

# Reintegration Scheme for Partially Disabled Workers (WGA)

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## THE NETHERLANDS

The 'Work and Income according to Labour Capacity Act' (WIA) applies when an employee contracts an illness. The act consists of two components: the reintegration scheme for partially incapacitated workers (WGA) and income provision for fully (and permanently) disabled workers (IVA).

The partially disabled are encouraged (through financial incentives) to put their remaining capacity into work.

In general, the WIA was expected to lead to a reduced number of disability benefit applications, which it successfully achieved.

Name of the PES

UWV Werkbedrijf - Public Employment Service

When was the practice implemented?

2005–ongoing.

Which organisation was involved in its implementation?

The practice is managed by both the national and regional/local PES.

Which groups were targeted by the practice?

Jobseekers:

- ▶ People suffering from physical disability or illness.
- ▶ Disabled (physical) / Disabled (mental/psychological).

What were the practice's main objectives?

To enable partially disabled employees to continue to work as much as possible.

What activities were carried out?

A WGA beneficiary can apply for support at the PES. This covers:

- ▶ Workplan and personal guidance;
- ▶ Reintegration support from private providers;
- ▶ Support and resources at the workplace;
- ▶ Adapted transport: when travel to work is difficult because of illness or disability, local PES can provide financial compensation for an adjustment to transport means or travel expenses;
- ▶ Reimbursement for childcare during reintegration;
- ▶ Job coach: job-specific training, support and supervision to individuals with disabilities/barriers to employment;
- ▶ Work trials.
- ▶ Subsidies for Individual Placement and Support (IPS)

What resources and other relevant organisational aspects were involved?

The WGA is implemented by the UWV (the Medical and Social Affairs Division at central level). The UWV assesses whether a person is disabled, to what extent and whether this person is eligible for benefits (with the exception of privately insured people). This practice involves actors employed at local/regional UWV offices. They operate on the basis of the discretionary freedom granted by the central UWV. Private providers are also sometimes contracted to provide reintegration including job coaching activities (i.e. Reintegration support).

What were the source(s) of funding?	<p>Social contributions.</p> <p>Private source(s): The WGA is financed via a hybrid system that includes employers. Employers pay a differentiated premium (the level of premium depends on the disability risk in the company). Employers may, however, choose to opt out of this system and choose a private insurer.</p>
What were the outputs of the practice: people reached and products?	<p><u>People reached:</u></p> <p>The number of benefit applications decreased from 100 000 in 2002 to 22 400 in 2007. In 2007, 17 913 new WGA benefits were granted whereas these amounted to 23 762 in 2009. In 2017 and 2018, the total of new WGA benefits with support for reintegration was 30 340.</p>
What outcomes have been identified?	<p>The expected outcome of the new WIA (and therefore WGA) was a reduction in the number of disability benefits/applications. But even though the number of WIA/WGA benefits distributed became much lower than before, the share of entirely disabled people among benefit recipients was much higher than estimated. The actual outcomes after the WIA/WGA came into force are:</p> <ul style="list-style-type: none"> <li>▶ On average 45 % of the partially disabled workers (WGA) are employed (receive income from a job).</li> <li>▶ PES contracts out reintegration pathways via private suppliers for 26 % of the partially disabled workers (WGA).</li> </ul>
What are the lessons learnt and success factors?	<p>The inflow into the WIA is lower than originally expected by policy makers. This may be a result of a decrease in both the number of benefits for totally disabled and the number of benefits for the partially disabled. The strict eligibility criteria furthermore affect the in-flow into the WIA. In addition, employers have been forced to become active in terms of prevention, absenteeism and reintegration.</p>



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