

Master's Thesis in Economic Geography: Regional Competitiveness and Trade
University of Groningen - Faculty of Spatial Sciences

Norm Behaviour in Social Assistance

*A research on the relation between the dependency on social assistance benefits,
norm behaviour and job search behaviour in Groningen.*

Thesis supervisor: dr. A.J.E. (Arjen) Edzes
Second reader: dr. V.A. (Viktor) Venhorst
Name: Joëlle Soepenbergh
Student number: s2564262
Date: 19-04-2019

Index

1. Motivation and Problem Definition	3
1.1 Debate in Society	3
1.2 Debate in Scientific Research	3
1.3 Social Assistance Benefits in Groningen.....	4
1.4 Research Questions and Approach.....	5
2. Conceptual Framework	6
2.1 Social Assistance Benefits.....	6
2.2 Consequences of Unemployment.....	7
2.3 Norm Behaviour	8
2.4 Personal Characteristics of Participants	9
2.5 Job Search Behaviour and Duration of Social Assistance	10
2.6 Conclusions based on Theoretical Framework.....	10
3. Methodology	12
3.1 Data Collection	12
3.2 Indicators in the Analysis.....	15
3.3 Framework for the Data Analysis	16
3.4 Limitations of the Data	17
4. Results	18
4.1 Descriptive Statistics	18
4.2 Factor Analysis.....	22
4.3 Preparation of the Regression Analysis.....	25
4.4 Regression Results.....	27
5. Conclusion and Reflection	31
5.1 Conclusion.....	31
5.2 Discussion	32
6. References	34
7. Appendices	37
1. Questions from the Survey used in this Analysis.....	37
2. Descriptive Statistics about Capabilities, Job Search Behaviour, Norm Behaviour and Rules and Regulations.....	41
3. Cronbach's Alpha.....	45
4. Do-file in Stata.....	46

1. Motivation and Problem Definition

1.1 Debate in Society

A Dutch newspaper, *De Volkskrant* (2018) wrote: "Klaas Dijkhoff wants to reduce social assistance benefits and only increase the amount for people who make themselves useful in society". Klaas Dijkhoff is currently the chairman of the People's Party of Freedom and Democracy (VVD) within the Dutch House of Representatives (Tweede Kamer). He stated this at a congress of this party. The view of Dijkhoff implies that most recipients of social assistance benefits do not want to make themselves useful now.

The current benefits system in The Netherlands is based on the Participation Law, which decentralized implementation, including the financing of this law and administration to municipalities in 2004 (Broersma et al., 2011, 2013). Nowadays, there is a debate in society about the system of social assistance (Kremer et al., 2017). On one hand, Dijkhoff and likeminded advocate for one, uniform approach towards social assistance recipients. On the other hand, advocates from the new, so-called 'behavioural approach' want a more personalized approach within the benefits system, aiming for an increase in well-being of the recipient. This distinction will be discussed in detail in the next section.

1.2 Debate in Scientific Research

The Participation Law is a form of unemployment assistance, as it is called in the handbooks. Boeri & Van Ours (2013, p. 307) write that there is a difference between unemployment benefits (UB) and unemployment assistance (UA). People, who are entitled to UBs, receive funding related to the duration and wage of their latest job. Recipients of UAs receive money independent of previous work experience. While the UB is an insurance paid through premiums by employers and employees, the UA is paid for by the taxpayer. The current policy based on the Participation Law is meant to ensure that recipients of social assistance benefits get back to work as soon as possible, if they are still able to work. For example, by participating in Active Labour Market Policies (ALMPs), which are designed to stimulate the job search behaviour of the recipient, as mentioned by Boeri & Van Ours (2013, p. 351). The national architecture of unemployment assistance and unemployment benefits is part of labour market policies.

Labour market policies are usually based on a neoclassical framework which assumes that all individuals behave rationally. One of the main risks is that clients will behave in a so-called 'moral hazard' way. That means that workers would not mind being unemployed, if they are covered by an insurance against the negative consequences (Boeri & Van Ours 2013, p. 339). In this case, the insurance consists of either unemployment benefits or unemployment assistance. The risk that clients behave in a moral hazard way, is what Dijkhoff was referring to by his generalizing remark.

Currently there are new, crucial insights in behavioural economics regarding labour market participation. Hereafter, these insights combined are called the behavioural approach. This approach distinguishes itself from the neoclassical framework, because it assumes an individual is not fully informed and therefore the behaviour of this person is irrational. This leads to a variety of different choices. So, the most important difference between the neoclassical framework and the new psychological perspective is the behavioural

assumption. In other words, because individuals are not fully rational and fully informed, their behaviour is not identical to other recipients. While some individuals are willing but unable to find a job, others are unwilling but able or unwilling and unable. In line with this, the Scientific Council of the government (WRR, 2017) notes that other choices are made in the context of job search behaviour, besides behaving in a moral hazard way. This council argues that recipients of UAs should not have obligations, but an increase in freedom. Especially for those who cannot meet the expectations of society today in terms of labour market participation. While in the neoclassical models, the aim is that an individual being enrolled in an ALMP programme obtains an occupation, the new perspective is concerned with different aims attempting to relieve social problems of recipients and, if possible providing employment for them (WRR, 2017). To summarize, table 1 illustrates the differences between the neoclassical approach and the behavioural approach.

	Neoclassical Approach	Behavioural Approach
Aim	To get an individual to work as soon as possible.	To improve the well-being of an individual and to get this person to work if possible.
Approach Client	“You have to do something.”	“What (kind of help) do you want?”
Carrot/stick	Stick (punishment)	Carrot (reward)
Ideology	Reciprocity	Inviting
Job Search Behaviour	Rational, in a moral hazard way. Unemployed do not avoid unemployment, because they will be covered for negative consequences.	If possible, individuals will try to find an occupation, but they are sometimes hindered by current rules and legislations or by personal circumstances.
Norm Behaviour	Rational: they always choose what is best for themselves.	Irrational: individuals do not always choose what is best for themselves.

Table 1: Neoclassical Approach versus the Behavioural Approach on Labour Market Participation. Sources: Boeri & Van Ours (2013, p. 339), Kremer et al. (2017)

1.3 Social Assistance Benefits in Groningen

Because municipalities encountered flaws in the Participation Law, they requested the possibility to experiment within this legislation (Edzes et al. 2018). Their aim was to study if the well-being, social participation and reintegration of a recipient increases, if he or she receives more trust, financial means or more intensive help (Ministry of Social Affairs and Employment, 2016). The experimentation was granted by the national government, which led to multiple two-year period experiments in several cities in the Netherlands. In this research, data from the experiment in the city of Groningen is used.

