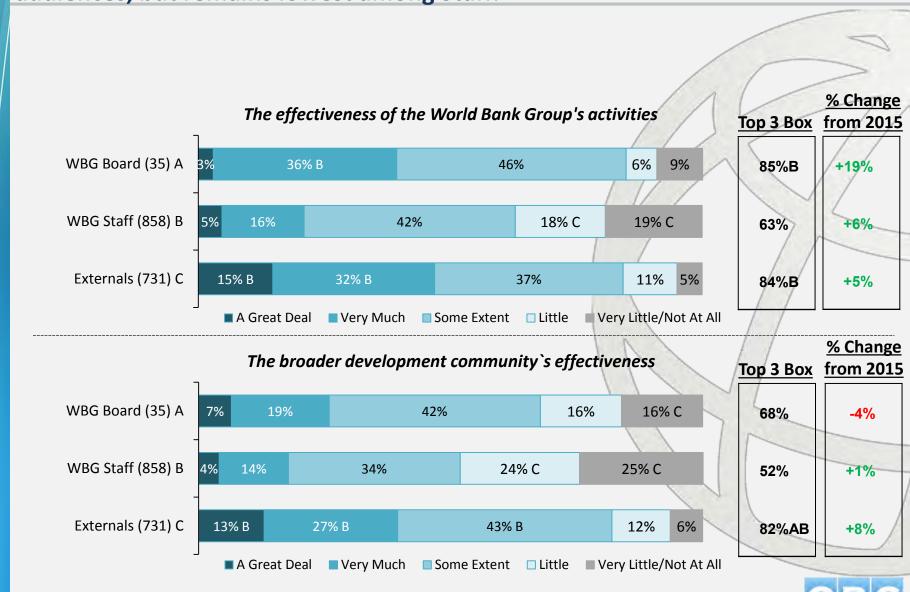




Perceived impact of IEG's work on effectiveness of WBG activities remains high and increased across all three audiences, but remains lowest among Staff.



Impact





Q20. To what extent do you think that IEG's work in the past 12 months has impacted on the following? Letters indicate a significant difference at the 90% confidence level (A/B/C).

Ratings on perceived impact of IEG's work increased significantly compared to 2015, especially among Board Members.

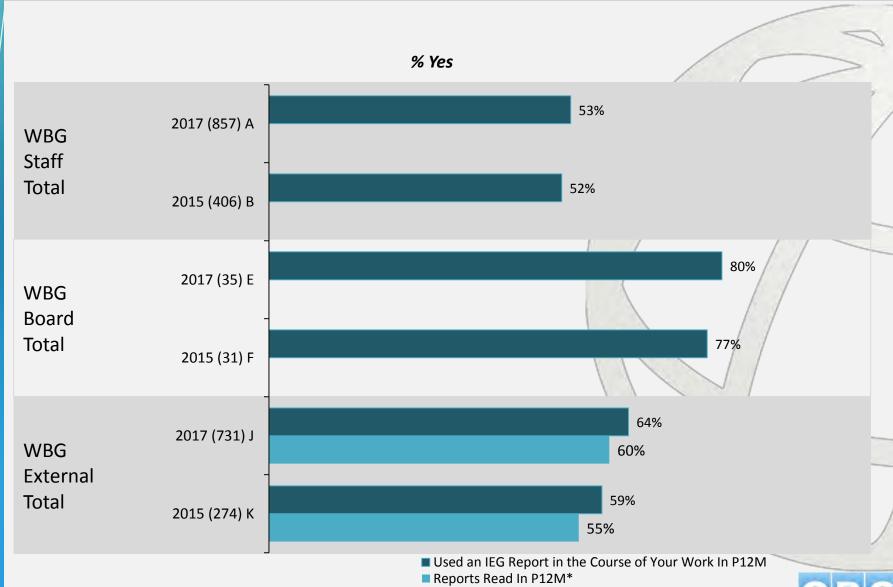


Impact



Use of IEG Products is most common among the Board; over the past 12 months, Externals' reading of IEG reports grew, but remained stable among WBG Staff and Board Members.





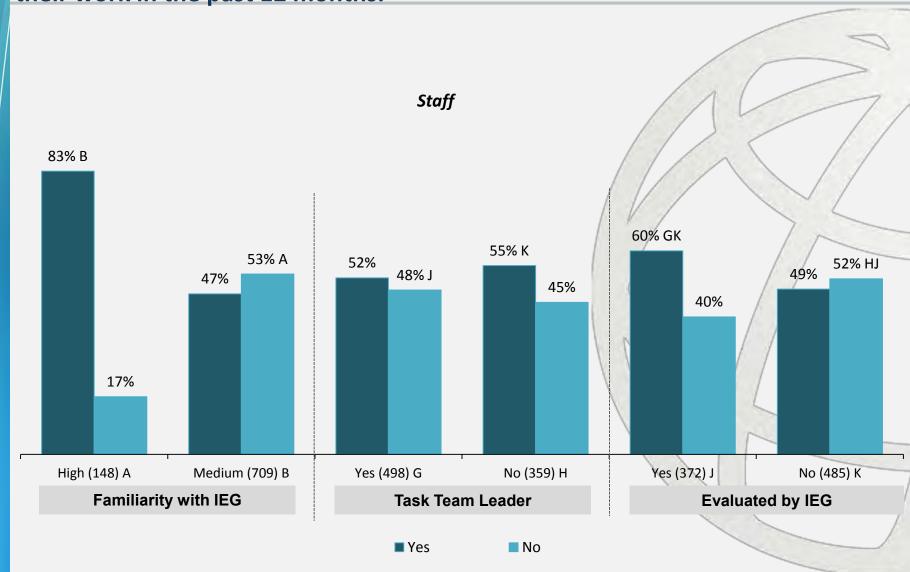
Base: Familiar With IEGs Work Q23. Have you used an IEG report in the course of your work in in the past 12 months? Q24. How many IEG reports have you read, at least in part, in the past 12 months? Letters indicate a significant difference at the 90% confidence level (H/J/K/M).

* Among those that used an IEG report.

Among Staff, those with a high familiarity with IEG and those evaluated by IEG are most likely to have used an IEG report in their work in the past 12 months.





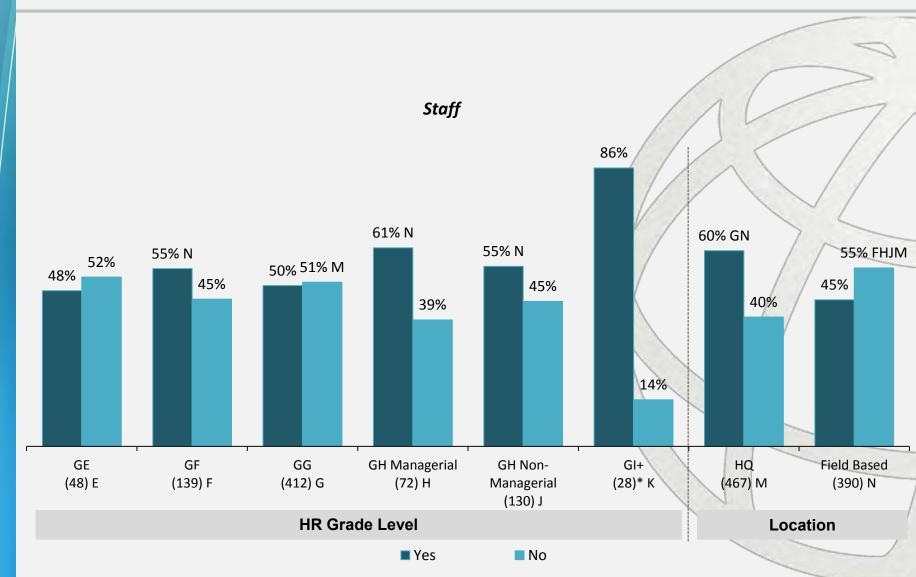




Among Staff, professional use of IEG products is greatest among HQ based and higher grade levels, particularly GI+.



Utility

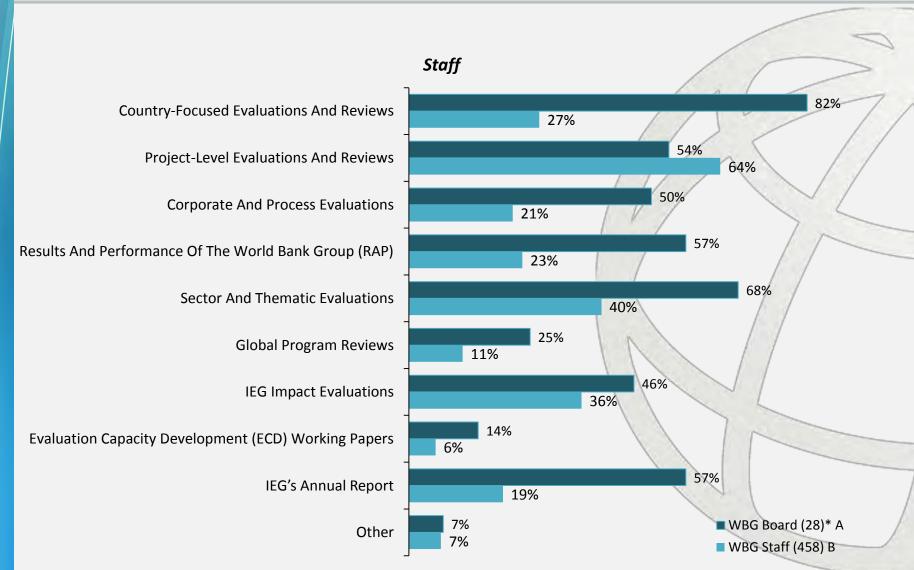




Project-Level Evaluations and Reviews and Sector-Level Evaluations are the most common IEG products read by Staff, Country-Focused Evaluations by Board.



