

APPENDIX E6: STAFF SURVEY RESULTS

Introduction

This appendix, prepared by Princeton Survey Research Associates International, summarizes findings of Bank staff views on the effectiveness and quality of the Bank's trade work, based on survey results from 141 staff members drawn from among operational country economists, economic advisers, private sector development (PSD) task team leaders of trade-related projects, trade economists Bankwide, and country directors. The responses constitute about 37 percent of the total numbers of the target groups.

Evaluation Survey on the Bank's Analytical Work and Operational Linkages

n = 141 Bank Staff

Field Dates: 03.17.2005—05.25.2005

Margin of error based on full sample = $\pm 8\%$
(5% based on PREM)

Sample Type One

Total	141
Regional	74%
Non-regional	26%

Sample Type Two

Total	141
Bank staff—trade	16%
Bank staff—not trade	84%

Sample Type Three

Total	141
All Bank staff	100%
External (not Bank staff)	—

Q1. In general, how much do you follow trade issues?

Total	141
A great deal	28%
A moderate amount	34%
An average amount	25%
Only a little	13%
Not at all	1%
No response	—

Q2. And how knowledgeable are you about trade issues?

Total	141
Very knowledgeable	23%
Moderately knowledgeable	45%
Average knowledge	28%
Not too knowledgeable	4%
Not knowledgeable at all	—
No response	—

Q3. Now thinking about the World Bank, how much do you follow the Bank's work on trade?

Total	141
A great deal	18%
A moderate amount	38%
An average amount	28%
Only a little	15%
Not at all	1%
No response	—

Q4. And how knowledgeable are you about the Bank's work on trade?

Total	141
Very knowledgeable	17%
Moderately knowledgeable	40%
Average knowledge	32%
Not too knowledgeable	10%
Not knowledgeable at all	1%
No response	—

Q5a. Overall how would you rate the Bank's performance on:

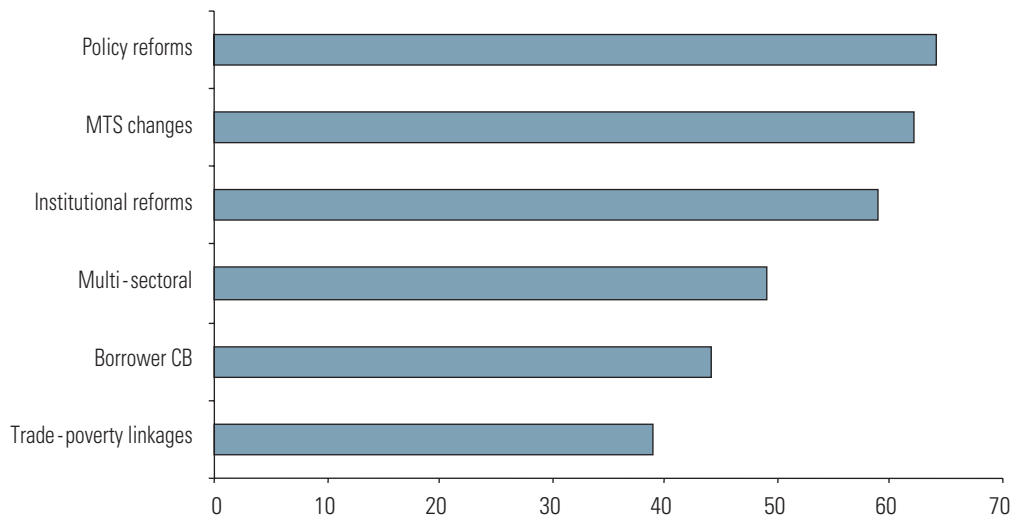
- (Percent of respondents rating it good or very good)
- Promoting changes in the world trading system to benefit poor countries?
- Promoting trade as a means of growth, competitiveness and poverty reduction in country development strategies
- Promoting policy reforms that influence trade integration
- Promoting institutional reforms that have a positive effect on trade
- Promoting a multi-sectoral approach to trade development
- Strengthening borrower capacity-building in trade
- Considering trade-poverty linkages such as potential adjustment costs of trade or labor market channels

Q6. Do you agree or disagree with this Bank strategy —To promote changes in the world trading system so that it is supportive of development especially for the poorest countries and for poor people across the developing world.

Total	141
Strongly agree	72%
Somewhat agree	20%
Neither agree nor disagree	6%
Somewhat disagree	1%
Strongly disagree	1%
No response	1%

Q7. And how likely is it that this goal will be achieved in the next decade?

Total	141
Very likely	2%
Somewhat likely	50%
Neither likely or unlikely	19%
Not too likely	26%
Not likely at all	1%
No response	1%



Q8. The second goal is to promote integration into the world economy through trade as a core aspect of a country's development strategy. Do you agree or disagree with this Bank strategy?

Total	141
Strongly agree	63%
Somewhat agree	31%
Neither agree nor disagree	4%
Somewhat disagree	1%
Strongly disagree	—
No response	1%

Q9. And how likely is it that this goal will be achieved in the next decade?

Total	141
Very likely	13%
Somewhat likely	60%
Neither likely or unlikely	17%
Not too likely	9%
Not likely at all	—
No response	1%

Q17. What recommendations, if any, do you have to improve the Bank's analytical work on trade whether from Networks or Regions?