Within this experiment, this research will focus on norm behaviour and job search behaviour of recipients in Groningen. Norm behaviour includes the norms and values of an individual. In the context of this research, it is related to norms and values about the obligations towards society to find a job and the cooperation with the municipality to do so. The norm behaviour of an individual could influence the job search behaviour of this recipient. Chances are smaller that he or she will search for an occupation, if this person is willing and unable or unwilling and able to find a job. Larger if this person is willing and able to.

1.4 Research Questions and Approach

The aim of this research is to examine the relation between norm behaviour, job search behaviour and characteristics of UA recipients in Groningen. Thus, the following research question and sub-questions are formulated:

To what extent is dependency on social assistance benefits induced by norm behaviour in Groningen?

1. *What are the characteristics of unemployment assistance recipients in Groningen?*
2. *To what extent is there a relationship between norm behaviour and recipients' characteristics in Groningen?*
3. *To what extent is there a relationship between job search behaviour and recipients' characteristics?*

The structure of this research is as follows. In the next chapter, a theoretical framework will be established, based on scientific literature. Thereafter, the methodology of the data analysis will be provided. In the analysis, I make use of several data sources. First the administrative microdata of Statistics Netherlands (Centraal Bureau voor de Statistiek, 2019). This is data of Dutch citizens collected at an individual level. It contains among other things the age, country of birth, duration of social assistance, gender, level of education and neighbourhood of individuals. The data is only available under strict conditions, because it is privacy-sensitive data. Second, the primary survey data from the conducted experiment in Groningen is used to determine different types of norm behaviour and job search behaviour. Because the data from the experiment can be linked to the microdata of the Central Bureau of Statistics, there is detailed information available on recipients of unemployment assistance, their norm behaviour and job search behaviour.

After the methodology, the fourth chapter will elaborate on the data analysis and its results. First, descriptive statistics will be provided about the characteristics of welfare recipients. Second, a factor analysis will be executed to examine types of long-term unemployment cultures in Groningen. Third, regressions on microdata of the municipality in Groningen will be executed. The results of these regressions indicate to what extent norm behaviour and job search behaviour of UA recipients influence the dependency on UAs.

Based on the results of this research, chapter 5 concludes that there are three different types of long-term unemployment cultures in Groningen, corresponding to types of cultures from scientific literature. These are: 'Willing & Able' / 'Egalitarianism', 'Unwilling & Able' / 'Individualism' and 'Willing & Unable' / 'Fatalism'. The degree of norm behaviour of UA recipients in Groningen is significantly higher for those who are female, low-educated, non-Dutch and young. The degree of job search behaviour of UA recipients in Groningen is significantly higher for those who are male, high-educated, non-Dutch and young.

2. Conceptual Framework

This chapter will develop a conceptual framework using scientific literature to support this research. Sections 2.1 and 2.2 will start by introducing the concept ‘social assistance benefits’ and the consequences of unemployment. Then, several concepts important for this research will be discussed, which are independent and dependent variables in the analysis. First, this research will elaborate on norm behaviour. Second, on personal characteristics of recipients. Third, how norm behaviour influences job search behaviour and thereby the duration of social assistance. At last, a conclusion based on this theoretical framework will be given to proceed with the research design.

2.1 Social Assistance Benefits

The main underlying concept of this research is social assistance benefits, because the target group concerned are unemployment assistance recipients. Social assistance benefits, also known as unemployment assistance or welfare benefits are part of the Participation Law, as explained in the previous chapter. Boeri & Van Ours (2013, p. 307) mention that these benefits are a solution for labour market failure, such as the risk that an individual does not have an income once this person loses his or her occupation. Therefore, UAs and UBs functions as an insurance system for those who are unemployed. Municipalities in the Netherlands are responsible for executing these payments, but they are also responsible for the reintegration, social participation and well-being of a recipient. However, precisely these aspects gave reason for the municipalities to ask for experimentation within the Participation Law. That is because this law did not provide enough possibilities to improve the four mentioned aspects municipalities are responsible for (Edzes et al., 2018).

One previous attempt to improve the reintegration of recipients is a policy measure called ‘flexicurity’. Recent articles in the field of regional labour market analysis proclaim that flexicurity in the labour market fits within a current paradigm shift related to labour market policies and employment regulation. It is defined by Wilthagen & Tros (2004) as a twofold policy strategy. It aims to increase flexibility of labour markets, work organisation and labour relations on the one hand. On the other hand, it should enhance security –social security and employment security– for weaker groups in and outside the labour market (Andersen & Svarer, 2007; Wilthagen & Tros, 2004). This approach contradicts that better social and employment security leads to a decrease in incentive, because an increase in flexibility would make it easier also for ‘weaker groups’ to enter the labour market.

This increase in flexibility touches upon a deeper issue in the labour market. There is an important paradox regarding the provision of unemployment assistance. Boeri & Van Ours (2013, p. 339) argue that social assistance should provide a minimum, which does not remove the incentive to search for a job. In other words, a recipient should receive enough to be covered against the negative consequences. But at the same time, this person should not receive too much, because then he or she would not search for a job anymore. Receiving too much would lead to moral hazard behaviour. This paradox is important in this research, because norm behaviour determines the search incentive. It is assumed that a higher standard of norm behaviour leads to a larger search incentive, which should decline the duration of social assistance.

It could be argued that this paradox is currently irrelevant. Nelson (2011) shows that social assistance hardly reaches the poverty thresholds commonly applied. He reached this conclusion by examining to what extent current welfare benefits in the European Union are comparable with egalitarian and liberal ideas related to social justice. Although this author based his research on ‘labour market activation’ and ‘increasing levels of employment’, he criticizes ALMPs. He states that activation works as a stick rather than a carrot. Nelson (2011) even provides the example that in the past ALMPs were used to make life of the poor so unpleasant that they would stop using unemployment benefits. That is the opposite of providing security. Based on the results of his analysis, Nelson (2011) advocates for reforming the current benefits system in European countries to ensure an adequate social minimum for every individual. However, public consent is needed on a large scale to execute these reforms. It is questionable if this will occur soon (Nelson, 2011).

2.2 Consequences of Unemployment

In 1989, Kroft et al. wrote an extensive book about unemployment. They point out several important issues related to being unemployed and receiving social assistance benefits. They focus on the recipients’ struggle with the loss of labour, shortage of financial means and an abundance of time to spend. Their main message is that the long-term unemployed are not one homogeneous group, but a very diverse group of people with different types of norm behaviour. This is further specified, when they apply the characteristics of long-term unemployed to types of cultures in the so-called ‘grid/group analysis’. This will be elaborated on in section 2.3. Based on their research, Kroft et al. (1989, p.340) argue that policy should aim for decentralisation and diversification of social assistance.