Utility

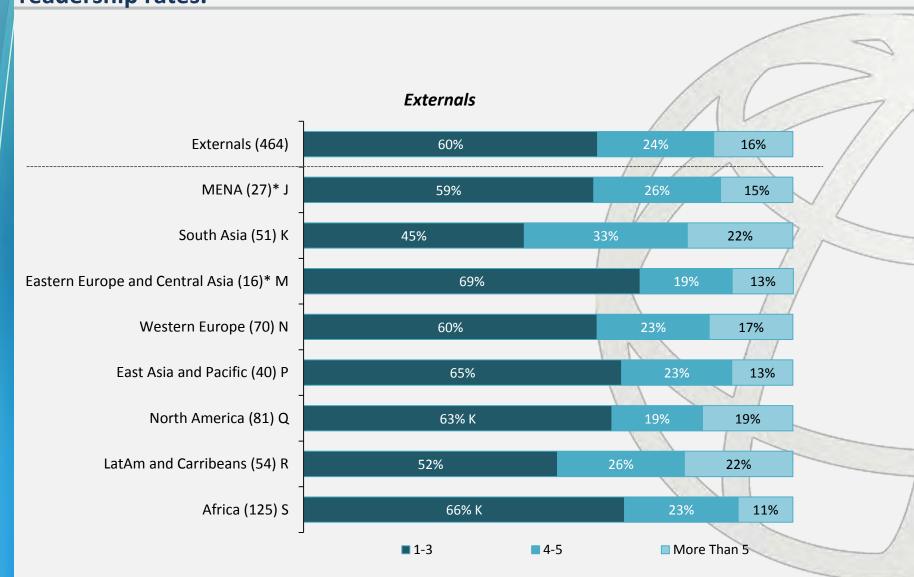




The percentage of Externals who've read IEG reports remains stable; Latin America and South Asia have the highest readership rates.



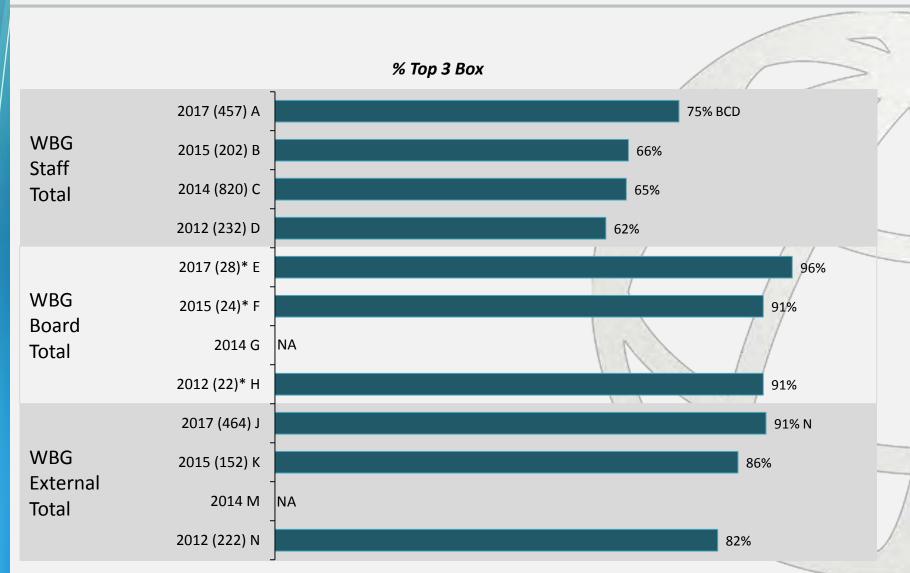
Utility





Overall use of IEG products is high and increasing across all audiences, though it remains lowest among Staff.

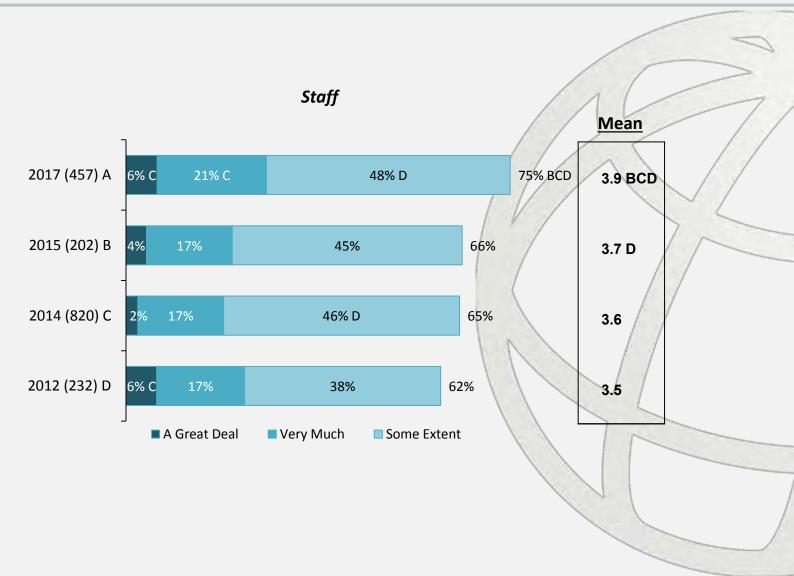






Overall use of IEG products by WBG Staff increased considerably in 2017.

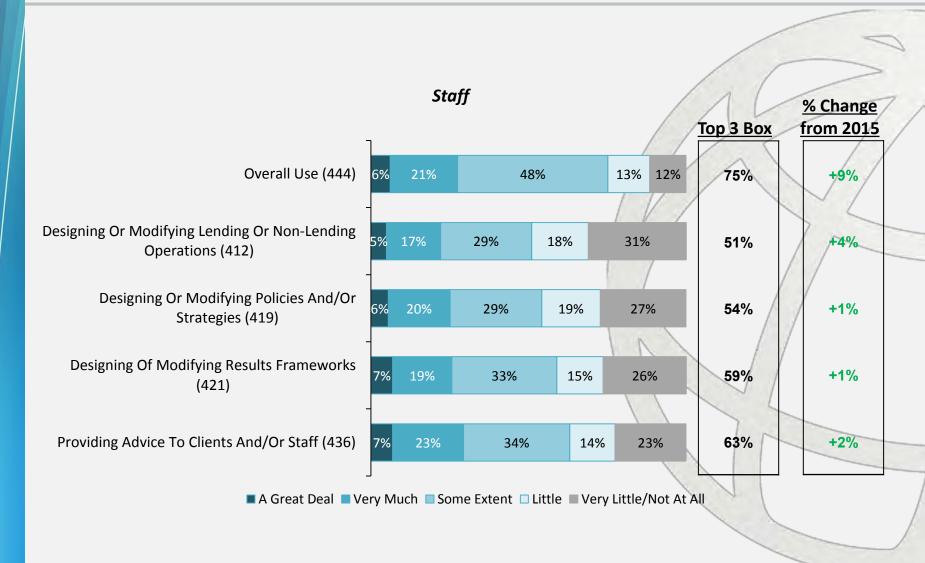






The various uses of IEG products remain stable; Providing Advice to Clients remains the most common use among Staff.

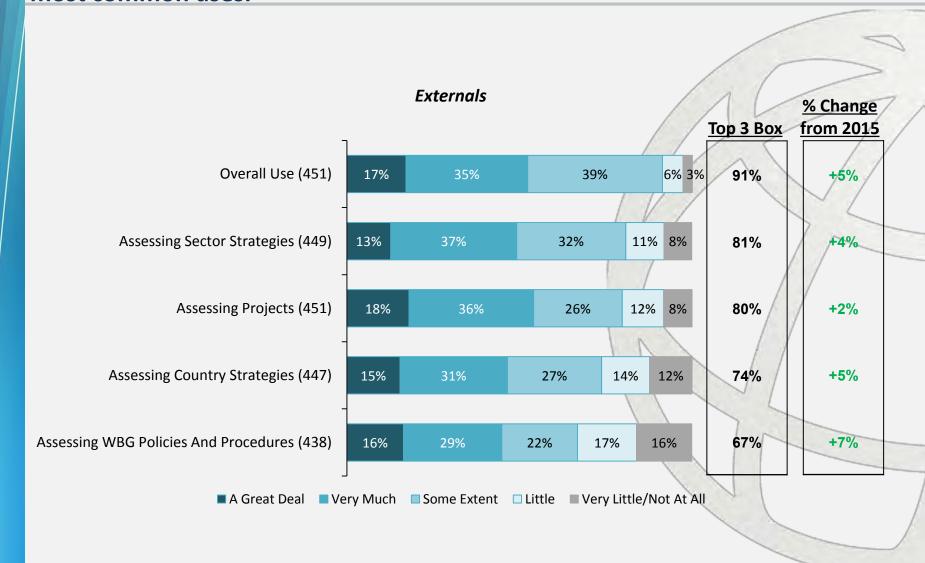






Overall use of IEG products among Externals has increased since 2015; Assessing Projects and Sector Strategies are the most common uses.



