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## UWV: position and task

**U**itvoeringsinstituut **W**erknemer **V**erzekeringen = UWV (Employee Insurance Agency) is an autonomous administrative authority (ZBO) and is commissioned by the Ministry of Social Affairs and Employment (SZW) to implement employee insurances and provide labour market and data services.

- [employment](#) – helping the client remain employed or find employment, in close cooperation with the municipalities;
- [social medical affairs](#) – evaluating illness and labour incapacity according to clear criteria;
- [benefits](#) – ensuring that benefits are provided quickly and correctly if work is not possible, or not immediately possible;
- [data management](#) – ensuring that the client needs to provide the government with data on employment and benefits only once.

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## Insured clients

- [WW](#) (Unemployment Insurance Act)
- [WIA](#) (Work and Income according to Labour Capacity Act)
  - [IVA](#) (Full Invalidity Benefit Regulations)
  - [WGA](#) (Return to Work (Partially Disabled) Regulations)
- [Wajong](#) (Disablement Assistance Act for Handicapped Young Persons)
- In total about 1,4 million people receiving benefits from UWV
- About 350 thousand receive support of Werkbedrijf (PES)

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## Research on effectiveness of re-integration services in the Netherlands (and at UWV)

- **In the past:**
  - Using register data (econometric methods to identify causal effect)
  - Natural experiments (for example sudden cessation of purchased re-integration services for WW in 2010)
  - However: hard proof of causal effects remained an issue
- **More recently:** Randomized Controlled Trials (RCT's)
  - Demanded by the Ministry of Social Affairs and Employment (hard evidence!)
  - Since 2014 several RCT's have been carried out in municipalities (welfare) and UWV. Proved to be difficult -> lessons learned

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## Steps in experimental research (1)

- Demand for research on effectiveness, usually two main goals:
  - Justify public spending (Ministry of Social Affairs and Employment)
  - Improvement performance of re-integration services (UWV Werkbedrijf/PES)
  
- Inception phase:
  - What: research question(s)
  - How: methodology (several considerations: ethical, costs (staff!),....)
  - Take sufficient time to arrange everything!



## Steps in experimental research (2)

- Experimental design:
  - Regimes/Protocol (what to compare/measure)
  - Inclusion criteria
  - Randomisation:
    - How?
    - At what level?
    - Balance between scientific standards and practical possibilities/proper execution
  - Size of groups (power analyses)
  - Follow up period



## Steps in experimental research (3)

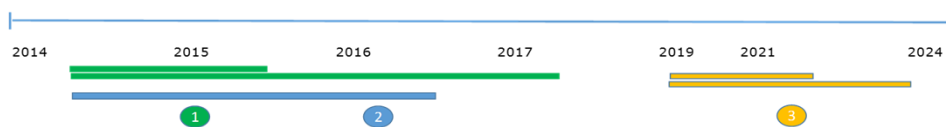
- **Implementation of RCT:**
  - Fitting RCT into existing work processes -> many stakeholders involved
  - Registration/BI-tools (for monitoring and data for analysis)
  - Communication strategy: Informing Counsellors/Coaches, other stakeholders
- **Conduct:**
  - RCT's usually have a long follow up -> important to stick to the protocol
  - Monitoring
- **Use of results:**
  - What are the lessons learned?
  - How to use these in practice?

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## Partially disabled (WGA)



1. Small RCT measuring the effect of purchased re-integration services
2. Pilot activating WGA
3. Large RCT measuring the effect of all re-integration services

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## Unemployment Insurance (UI) - timeline



### 1. 'A good conversation works' – SEO.

Scientific paper: Muller et al.(2020). 'Comparing Econometric Methods to Empirically Evaluate Job-search Assistance'.

### 2. Personal coaching vs. digital coaching in 6 districts – SEOR

### 3. Training program for 50+ – UvA and VU.

Scientific paper: de Groot (2018). 'A randomized experiment on improving job search skills of older unemployed workers.'  
Chapter in thesis 'Evaluating labor market policy in the Netherlands'

### 4. Speeddates (VU).

Scientific: Van der Klaauw and Ziegler (2019). 'A Field Experiment on Labor Market Speeddates for Unemployed Workers.'

### 5. ABZ-conversations (for 50-) – UWV

### 6. Personal coaching - SEO

### 7. Job search requirements (from 2023)

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## Future research

- Small scale experiments for 'what works for whom?'
- Experiment to measure the effects of various regimes of the job application obligation

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