According to Kroft et al. (1989, p.13), there is a disproportionate relationship between the causes and the results of unemployment. While the causes of unemployment could be due to non-personal circumstances, the effects of unemployment are often manifested on an individual level. The different types of consequences are visualized below in figure 1. The consequences of unemployment for an individual could be determined by his or her social network, neighbourhood, but also by his or her own norm behaviour. For example, if an unemployed individual has a large social network with connections to people which are employed, it is easier for that individual to find an occupation (again). On the other hand, if an individual does not have connections to employed people and/ or this person cannot or will not apply for a job, chances are smaller that this individual will find an occupation soon.

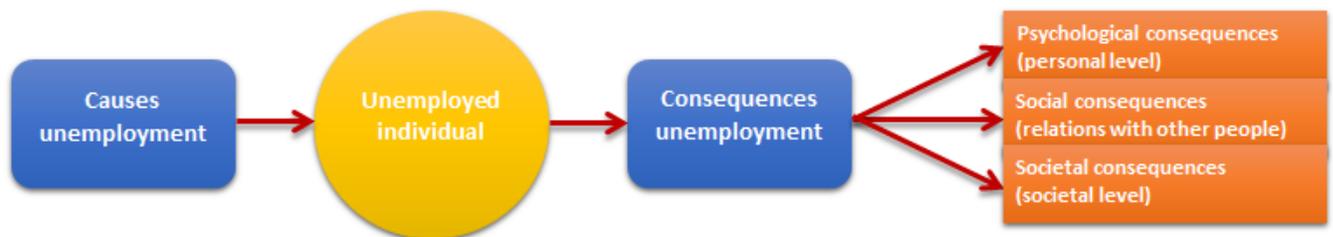


Figure 1: Consequences of unemployment. Source: Own interpretation of Kroft et al. (1989)

Norm behaviour of the unemployed is fuelled by their corresponding social position and their financial means. For example, in Enschede, an unemployed individual receives more support from his or her social network on one hand. On the other hand, this individual is controlled by this social network and punished more often, if he or she intends to break the law, compared to more individualistic cities like Amsterdam or Rotterdam, according to Kroft et al. (1989, p.234). This example indicates that the type of city or neighbourhood could influence individual norm behaviour. So, while norm behaviour differs for everyone, some underlying types of cultures can be distinguished.

2.3 Norm behaviour

The previous sections elaborated on the main underlying concept of this research and the consequences of unemployment, now I will proceed with the concepts that will be used in the data analysis of this research. This section will start with norm behaviour, because the relation between social assistance benefits and norm behaviour in Groningen is included in the main research question of this research. Stoltz (2014) and Oldroyd (1986) describe four types of culture, applicable to certain neighbourhoods based on the grid/group analysis. These cultures are determined by the characteristics of different populations, noted in figure 2. Grid means the number and variety of regulations and group stands for the degree of social interaction (Oldroyd, 1986).

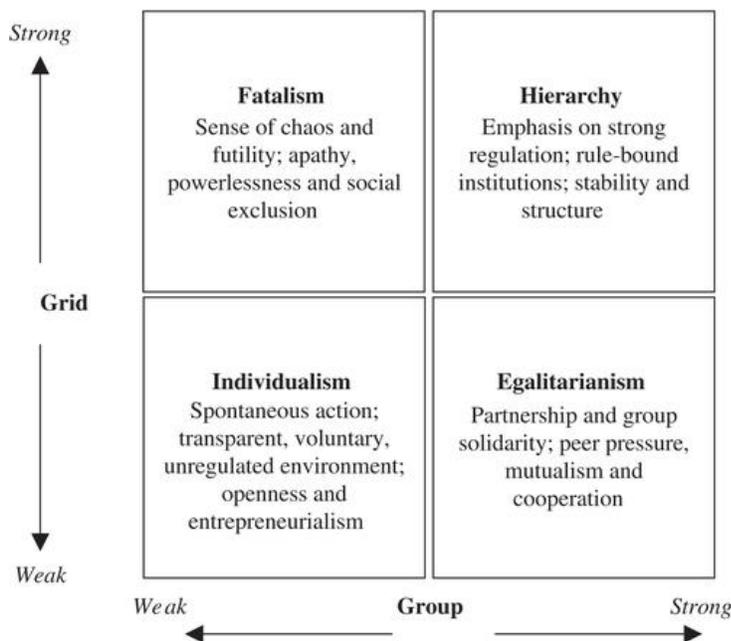


Figure 2: Types of cultures based on Grid/Group Analysis. Source: Stoltz (2014)

In table 2, the characteristics of long-term unemployment are divided according to these types of cultures, based on Kroft et al. (1989). 'Hierarchy' is not analysed as such, because Kroft et al. did not encounter this type in relation to long-term unemployment in their analysis. The types of cultures each provide insight in norm behaviour of the long-term unemployed, because individual norm behaviour is influenced by norm behaviour in the neighbourhood of the individual. So, these cultures influence norm behaviour of social assistance recipients.

	Fatalism	Individualism	Egalitarianism
Degree of social interaction	Weak	weak	strong
Grid dimension	strong	weak	weak
Feeling obligation to work	not anymore	no	yes
Amount of financial debt	high	high	low
Undeclared work	hardly	yes	no
Time perception	not available	little spare time left	too much spare time

Table 2: Long-term unemployment analysed by Grid/Group. Source: Kroft et al. (1989)

Egalitarians have a strong sense of social connection to the neighbourhood. This entails that there is a social structure, including involvement through family connections but also a degree of social control leading to coercion to find an occupation. This group is already described in the example of Enschede in section 2.2. This sense of social connection is weak for fatalists or individualists. Grid dimension, in other words differences in function and status, are strong for fatalists, while these are weak for individualists and egalitarians.

While the egalitarians feel obligated to work and do have a low amount of financial debt, the fatalists and individualists do not (anymore) feel obligated, but they do have a high amount of debt. They do not feel obligated, due to a lack of social interaction. Individualists also use undeclared work to extent their budget, fatalists of egalitarians hardly do. Fatalists do not have a regular perception of time anymore, while individualists state that they have little free time. This is in contrast with egalitarians, who have too much free time. Individualists and fatalists do not feel ashamed of receiving social assistance. Egalitarians do often feel ashamed of receiving welfare benefits. Kroft et al. (1989) did not conduct their research in Groningen. That is why this research will prolong their research by applying their division of types of cultures to Groningen.

2.4 Personal Characteristics of Participants

Because the main underlying theme, consequences of unemployment and the dependent variable norm behaviour are explained in the previous three sections (2.1, 2.2 and 2.3), we can proceed with the variables influencing norm behaviour and job search behaviour. Kroft et al. (1989, p.18 & p.19) state that personal characteristics such as age, duration of social assistance, ethnicity, gender and the level of education influence the ability of a recipient to cope with unemployment and finding a new occupation. Young people are more flexible and therefore it is easier for them to get back to work sooner than older recipients. In addition, females are better able to cope with unemployment, potentially because of an increase in unpaid domestic work.