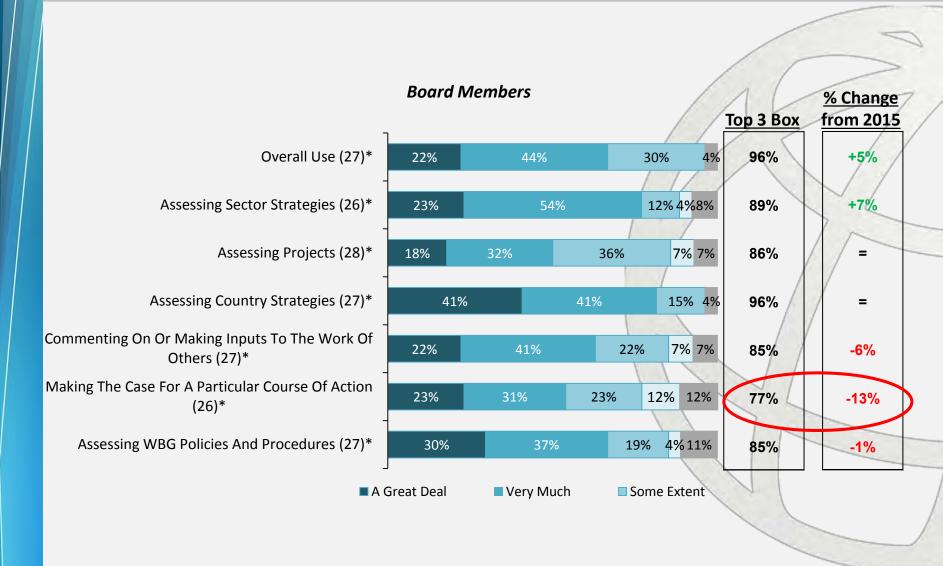




Among Board Members, Assessing Country Strategies is the most common use for IEG products; Making the Case for a Particular Course declined from 2015.



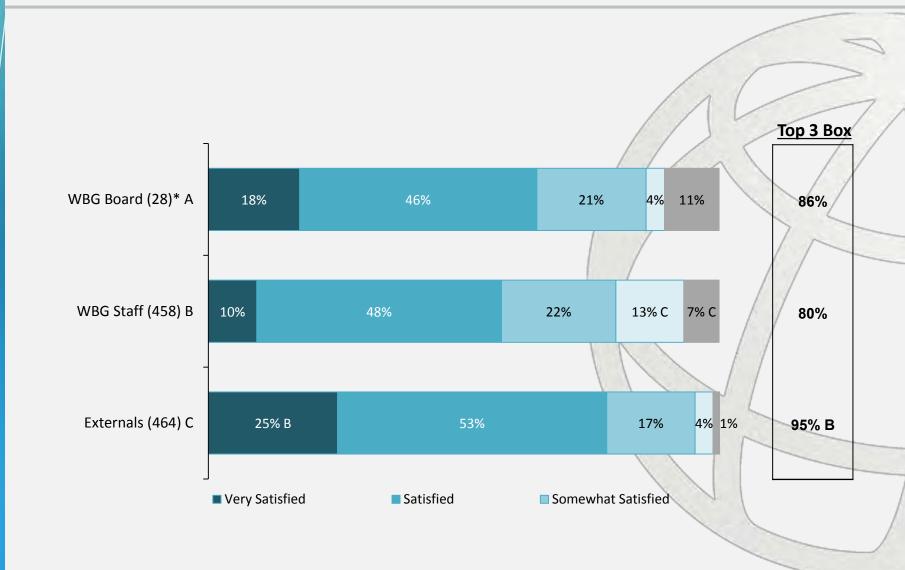
Overall Use





Overall satisfaction with IEG products is highest among Externals, lowest among Staff.

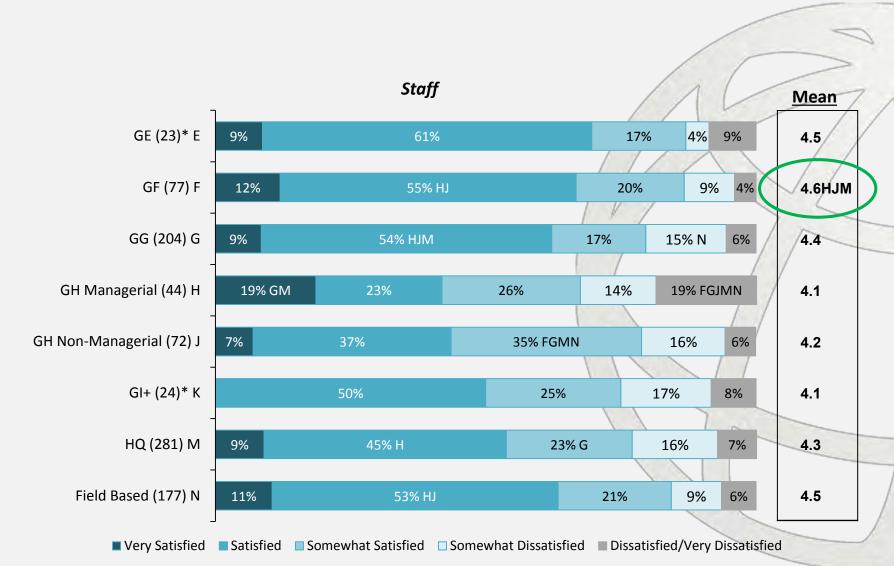






Among Staff, satisfaction with the overall quality of (IEG products is highest at the GF level.

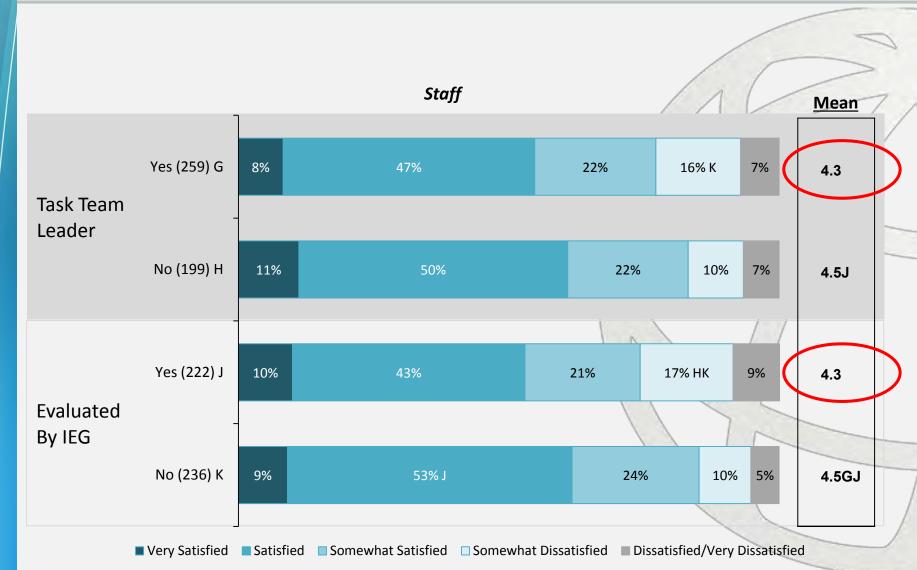






Among Staff, satisfaction with the overall quality of IEG products is lowest among TTLs and those evaluated by IEG.

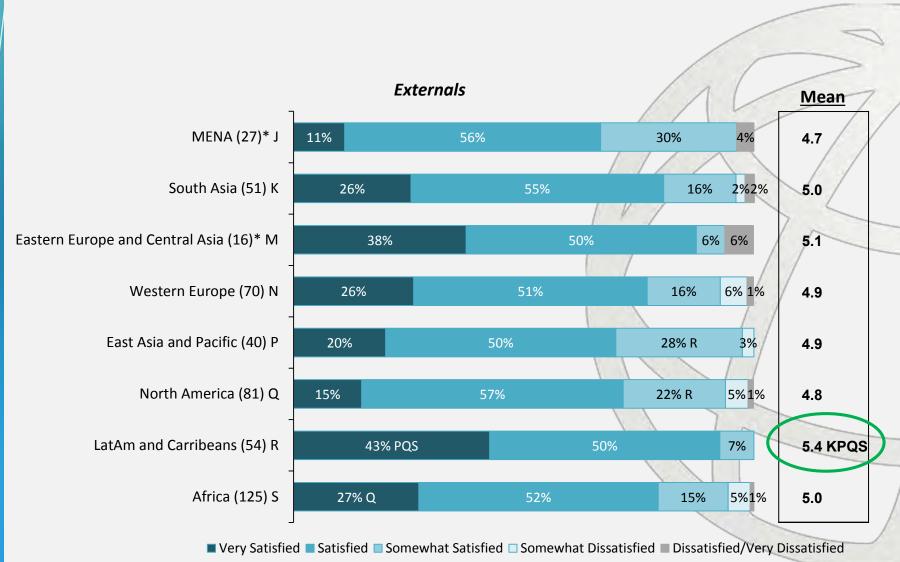






Among Externals, satisfaction with the quality of IEG products (is highest in Latin America and Caribbean.



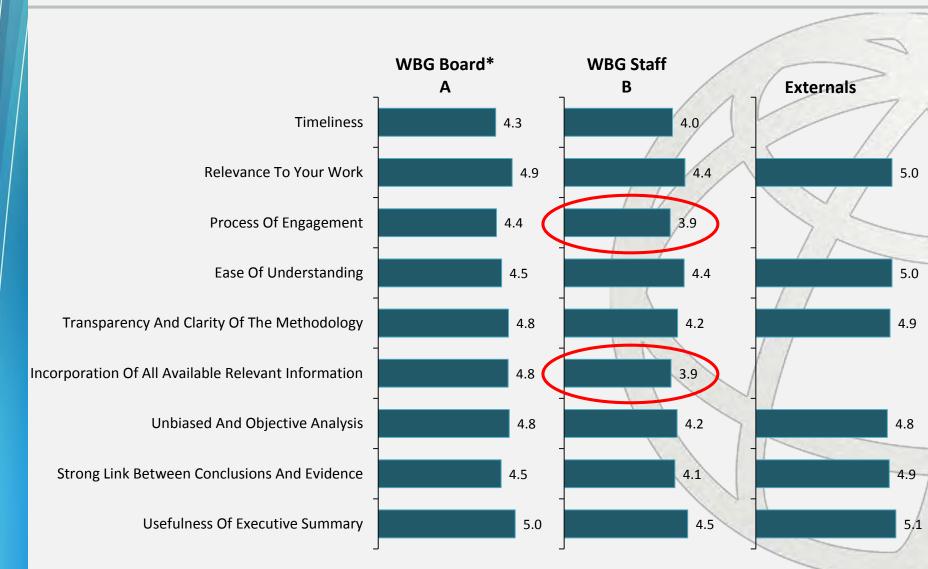




Satisfaction with IEG evaluation reports remains highest among Externals and lowest among Staff; in particular, Process of Engagement and Incorporation of Relevant Information lowest ranked aspects for Staff.