Open end response please see World Bank IEG Verbatims.xls

- Increase operational relevance
- More practical how-tos
- Better integration between regions and TD and other networks (PSD, ESSD mentioned most frequently)
- More empirical research to bolster Bank's case
- More practical work on regional/bilateral FTA issues

Q18. Have you ever used the World Bank's trade website—www.worldbank.org/trade?

Total	141
Yes	58%
No	41%
No response	1%

Q19.1 Which of the following best describes why you haven't used the Bank's trade website

Asked if never used website

Multiple Mentions

Total	58
It isn't relevant for my current assignment	29%
I wasn't aware of it	47%
It is hard to navigate the website	3%
The information on the website isn't current	—
The information on the website isn't useful or informative	2%
I'm too busy	14%
Other reason	3%
No response	2%

Q19.2 Which of the following best describes why you haven't used the Bank's trade website

Asked if never used website

Total	9
It isn't relevant for my current assignment	—
I wasn't aware of it	44%
It is hard to navigate the website	11%
The information on the website isn't current	—
The information on the website isn't useful or informative	—
I'm too busy	44%
Other reason	—
No response	—

Q19.3 Which of the following best describes why you haven't used the Bank's trade website

Asked if never used website

Total	4
It isn't relevant for my current assignment	—
I wasn't aware of it	—
It is hard to navigate the website	—
The information on the website isn't current	—
The information on the website isn't useful or informative	25%
I'm too busy	25%
Other reason	50%
No response	—

Q19.4 Which of the following best describes why you haven't used the Bank's trade website*Asked if never used website*

Total	1
It isn't relevant for my current assignment	—
I wasn't aware of it	—
It is hard to navigate the website	—
The information on the website isn't current	—
The information on the website isn't useful or informative	—
I'm too busy	100%
Other reason	—
No response	—

Q20. On average how often do you use the Bank's trade website?*Asked if used website*

Total	82
A few times a week	10%
Weekly	6%
At least once a month	26%
Once every few months	40%
At least once a year	13%
Less often	5%
No response	—

Q21. Is there one particular trade-related topic that should receive more attention from Bank trade specialists, whether from Networks or Regions, than it is currently receiving?*Asked if Bank Staff*

Total	141
Yes	51%
No	40%
No response	9%

Q22. What one area should receive more attention?*Open end response*

- Adjustment/transitional costs from liberalization and the links between trade and poverty at the operational level were most frequently cited
- Next: market access, political economy, regional integration, trade facilitation, behind the border constraints, trade and growth (country-specific)

Q23. What is the most important aspect of the ongoing work of the Bank's Trade Department?*Open end response*

- Advocacy of the TD on industrial country policies by a landslide — mentioned five times as frequently as the next issue (TA to developing countries)

Q24. What is the least important aspect of the ongoing work of the Bank's Trade Department?*Open end response***Q26. What aspect of the ongoing trade work of the Bank, whether from Networks or Regions, is most in need of improvement?***Open end response*

- Multi-sectoral linkages
- More short notes, lessons, best practice pieces
- New empirical evidence that can be used to convince governments and skeptics outside the Bank
- More country-specific support on the linkages between trade, growth and poverty
- Integration of work between network and regions

Q27. Is there any activity or topic that the Bank's Trade Department should drop?*Asked if Bank Staff and not in Trade Department*

Total	118
Yes	5%
No	56%
No response	39%

Q28. What is it and why should it be dropped?*Open end response*

Q29. Over the last three years, how many projects or ESW activities have you worked on with Bank staff who are trade specialists?

Asked if Bank Staff and not in Trade Department

Total	118
Zero	27%
One	25%
Two	27%
Three	12%
Four	2%
Five	2%
Six	—
Seven	1%
Eight	1%
Nine	—
Ten	3%
No Response	1%

Q30. How knowledgeable were they in the areas you required assistance?

Asked if worked with Bank Staff who are trade specialists

Total	85
Very knowledgeable	55%
Moderately knowledgeable	29%
Average knowledge	12%
Not too knowledgeable	2%
Not knowledgeable	—
No response	1%

Q31. In your opinion, is expertise related to international trade under-represented in your region?

Asked if Bank Staff and not in Trade Department

Total	118
Yes	46%
No	47%
No response	8%

Q32. What expertise related to international trade is under-represented? Please list from most important to least important expertise.

Open end response

- Trade facilitation, customs, trade finance, EPZs, trade promotion institutions most frequently mentioned (equal weight)

Next in order of frequency:

- Regional integration; analysis of bilateral, regional FTAs
- Practical how-tos; implementation experience; best practice
- Agriculture commodity markets
- Standards
- Trade and growth linkages

Demographics

D1. What is your primary network affiliation?

Total	141
PREM	79%
Private Sector Development	8%
Infrastructure	1%
Environmentally and Socially Sustainable Development	9%
Operational Core Services	2%
Other	1%
No response	—

D1_1. What is your primary network affiliation?

Open end response

D2. What is your current regional affiliation?

Total	141
Africa	19%
East Asia & the Pacific	13%
Europe and Central Asia	18%
Latin America & the Caribbean	11%
Middle East & North Africa	9%
South Asia	6%
PREM Anchor	7%
DEC	12%
WBI	1%
OPC	1%
Other	1%
No response	2%

D3. Where are you based?

Total	141
Headquarters	65%
Field	34%
Other	1%
No response	—

D4. For approximately how many years have you worked at the Bank?

Total	141
Less than 5 years	28%
5 to 10 years	38%
More than 10 years	33%

D5. Please indicate which of the following best describes your current functional position.

(percent of respondents)