Next to variables such as age, gender and ethnicity, the variable ‘capabilities’ is taken account in this analysis. In this research, this concept is based on the self-assessed skills and abilities of people receiving social assistance. The emphasis on capabilities, also known as the capabilities approach is advocated for by Nussbaum (2011, p.18). She said: “I typically use the plural, “Capabilities,” to emphasize that the most important elements of people’s quality of life are plural and qualitatively distinct: health, bodily integrity,

education, and other aspects of individual lives cannot be reduced to a single metric without distortion. Sen, too, emphasizes this idea of plurality and nonreducibility, which is a key element of the approach.”

All in all, capabilities are answer to the key question: What is each person able to do and to be? And how can we work towards a future which entails the fulfilment of all capabilities? So, it is concerned with both basic justice and quality of life. According to Nussbaum, this results in a defined task to government and public policy, also those involving social assistance, to improve the quality of life for all people as defined by their capabilities. Related to the field of policy strategy for unemployment assistance, Nussbaum (2011) stresses that inequality of distribution should not be an insult to the dignity of the unequal. Instead, fertile capabilities should point out which interventions are necessary to improve public policy. For example, access to credit could provide employment options for an individual searching for an occupation.

2.5 Job Search Behaviour and Duration of Social Assistance

Section 2.3 pointed out that there are several types of norm behaviour. They lead to different types of job search behaviour, which is defined as the attitude of the recipient towards finding a new occupation. Norm behaviour leads to different types of job search behaviour, because the unemployed are a heterogeneous group with different personal characteristics. In the previous section is mentioned that the variables level of education, age, gender, ethnicity, capabilities and the duration of social assistance influence the job search behaviour of a recipient in various ways. So, job search behaviour is directly influenced by personal characteristics and indirectly influenced via norm behaviour. This is visualized in the figures 3a and 3b.

This research focusses on people, who are long-term unemployed, because specifically this group is involved in the experiment in Groningen. These people receive unemployment assistance for at least more than two years. Card et al. (2017) argue that there should be a difference in policy implications for short-term and long-term unemployed. According to them, long-term unemployed recipients benefit more from interventions, which improve their human capital, while short-term unemployed recipients benefit more from interventions, which activate (by either punishing or rewarding) them to find a job. This idea corresponds with the different interventions in the experiment in Groningen, testing which intervention is the most effective and for whom. So, the focus for people receiving unemployment assistance should be on improving their skills and self-confidence rather than activating them to look for an occupation in a short period of time.

2.6 Conclusions based on Theoretical Framework

In this chapter, the main underlying theme and the most important concepts of this research are discussed. To summarize: the level of education, age, gender, ethnicity, capabilities and the duration of social assistance determine individual norm behaviour, which is divided into three types. Norm behaviour influences job search behaviour directly (figure 3a). In addition, the factors influencing individual norm behaviour determine job search behaviour directly as well (figure 3b).

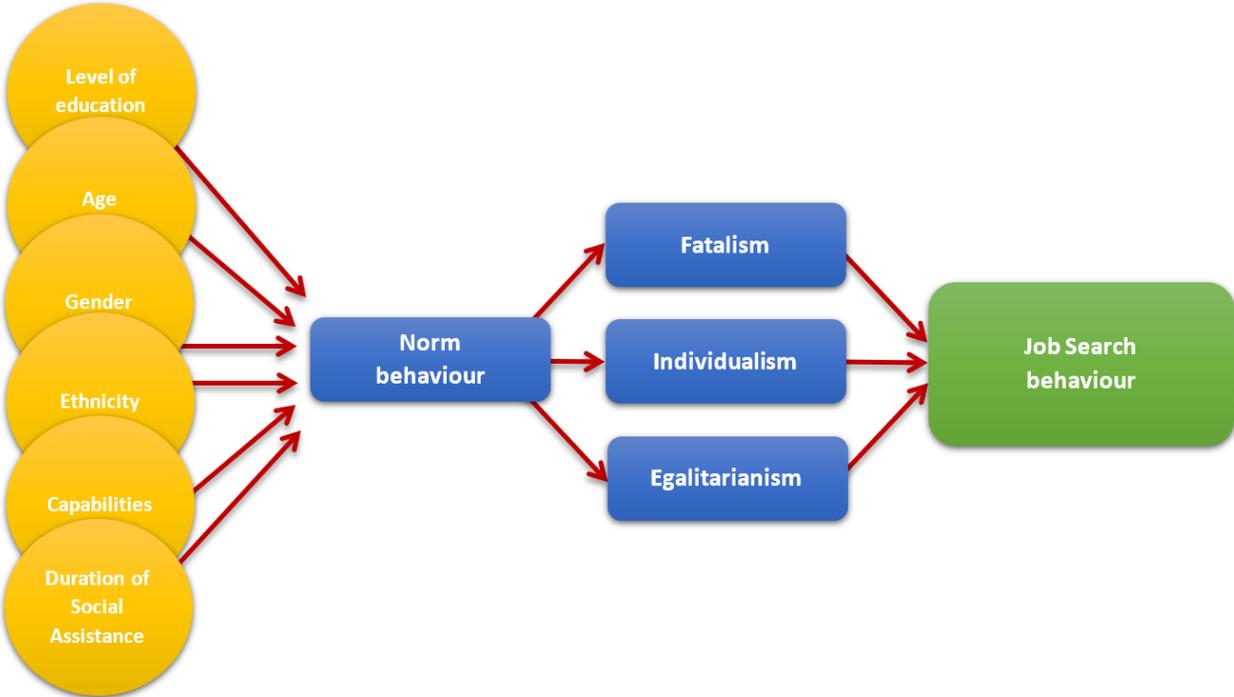


Figure 3a: Conceptual Framework (I)



Figure 3b: Conceptual Framework (II)

3. Methodology

3.1 Data Collection

This chapter will focus on the research design of this research. First, this research will elaborate on the data collection. Second, this chapter will continue with the indicators in the data analysis and the framework of this quantitative analysis will be discussed. At last, several limitations of the data, will be mentioned. The results of the analysis will be provided in the next chapter.

As stated in section 1.3, the Municipality of Groningen initiated a two-year period experiment regarding social assistance benefits (Edzes et al., 2018). The participants were divided into six different groups:

- Intervention 1: no obligation to apply for jobs;
- Intervention 2: an intensification of personal assistance in search for an occupation;
- Intervention 3: the opportunity to earn up to €199,- more each month besides the regular amount of social assistance benefits;
- Intervention 4: a choice between one of the three options mentioned.
- Control group
- Reference group

891 recipients of unemployment assistance take part in the experiment. They fill in an extensive survey about their basic demographics, health and wellbeing, measures on psychology and perception, trust, societal engagement, satisfaction with client managers and the municipal approach and their orientation towards work. The survey questions used in the analysis of this research are based on ordinal variables. These specific questions were rated on 5-point Likert scales ranging from 'not at all or completely disagree' to 'always or completely agree'. The questions from the survey used in this analysis are added as appendix 1 to this research.