Satisfaction



Base: Familiar With IEGs Work And Used IEG Report * Caution: Small (<30) base size.

Q27. Thinking of all the IEG reports you have read in the past 12 months, how satisfied were you with the following aspects of the evaluation reports?

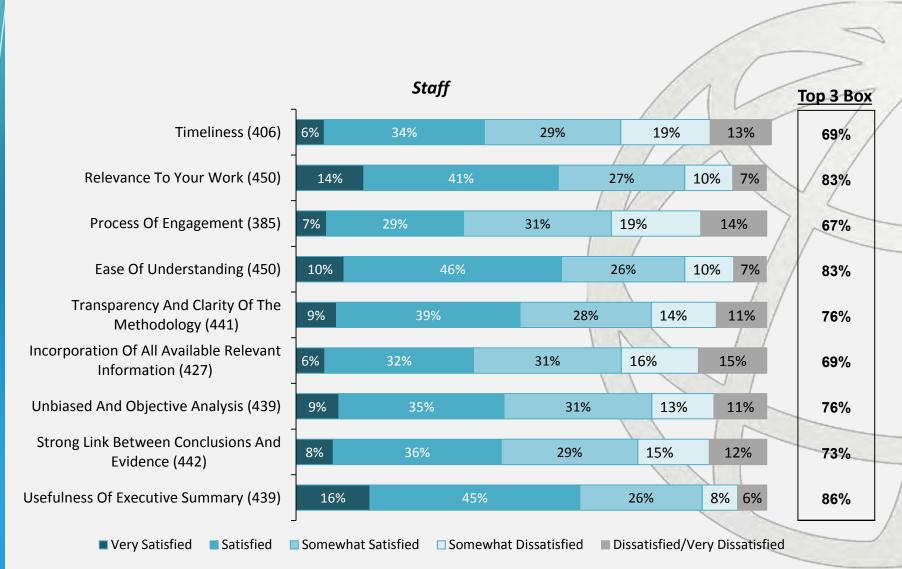
(6=Very Satisfied, 1=Very Dissatisfied)

Letters indicate a significant difference at the 90% confidence level (A/B).



Aspects of IEG reports that Staff are most satisfied with are the Executive Summary and Relevance to Work.

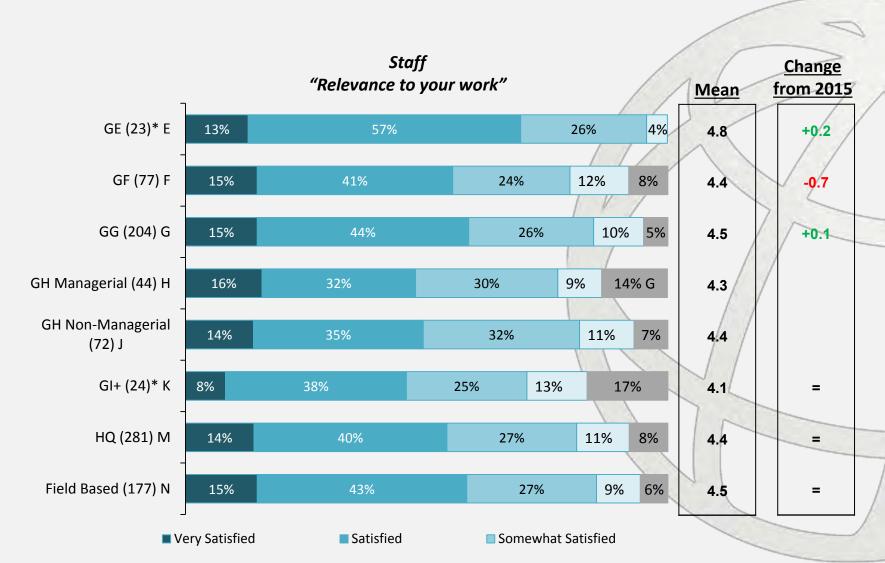






In general, satisfaction with relevance of IEG products remains stable among Staff, however the mean score among the GF level has decreased since 2015.

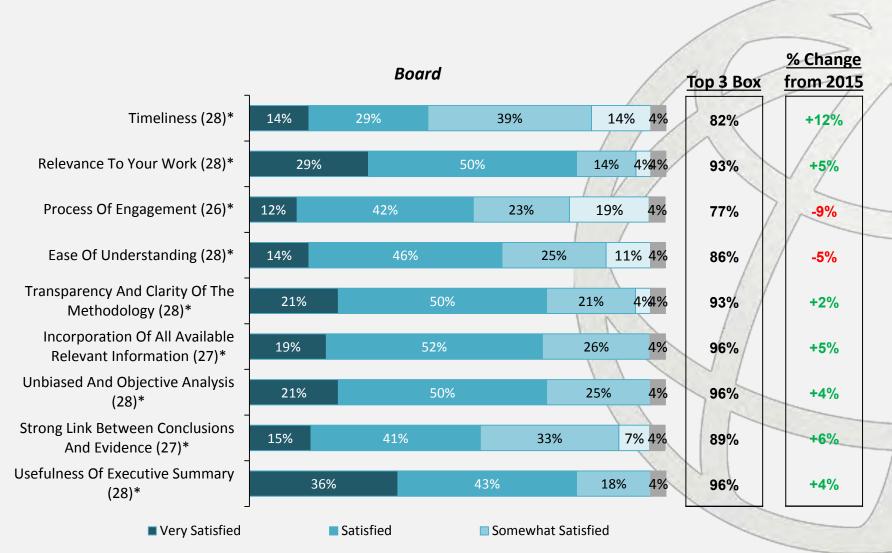






Satisfaction levels among Board members have remained excellent or improved considerably since 2015, with the exception of Process of Engagement, which declined since 2015.

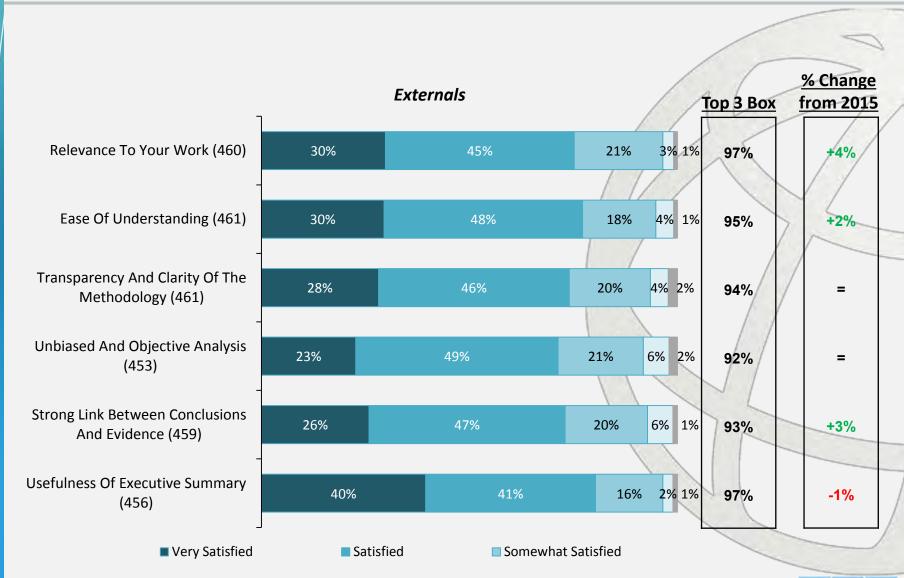






Externals continue to report good satisfaction ratings of IEG products.



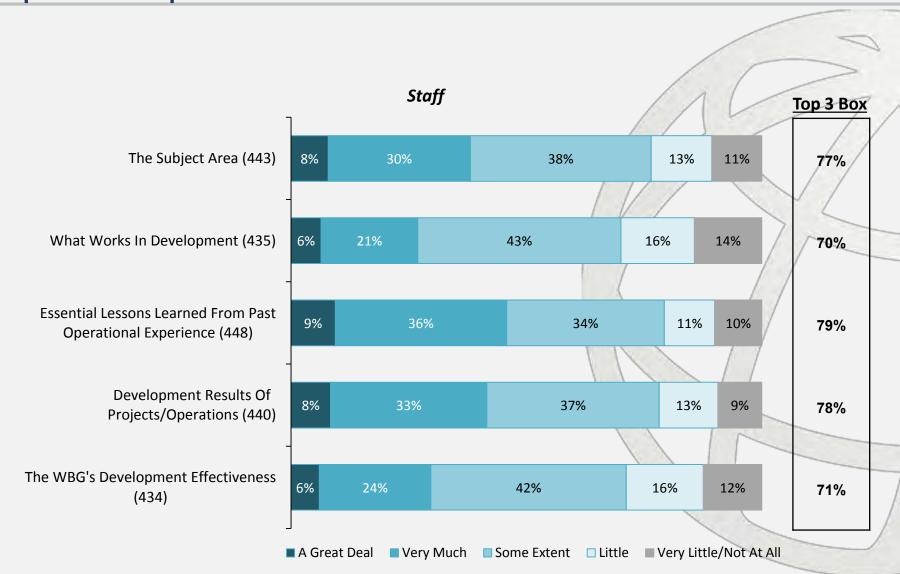




Among Staff, perceived influence of IEG's products remains high and has grown since 2015; influence is greatest for Past Operational Experience.



