

Vocational Rehabilitation and Inclusion

Current developments in the Netherlands

TNO | Knowledge for business



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Introduction

- TNO: Netherlands Organisation for Applied Research (TNO)
- BU: **TNO Work and Employment** (150 experts)
 - Focus on three main fields:
 - 'work, safety and health',
 - '**employment and social cohesion**'
 - 'sustainable labour productivity'.
 - Some issues picked at random:

Social Security
Policy

prevention of high
physical loads

Dissability
management

ageing workforce &
prolonged careers

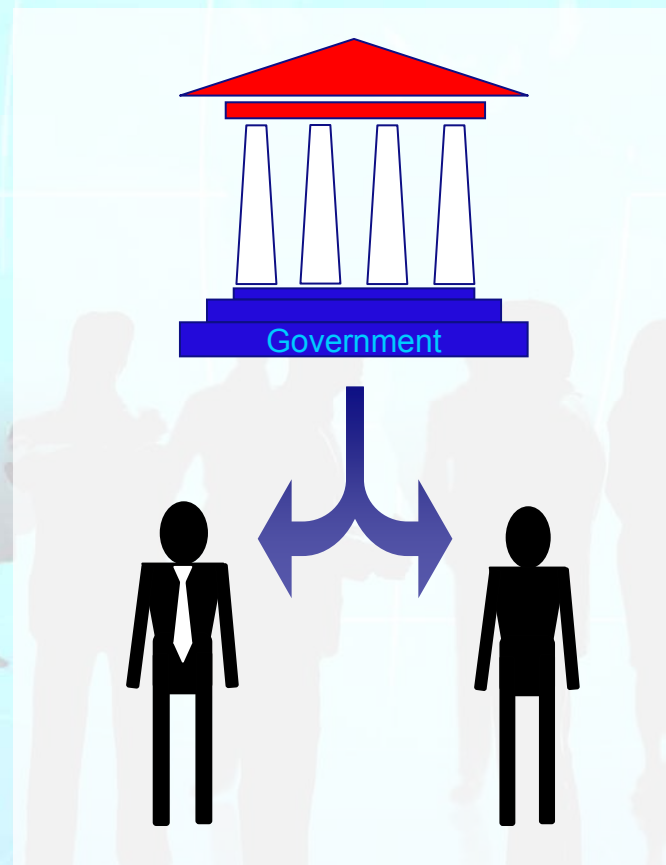
safety culture

flexicurity issues

lifelong learning

Objective and scope

- Outline the inclusion 'policy' in the Netherlands
- Developments and challenges



“Work according to Capacity”

- Broadly based awareness: “everyone is needed”
 - Demographic developments
 - Costs of health care and pensions
- Several target groups:
 - Disabled workers > Social Benefit Administration/ Public Employment Service (UWV)
 - Unemployed > UWV
 - People with (Social) Assistance Benefit > Municipalities
 - Young disabled people > UWV
 - Work-to-Welfare population > SW / Municipalities
 - School drop-outs

'Poortwachter' act 'Gatekeeper' responsibility prevention absenteeism primarily with employer

- April 2002
- Objective: improve chances of reintegration by giving employer and employee more responsibility for this process
- Problem Analysis by company medical officer (till 6 weeks)
- Appointment of a casemanager
- Drawn up Action Plan for recovery and reintegration (till 8 weeks)
- Efforts in two tracks (1. current employer; 2. new employer)
- After 1.5 years Sick leave: start application for Work and Income (Capacity for Work) Act benefits (WIA)
- Reintegration report (week 87-91)
- Assessing of reintegration efforts by UWV (week 91-104)
- UWV accepts/rejects WIA application (after 2 years)
- When Insufficient efforts made: penalties
- Continued Payment of Salary (Sickness) Act (2004)
- Statement by the central employers associations and trade unions (2004): 170% of wages over 2 year

Act Work & Income according to Labour Capacity (WIA)

- WIA: 1-2006 (replaces Incapacity Benefit Act –WAO)
- Examination by UWV after almost 2 years sick leave
- Possible outcomes:
 - Fully incapacitated ($\geq 80\%$; not able to work, no recovery within 5y)
 - ➔ benefit: 75% of last-earned salary (based on the maximum daily wage); reassessment every 5y
 - Partly incapacitated (35-80%; able to independently earn part of income)
 - ➔ changes to income depend on extent of incapacity and whether one is working according to assessed remaining earning capacity
 - ➔ First - when not working: **salary-related benefit**: 70-75% of last earned salary; *duration depends on employment history, max 3 years*
 - ➔ Then - when earning at least 50% of assessed earning capacity: **salary supplement**: 70% of difference old and new salary;
 - ➔ Or – when earning less than 50%: **supplementary benefit**: 70% of the minimum wage multiplied by your incapacity percentage; if resulting family income is less than social minimum > a supplement follows to the level of assistance benefit
 - Slightly incapacitated ($\leq 35\%$)
 - ➔ no benefit: employer and employee have to make Arrangements about possible adaptations to the work or other suitable work.

Results & Effects

- Net labour participation; 15-65 (*working labour force in % of total population, source: CBS*)

	2001	2005	2008	2009
	65	63,2	67,5	67,2

- Unemployment (*unemployed labour force in % total labour force, source: CBS*)

	2001	2005	2008	2009
	3,5	5,6	3,9	4,9

- Social Security Benefits, 31 december (*x 1000, source CBS*)

	2000	2005	2008	2009
Incapacity for work	957	899	838	834
- WAO	<u>772</u>	<u>700</u>	<u>561</u>	<u>525</u>
- WIA (fully)			14	20
- WIA (partly)			46	63
- Wajong	127	147	178	192
- Waz	58	52	39	35
Social Assistance	354	355	292	317

Challenges

Further improvement of participation is still urgent!

- Better Diagnosis (what can they do)
- Better Assessment of the Productivity Value
- Improvement of skills, competences and self efficacy
- Improvement of incentives
- Paradigma shift?

However, many target groups call upon the (same) employers

Meet the employer!

- What is in it for them?
- Social Return
- Social Enterprises



Thank you for your attention!