Interesting is the part of the questionnaire related to norm behaviour and job search behaviour. Currently, there is a gap in the literature about four types of culture as developed by Stoltz (2014) and Oldroyd (1986), because Kroft et al. (1989) did not study characteristics of UA recipients *in Groningen*. This gap can be filled with information derived from the results of the experiment in Groningen. The total effect of the experiment will be measured using this questionnaire in 2017, 2018 and 2019. In table 3, meta-data on the experiment in Groningen is provided, including the number of participants for each group. The results of the experiment could be relevant for future approaches in social assistance benefits or to change intergenerational poverty. It is used as a source of primary data in this research.

Description	Number of individuals
Total number of UAs recipients in Groningen	11.000
Target group	8.744
Randomized allocation to groups	1.711
Group 1: Exemption	183
Group 2: Intensification	144
Group 3: Extra earnings	153
Group 4: Choice	
Exemption	73
Intensification	58
Extra earnings	58
Control group	222
Total	891
Reference group	146

Table 3: Description of the recipients participating in the experiment. Source: Edzes et al. (2018). Note: base-measurement November 2017

The second source of data is microdata collected from Statistics Netherlands (CBS), which could be linked to the data from the experiment (CBS, 2019). This is detailed information on an individual level about the participants of the experiment. The data includes among other things information on their age, gender and ethnicity, but also their history on the labour market. To protect the privacy of the participants in the experiment, the data of the survey was directly linked to the microdata by the Statistics Netherlands using a code with eight random characters or symbols. Because of that, the dataset did not contain a citizen service number (Burgerservicenummer or BSN in Dutch), which could be used to identify a participant directly. So, the data is pseudonymized.

There was an unequal spatial distribution of social assistance benefits in Groningen before the experiment started (CBS, 2014). The distribution of social assistance benefits in 2014 is visualized in figure 4. The first map shows the shares of UAs in Groningen. The second map visualizes where Groningen is in The Netherlands. The third map indicates which neighbourhoods in Groningen have a larger amount of unemployed receiving UAs, compared to the average percentage as a share of the total population in this municipality. The legend is the same for both the first and the third map. The average percentage of social assistance benefits as a share of the total population in Groningen is 6% in 2014. However, in some neighbourhoods the average percentage of UA recipients is more than 18%. The locations of these neighbourhoods are highlighted on the third map.

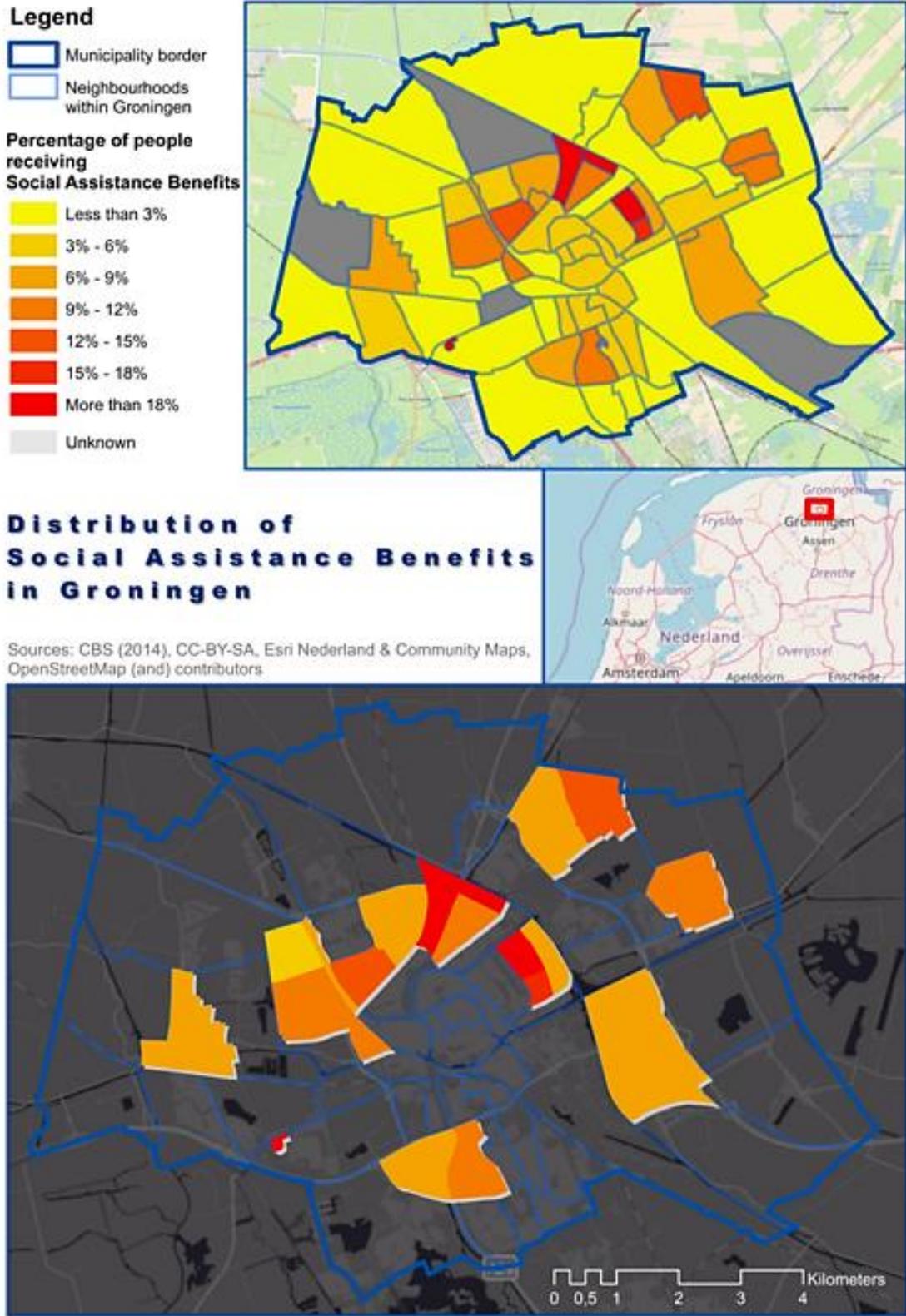


Figure 4: Distribution of Social Assistance Benefits in Groningen. Source: Own elaboration based on CBS (2014)

3.2 Indicators in the Analysis

In table 4, the indicators established in chapter 2 are provided, including their appearance in the primary and secondary data. Capabilities, norm behaviour and job search behaviour are derived from their corresponding questions in the survey. The level of education, age, gender, ethnicity and duration of employment are found in the microdata from Statistics Netherlands.