Influence

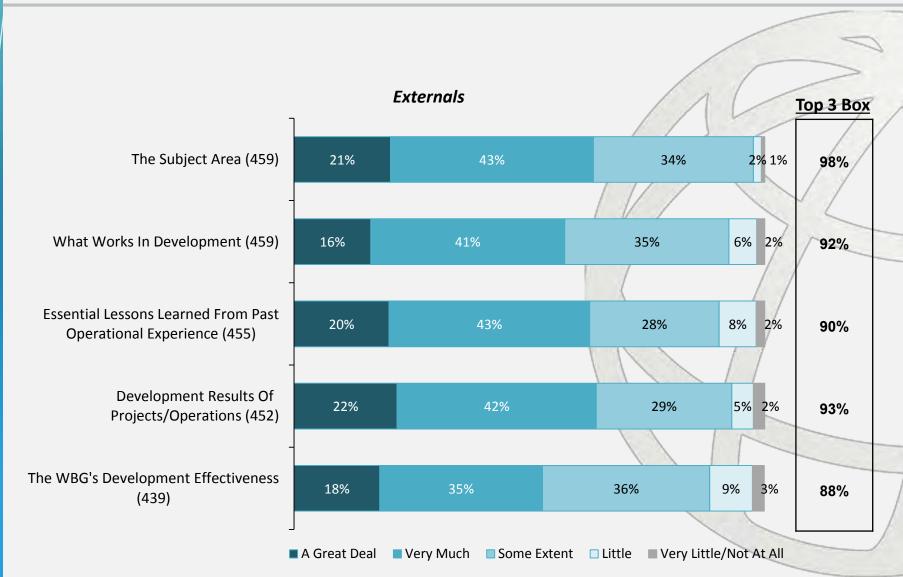




IEG products remain influential across all aspects for Externals.



Influence





Across all aspects, perceived influence of IEG reports is highest among Externals, lowest among WBG Staff.



Influence

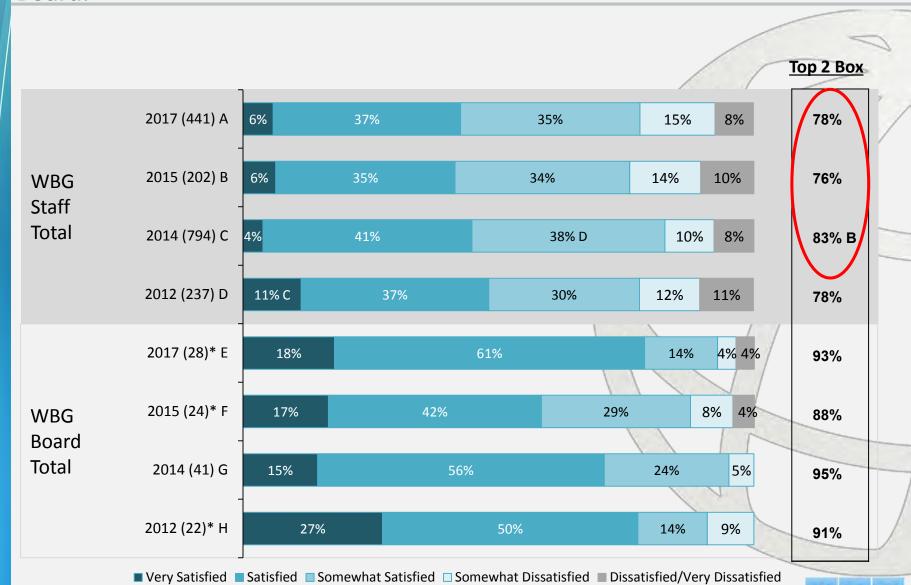




Satisfaction with IEG's recommendations has decreased slightly among Staff since 2014 and remained stable for Board.



IEG Recommendations



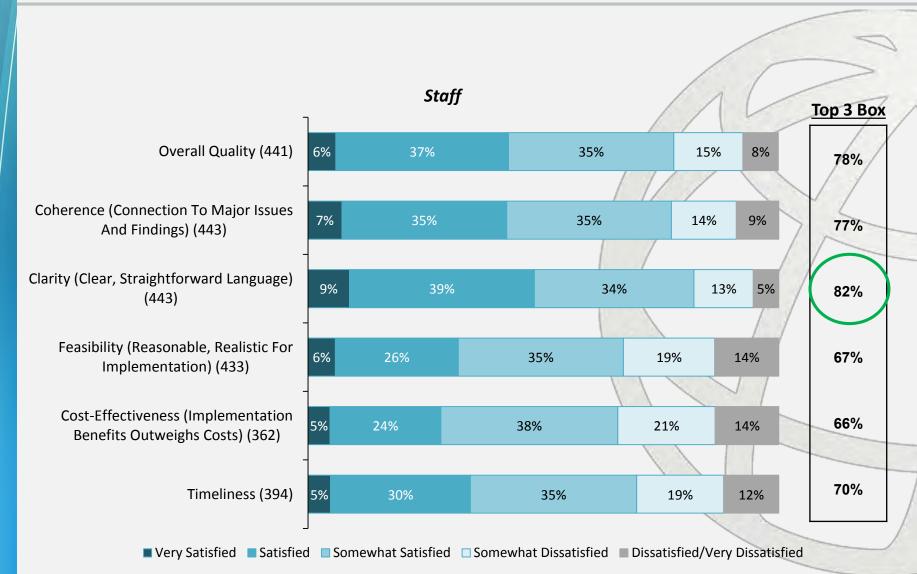
Base: Familiar With IEGs Work * Caution: Small (<30) base size.

Q40. Thinking of the IEG products you have read in the past 12 months, how satisfied were you with their recommendations on the following criteria? Letters indicate a significant difference at the 90% confidence level (H/I/K/M).

Among Staff, satisfaction with IEG recommendations remains high, with Clarity continuing to be the biggest strength.



IEG Recommendations

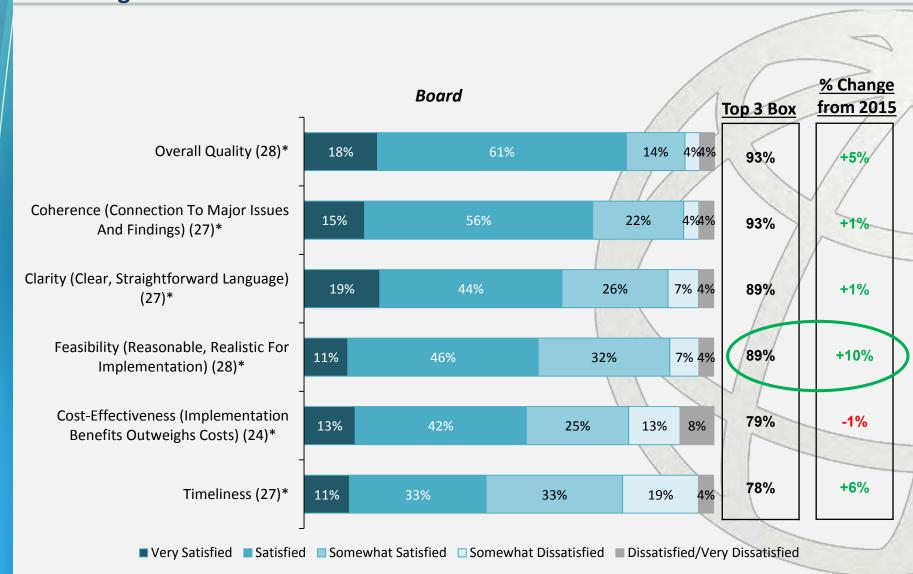




Satisfaction with IEG's recommendations among Board Members remains high across attributes, with Feasibility increasing since 2015.



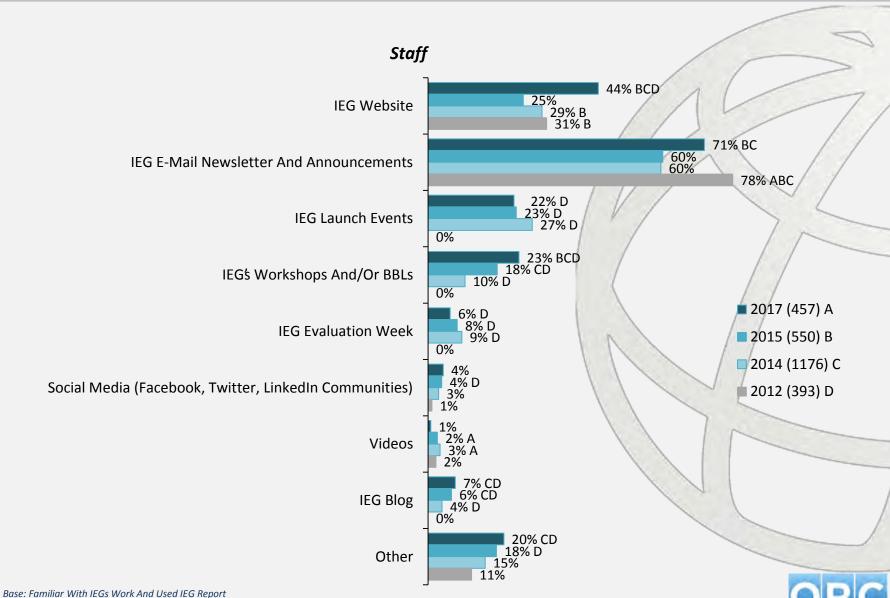
IEG Recommendations





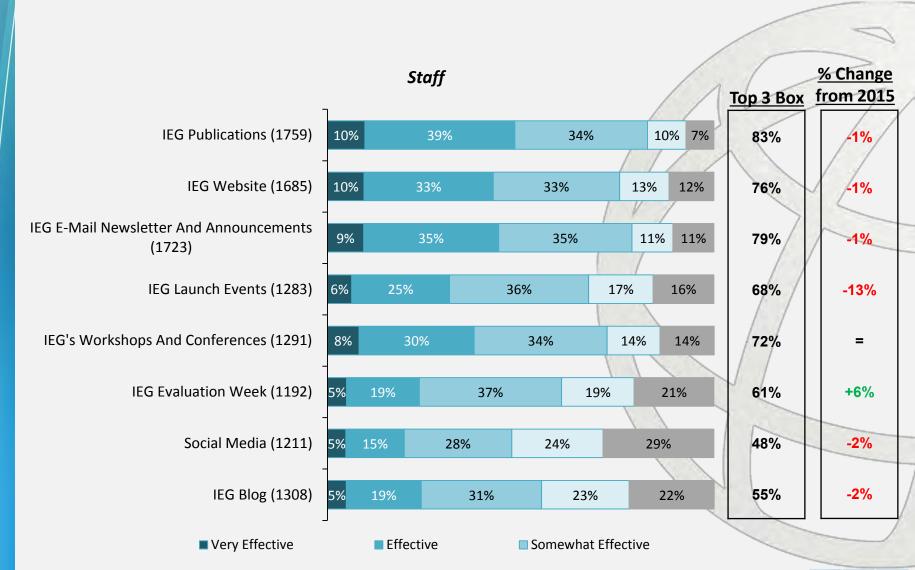
Among WBG Staff, email announcements continue to be the main access for IEG products, use of the IEG website has increased since 2015.





WBG Staff rate IEG publications, the IEG website, and emails/newsletters as the most effective channels; IEG Launch Events decreased in effectiveness compared to 2015.







Perception of all outreach is highest among junior (GE and GF) field based Staff, WBG (IBRD/IDA) is the most likely organization to rate IEG publications and blogs high.



Outreach

Staff

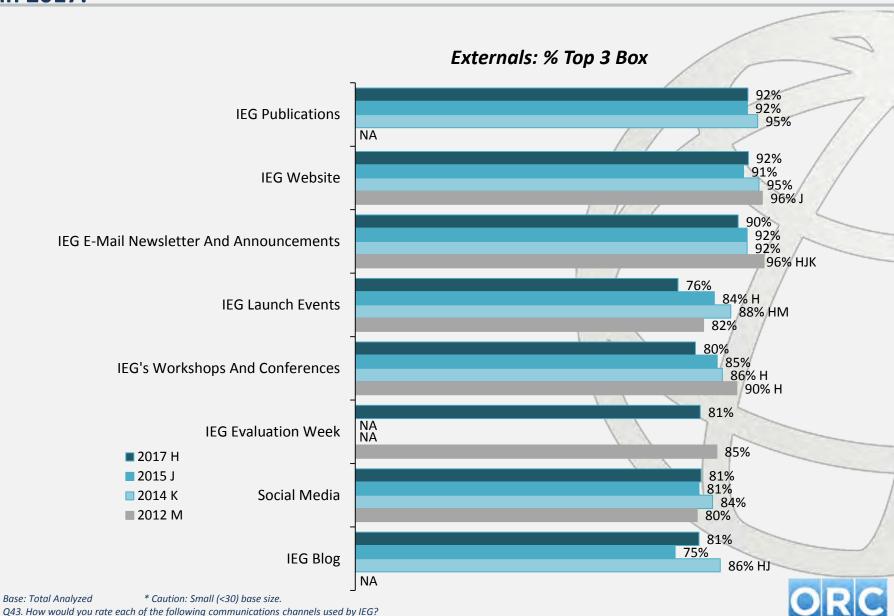
	Top 3 Box											
	WBG Organization			HR Grade Level				Location				
	WBG							GH	GH Non-			
	(IBRD/IDA)	IFC	MIGA	ICFID	GE	GF	GG	Managerial	Managerial	GI+	HQ	Field Based
	%	%	%	%	%	%	%	%	%	%	%	/ %
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(J)	(K)	(M)	(N)
	(635)	(278)	(13)*	(2)*	(81)	(180)	(429)	(68)	(115)	(28)*	(484)	(457)
IEG Publications	84 ^{BM}	79	77	100	86	84	82	82	86	68	80	85 BGM
	(577)	(258)	(10)*	(2)*	(79)	(172)	(389)	(56)	(101)	(19)*	(424)	(436)
IEG Website	75 ^M	75	80	100	87 ABGHJM	80 ^{GM}	72	71	72	63	72	80 AGM
	(630)	(293)	(12)*	(2)*	(84)	(199)	(421)	(63)	(112)	(26)*	(465)	(484)
IEG E-Mail Newsletter And Announcements	79 ^M	79	58	50	86 ^M	82 ^M	77	75	78	65	75	82 ^{AGM}
	(481)	(197)	(12)*	(1)*	(58)	(134)	(320)	(43)	(91)	(21)*	(379)	(321)
IEG Launch Events	69 ^G	62	75	100	81 ^{ABGHJMN}	78 ABGHJMN	63	56	59	71	67	68
IEG"s Workshops And	(460)	(203)	(12)*	(1)*	(54)	(133)	(316)	(49)	(81)	(20)*	(369)	(318)
Conferences	71	73 ^G	83	100	83 ^{AGH}	79 ^{AG}	67	65	75	70	73 ^G	72 ^G
	(397)	(186)	(8)*	(1)*	(54)	(119)	(274)	(39)	(71)	(15)*	(307)	(294)
IEG Evaluation Week	58	64 GM	63	100	76 AGHJM	75 ABGHJMN	54	49	56	40	56	65 AGHM
	(393)	(163)	(4)*	(1)*	(51)	(121)	(252)	(36)	(61)	(15)*	(263)	(305)
Social Media	50 GHJM	41	25	100	73 ABGHJMN	58 BGHJM	41	31	36	40	36	58 ABGHJM
	(463)	(175)	(8)*	(2)*	(64)	(138)	(292)	(33)	(77)	(17)*	(329)	(327)
IEG Blog	58 BGHM	47	50	100	69 BGHJM	62 BGHM	50	36	49	47	50	61 BGHM



Externals' perceived value of IEG launch events and workshops declined while all other channels remained stable in 2017.



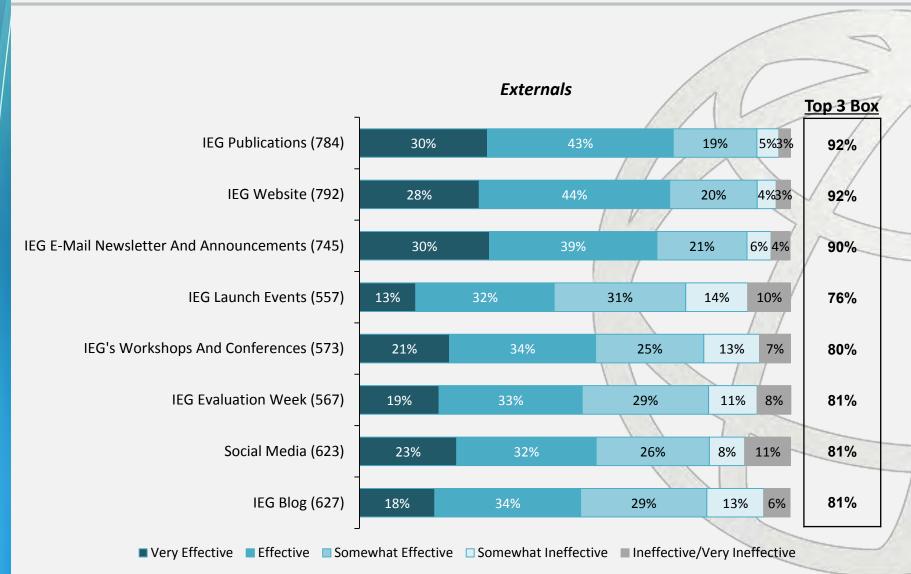
Outreach



Letters indicate a significant difference at the 90% confidence level (H/J/K/M).

Externals rate IEG publications, the website and email newsletters as their top outreach channels.