Furthermore, in table 5, the type of data and the transformation required to use the variables in the regression analyses are visualized. Ordered logistic regressions will be conducted in this research, which takes the scale aspect (from ‘totally disagree’ to ‘totally agree’) into account. So, the categorical variables require no transformation. The binary variables must be rescaled to values 0 and 1. This is in line with ordered choice modelling as noted by Hill et al. (2012, p. 607).

Indicator	Data source	Survey Question/ Variable name in Microdata	Variable type
Level of education (finished)	Secondary data	OPLNIVSOI2016AGG4HBMETNIRWO (highest <i>received</i> level of education in 18 categories)	Independent
Age	Secondary data	LEEF TIJD2 (age at 1 st November 2017, which was the start date of the experiment)	Independent
Gender	Secondary data	GBAGESLACHT (gender; male or female)	Independent
Ethnicity	Secondary data	GBAGEBOORTELAND (country of birth)	Independent
Capabilities	Primary data	Question 5b, 6b, 7b, 8b, 9b and 10b from the survey added as appendix 1	Independent
Duration of Social Assistance	Secondary data	MAANDBIJSTAND (number of months receiving social assistance continuously until June 2017)	Independent
Norm behaviour	Primary data	Question 31 and 32 from the survey added as appendix 1	Dependent
Job search behaviour	Primary data	Question 16 from the survey added as appendix 1	Dependent

Table 4: Origin and use of indicators in the regression analysis

Indicator	Type of data	Transformation needed to use in the regression
Level of education (finished)	Categorical	18 categories will be reduced to 6 categories of education, based on grouping of the CBS (2017a). These categories are: 1. Education unknown 2. (11) Less than primary and primary education (basisonderwijs); 3. (12) Primary and lower secondary education (vmbo, havo-, vwo-onderbouw, mbo 1); 4. (21) Upper secondary and post-secondary non-tertiary education (havo, vwo, mbo 2-4); 5. (31) Short cycle tertiary, bachelor or equivalent (hbo-, wo-bachelor); 6. (32) Master, doctoral or equivalent (Hbo-, wo-master, doctor). These five categories will be transformed to dummy variables.
Age	Ratio	No transformation needed.
Gender	Binary	Transformation to male = 1 and female = 0.
Ethnicity	Binary	Transformation to non-Dutch = 1 and Dutch = 0.
Capabilities	Categorical	No transformation needed.
Duration of Social Assistance	Ratio	No transformation needed.
Norm behaviour	Categorical	No transformation needed.
Job search behaviour	Categorical	No transformation needed.

Table 5: Transformation of indicators needed to use them in the regression analysis

3.3 Framework for the Data Analysis

Due to the large amount of data available, chapter 4 will start with providing descriptive statistics of the variables in the analysis. Thereafter, a factor analysis will be used to examine types of long-term unemployment cultures in Groningen. At last, regressions will be used to study the norm behaviour and job search behaviour of individuals depending on social assistance. The specific independent variables influencing the dependent variables are noted in table 4 and 5. So, the relation between the dependent variables -in the first part of the analysis norm behaviour and in the second part of the analysis job search behaviour- and the independent variables will be estimated. Thereafter, these will be regressed on the dependent variables to examine potential significance.

The econometric model for the regression analysis will thus be:

$$Y = \beta^N * X^N + \epsilon$$

In which Y = ordinal dependent variable, β^N = the slope parameter also known as the effect of the independent variable X^N , X^N = independent variable and ϵ = error term, as formulated by Hill et al. (2012, p. 608). This econometric model will be further applied to the case study in the next chapter.

3.4 Limitations of the Data

Due to the large amount of data, a problem that occurs is that it is hard to examine which variables correlate with other variables or which variables contain causality. In other words, which variables influence norm behaviour and the job search behaviour and are therefore interesting to analyse. There will probably be variables left out in this research, which do influence norm behaviour and job search behaviour. This will be elaborated on in the chapter Conclusion and Reflection.

The survey by the municipality of Groningen and the University of Groningen is conducted as such that it is scientifically justified to avoid a selection bias. The experiment is designed as a randomized controlled trial (RCT). This is defined by Boruch et al. (2016) as a random allocation of individuals to one or more interventions. The aim of a RCT is twofold. First, it is designed to examine causal relations using the effects of different interventions. Second, if found, the causal relations are legitimate statistical results. Before the experiment started, potential participants received a letter in which they were informed in which group they were selected. Because of that, they were not able to choose a group themselves, except when they were classified in group 4: a choice between one of the other three interventions available. However, there could still be a small selection bias, because for example participants who did not see the advantage of their intervention would not join the experiment. Therefore, the results of the experiment might have a small positive or negative bias.

4. Results

In the first chapter is noted that the main research question of this research is: “To what extent is dependency on social assistance benefits induced by norm behaviour in Groningen?” with sub-questions related to the characteristics of UA recipients, the relation between norm behaviour, job search behaviour and recipients’ characteristics. This chapter will provide the results of the data analysis, which are necessary to provide an answer on the research questions formulated.

Sections 4.1 and 4.2 will start by giving an answer to the first sub-question about the characteristics of unemployment assistance recipients. Sections 4.3 and 4.4 provide the precise methodology and approach of the factor analysis and regressions in this research. Thereafter, section 4.5 will give respectively the results of the factor analysis and the regressions to answer the question about the relation between norm behaviour and recipients’ characteristics and the answer to the question about the relation between recipients’ characteristics and job search behaviour, by interpreting the results of the data analysis. The conclusions drawn from the results will be provided in the next chapter.

4.1 Descriptive Statistics

In this section, descriptive statistics of the sample (891 recipients in the experiment) will be provided of the recipients’ characteristics. The sample will be compared to the statistics of the population. In this research, the population means all recipients of social assistance in Groningen, who were allowed to participate in the experiment. Second, the sample will be compared to the statistics of the population of Groningen, which is the entire population in the municipality in 2017. It is important to study whether the sample is a legitimate reflection of the population. If that is not the case, the conclusions based on the data analysis from the sample cannot be applied to the whole population, because they do not represent the population properly (McLafferty, 2010 p. 85).

Table 6 shows the level of education, age, gender, ethnicity and duration of social assistance of unemployment assistance recipients in Groningen. The characteristics of the sample are very similar to the characteristics of the population, except for the fact that relatively more Dutch clients and relatively more short-term unemployed clients participate in the experiment in Groningen.

The characteristics of the sample are however different from the entire population in the municipality of Groningen. First, only clients between 27 and 64 years could participate, with relatively more males than females in the experiment. Second, while only 24% of the population of Groningen (municipality) is non-Dutch, in the sample this is 35% and in the population in table 6 even 44%.

Unfortunately, the level of education could not be included for the population and the level of education and the duration of social assistance could not be provided for the entire municipality of Groningen, because that information is not available. However, the level of education is known within the sample and therefore it will be used in the analysis.