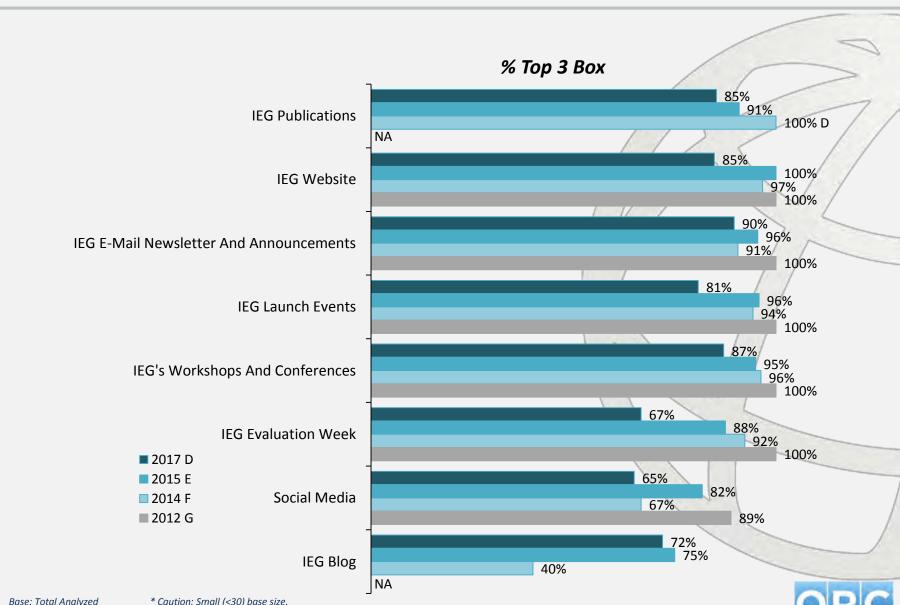






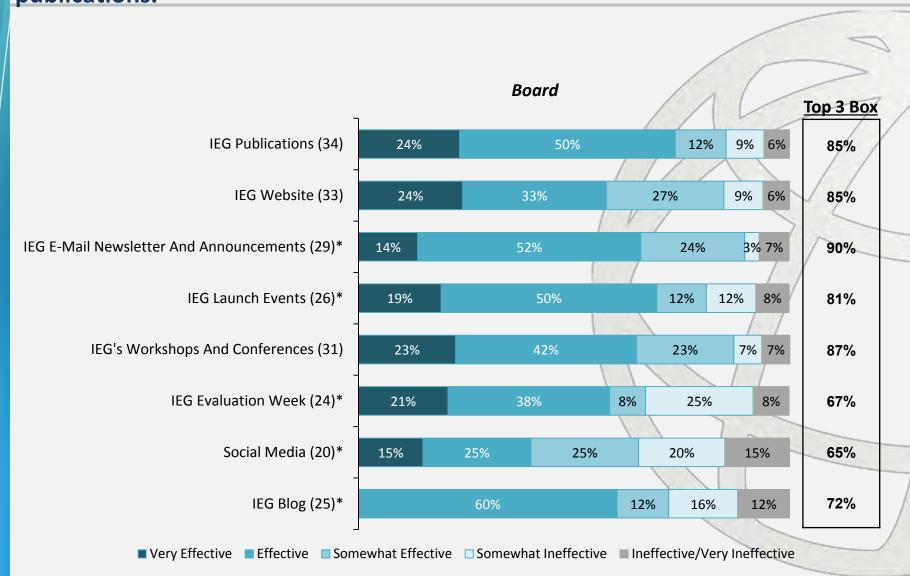
For Board Members all outreach channels declined in ratings, IEG Evaluation Week saw the most severe decline.



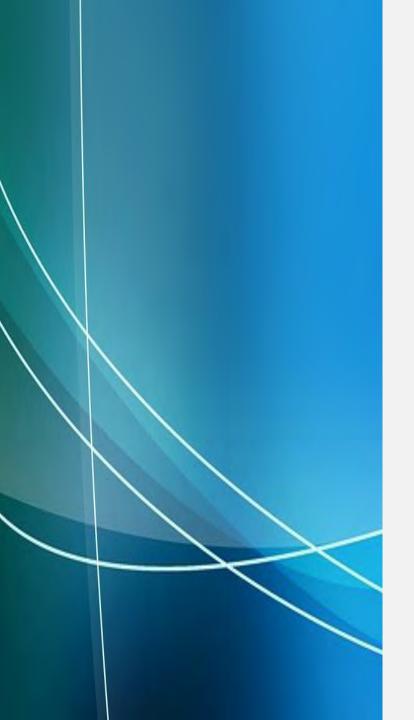


IEG Board Members consider IEG email newsletters as the most effective channel, followed by workshops and IEG publications.









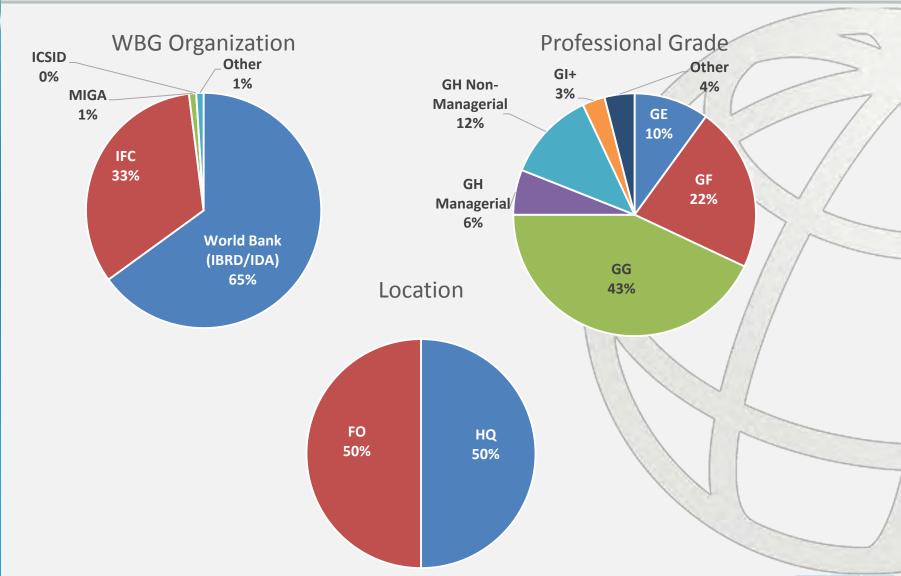


Respondent Profile



Staff Profile: WBG Organization, HR Grade Level and Location





Base: Total Analyzed

Q3. Where are you based?

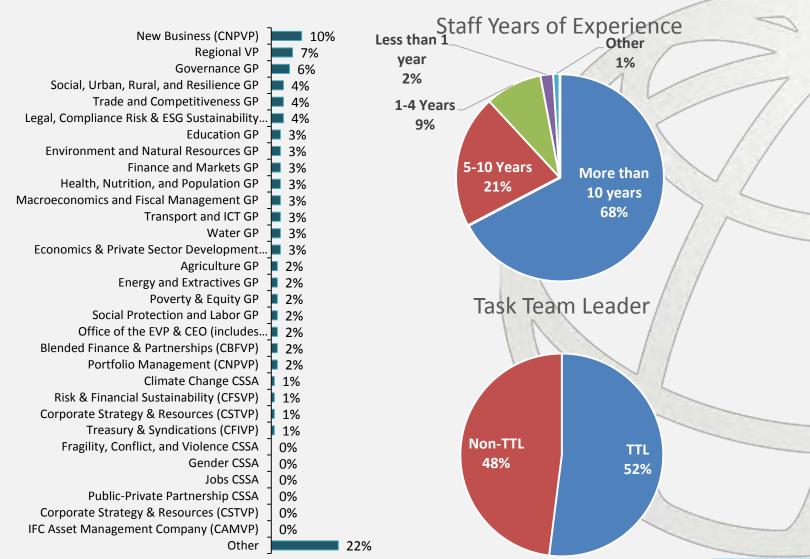
 $^{{\}it Q1. What organization \ do \ you \ work \ in?}$

Q2. What is your professional grade?



WORLD BANK GRO

Staff Profile: WBG Office and Experience



Base: Total Analyzed

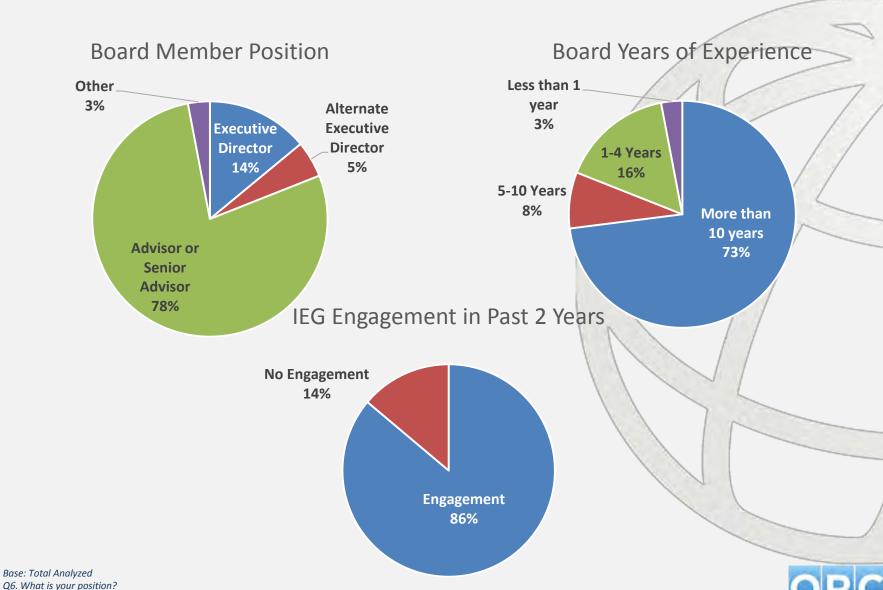
Q9. Have you been a task team leader (TTL) or IFC team leader for a project within the last two years?

Q4. Where are you mapped?

Q5. How many years of professional experience do you have (both external and within the World Bank Group)?

Board Profile



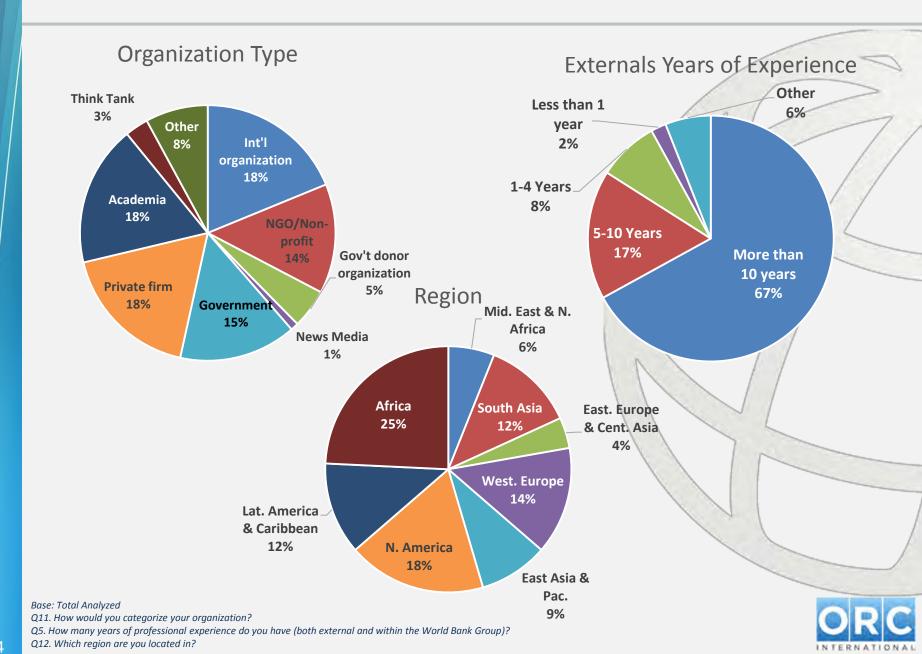


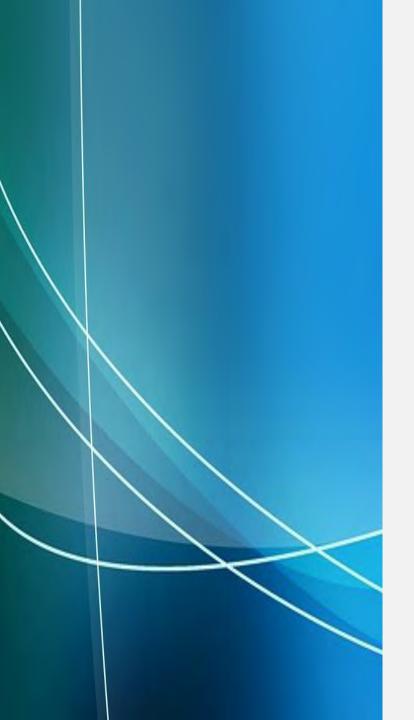
Q7. In the past 2 years, has your work involved engagement with IEG reports and activities?

Q5. How many years of professional experience do you have (both external and within the World Bank Group)?

Externals Profile









Coded Verbatims





This Organization	24%
Accountability	2%
Conflict of Interest	2%
Independence (Overall)	11%
Reputation	2%
Resources	2%
Staff/Evaluators	17%
Expertise	3%
Staff/Evaluators (Overall)	12%
Usefulness (Overall)	11%
General Impact	2%
Results/Outcome	3%
Usefulness	3%
Value	2%

Accuracy/Transparency	9%
Accuracy	2%
Bias/Objectivity	6%
Methodology	9%
Effectiveness	3%
Process	2%
Quality Control	2%
Communication	8%
Listening to Input/Feedback	2%
Methods/Channels	4%
Leadership/Management	7%
General Management	2%
Line Management	2%
Senior Management	3%
Relevance (Overall)	7%
General Focus	3%
Relevance	2%





Conclusion/Outcome	22%
Conclusion (Overall)	6%
General Impact	2%
Lessons Learned	4%
Real-World Factors	2%
Recommendations	2%
Results/Outcome	3%
This Organization	12%
Reputation	2%
Resources	2%
Staff/Evaluators	6%
Usefulness	12%
Ease of Use	2%
Quality	4%
Usefulness (Overall)	4%
Value	2%
Relevance	12%
General Focus	3%
Regional Focus	3%
Relevance (Overall)	6%

	/
Accuracy/Transparency	11%
Accuracy	2%
Bias/Objectivity	2%
Transparency/Clarity	4%
Use of Data	3%
Methodology	9%
Methodology (Overall)	5%
Process	2%
Quality Control	2%
Reports/Evaluations	9%
Lack of Detail	2%
Number of Pages	2%
Timeliness	2%
Too Generic	1%
Communication	7%
Methods/Channels	5%





Conclusion/Outcome	24%
Conclusion (Overall)	5%
Lessons Learned	6%
Real-World Factors	3%
Recommendations	3%
Results/Outcome	4%
Methodology	11%
Effectiveness	4%
Process	3%
Quality Control	3%
Relevance	8%
Context	3%
General Focus	3%
Reports/Evaluations	10%
Lack of Detail	3%
Lack of Understanding	3%

This Organization	6%
Staff/Evaluators	4%
Usefulness	10%
Ease of Use	4%
Quality	3%
Usefulness (Overall)	3%
Communication	8%
Access to Information	2%
Methods/Channels	5%
Accuracy/Transparency	6%
Transparency/Clarity	3%





Conclusion/Outcome	24%
Conclusion (Overall)	3%
Gaining Insight	4%
General Impact	4%
Lessons Learned	6%
Real-World Factors	4%
Recommendations	2%
Results/Outcome	2%
Methodology	14%
Effectiveness	5%
Methodology (Overall)	5%
Quality Control	3%
Usefulness	15%

Communication	12%
Access to Information	5%
Guidelines	2%
Methods/Channels	5%
Relevance	14%
Context	2%
General Focus	5%
Relevance (Overall)	6%
Others	4%
This Organization	3%
Accuracy/Transparency	3%
Reports/Evaluations	2%





Conclusion/Outcome	41%
Gaining Insight	10%
Implementation	4%
Lessons Learned	7%
Recommendations	7%
Results/Outcome	10%
Usefulness	13%
Ease of Use	3%
Usefulness (Overall)	8%
Relevance	10%
General Focus	1%
Relevance (Overall)	8%
Reports/Evaluations	7%
General Reports	3%
Accuracy/Transparency	6%
Bias/Objectivity	3%
Use of Data	3%

Client Service	8%
Reports/Evaluations	7%
General Reports	3%
Accuracy/Transparency	6%
Bias/Objectivity	3%
Use of Data	3%
Methodology	6%/
Methodology (Overall)	3%
Quality Control	3%
Staff/Evaluators	3%
Guidelines	3%





Conclusion/Outsome	19%
Conclusion/Outcome	
Conclusion (Overall)	6%
Gaining Insight	2%
Implementation	2%
Lessons Learned	7%
Recommendations	2%
Usefulness	15%
Ease of Use	2%
Quality	4%
Usefulness (Overall)	9%
Methodology	13%
Effectiveness	2%
Methodology (Overall)	6%
Process	6%
Reports/Evaluations	11%
Lack of Understanding	2%
Number of Pages	4%
Timeliness	4%
Too Broad/Vague	2%

Accuracy/Transparency	11%
Accuracy	6%
Transparency/Clarity	6%
Relevance	9%
Context	2%
General Focus	2%
Regional Focus	2%
Relevance (Overall)	4%
This Organization	7%
Equality and Fairness	2%
Independence	4%
Staff/Evaluators	2%
Communication	4%
Methods/Channels	4%
Client Service	2%





Conclusion/Outcome	38%
Conclusion (Overall)	3%
Gaining Insight	2%
General Impact	2%
Implementation	11%
Real-World Factors	2%
Recommendations	11%
Results/Outcome	7%
This Organization	18%
Equality and Fairness	3%
Independence	2%
Reputation	2%
Resources	5%
Staff/Evaluators	7%
Reports/Evaluations	11%
General Reports	2%
Number of Pages	3%
Timeliness	3%
Too Broad/Vague	2%
Too Generic	2%

Relevance	10%
Context	3%
General Focus	3%
Relevance (Overall)	3%
Methodology	7%
Methodology (Overall)	3%
Process	3%
Communication	5%
Methods/Channels	5%
Usefulness	5%
Ease of Use	2%
Quality	2%
Usefulness (Overall)	2%
Accuracy/Transparency	3%
Accuracy	2%
	1





Communication (Overall)	36%
Access to Information	4%
Accessibility	2%
Effectiveness	5%
Interaction/Involvement	4%
Notifications/Updates	2%
Other Methods/Channels	7%
Outreach	3%
Too Much Information	2%
Usefulness	3%
Visibility	2%
Publications	14%
Other Publications	3%
Reports/Evaluations	8%
Results/Outcome	3%

Events	12%
Learning Initiatives	3%
Other Events	3%
Workshops/Conferences	3%
Nothing/ Don't Know/ Everything/	
Refused	10%
Not familiar/Never used any of the	
above	9%
Social Media	6%
Blogs	2%
Other Social Media	2%
E-mail	5%
Newsletters	2%
Use of E-mail	3%
Website	5%
Others	2%



Q45



Conclusion/Outcome	19%
General Impact	2%
Implementation	2%
Lessons Learned	5%
Recommendations	2%
Results/Outcome	4%
Reports/Evaluations	11%
Reports/Evaluations	
(Overall)	10%
Communication	10%
Access to Information	2%
Other Methods/Channels	2%
Raising Awareness	2%
Methodology	9%
Effectiveness (Overall)	2%
Methodology (Overall)	2%
Process	2%
This Organisation	8%
Accountability	2%
Independence	2%
Purpose	2%

Staff/Evaluators	8%
Expertise	3%
Staff/Evaluators (Overall)	4%/
Relevance (Overall)	6%
General Focus	3%
Regional Focus	2%
Accuracy/Transparency	6%
Transparency/Clarity	
(Overall)	4%
Working Relationships	5%
Teamwork and Working	
Relationships	3%
Strategy and Planning	4%
Planning and Objectives	2%
Events	3%
Learning Initiatives	2%
Usefulness (Overall)	3%
Leadership/Management	3%
Client Service	2%