Variable	Sample		Population		Groningen	
	F	%	F	%	F	%
Education level unknown	51	6	N.A.	N.A.	N.A.	N.A.
Less than primary and primary education	107	12	N.A.	N.A.	N.A.	N.A.
Primary and lower secondary education	99	11	N.A.	N.A.	N.A.	N.A.
Upper secondary and post-secondary non-tertiary education	341	38	N.A.	N.A.	N.A.	N.A.
Short cycle tertiary, bachelor or equivalent	181	20	N.A.	N.A.	N.A.	N.A.
Master, doctoral or equivalent	112	13	N.A.	N.A.	N.A.	N.A.
Age: 0-15 years	0	0	0	0	24.589	12
Age: 15-25 years	0	0	0	0	48.066	24
Age: 25-45 years	415	46	3.835	47	61.584	30
Age: 45-65 years	476	53	4.251	53	43.344	21
Age: 65 and older	0	0	0	0	25.053	12
Gender: Male	462	52	4.285	53	101.315	50
Gender: Female	429	48	3.801	47	101.321	50
Ethnicity: Dutch	581	65	4.505	56	154.367	76
Ethnicity: non-Dutch	310	35	3.581	44	48.269	24
Duration of Social Assistance: one month-five years	586	66	5.032	62	N.A.	N.A.
Duration of Social Assistance: five years-ten years	195	22	1.805	22	N.A.	N.A.
Duration of Social Assistance: more than ten years	110	12	1.249	15	N.A.	N.A.
Total	891	100	8.086	100	202.633	100

Table 6: Descriptive Demographic Statistics from the Sample, Population and Groningen (municipality). Source: CBS (2017b). Note: F = Frequency

Figures 5a, 5b, 5c and 5d show the characteristics of recipients with respect to their capabilities, job search behaviour and norm behaviour. In the following four figures, the distribution is given of the answers to the questionnaire. Appendix 2 contains four tables which provide the specific answers to the questions in the survey.

While the answers to questions related to capabilities and rules and obligations have an approximate normal distribution for each answer, the questions related to job search behaviour and norm behaviour are not distributed normally. This is because questions related to norm behaviour and job search behaviour are not all asked in a similar way. Because not all questions are asked in the same way, Cronbach's alpha will be calculated to examine which sub-questions are suitable for the analyses. This issue will be elaborately discussed in the paragraphs related to Cronbach's alpha on page 26.

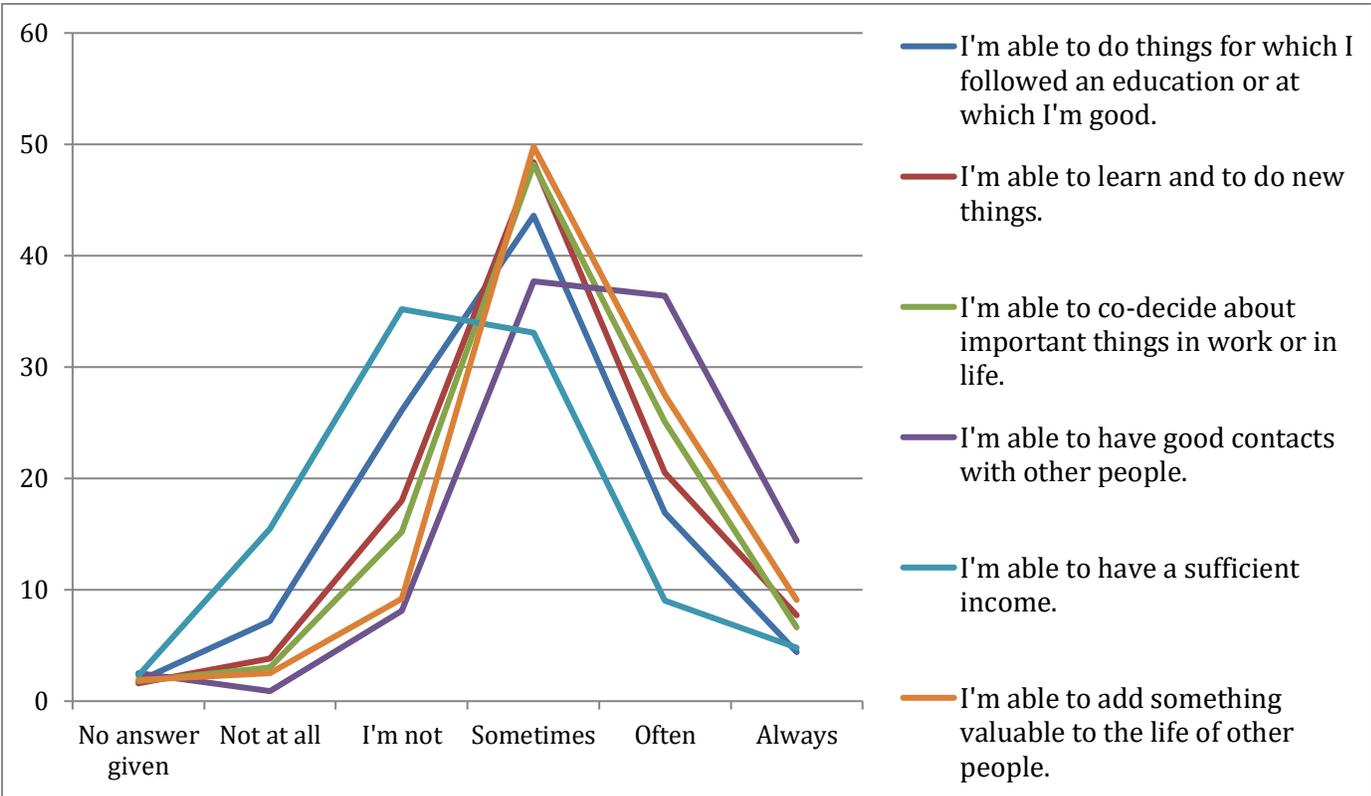


Figure 5a: Answers on questions about 'Capabilities' (in %). N=891

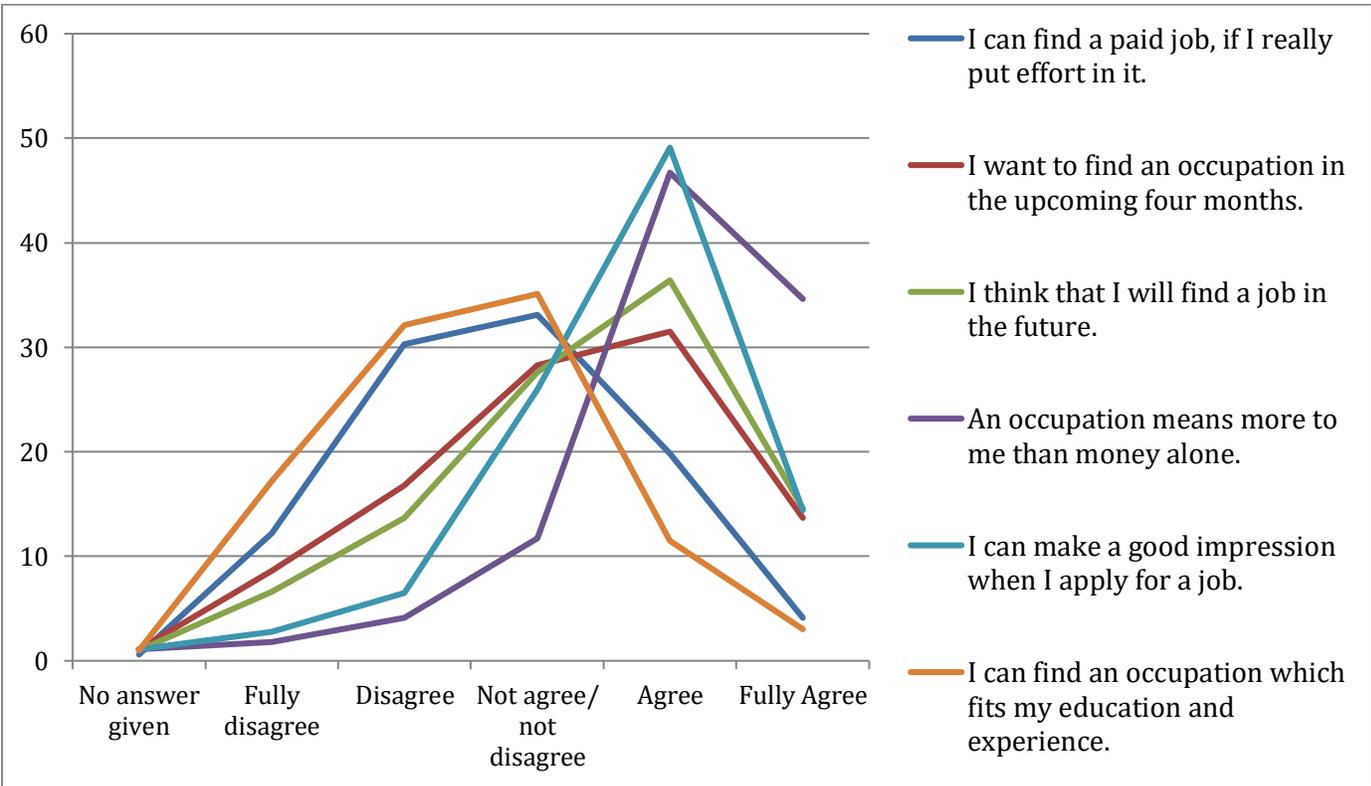


Figure 5b: Answers on questions about 'Job Search Behaviour' (in %). N=891

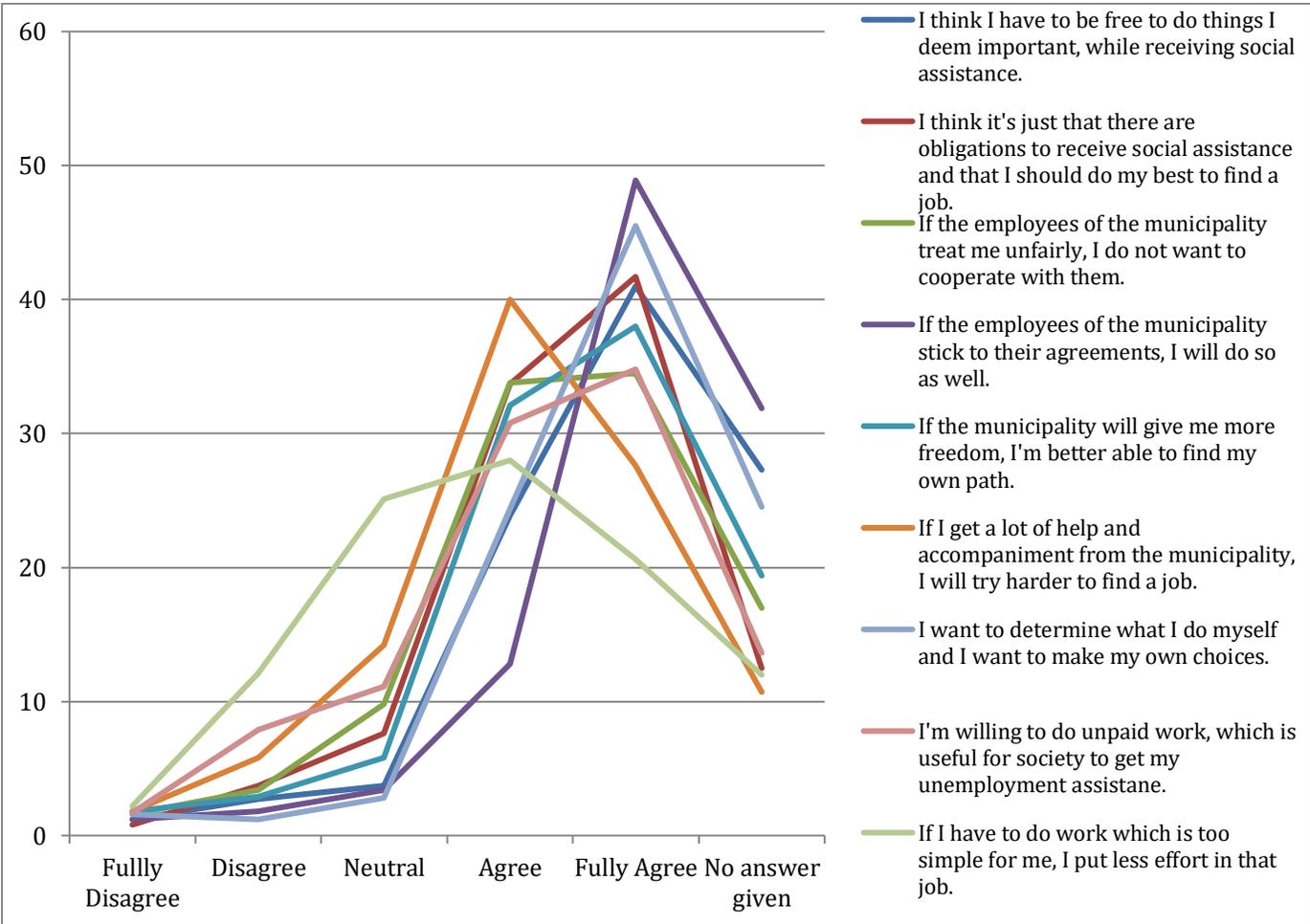


Figure 5c: Answers on questions about 'Norm Behaviour' (in %). N=891

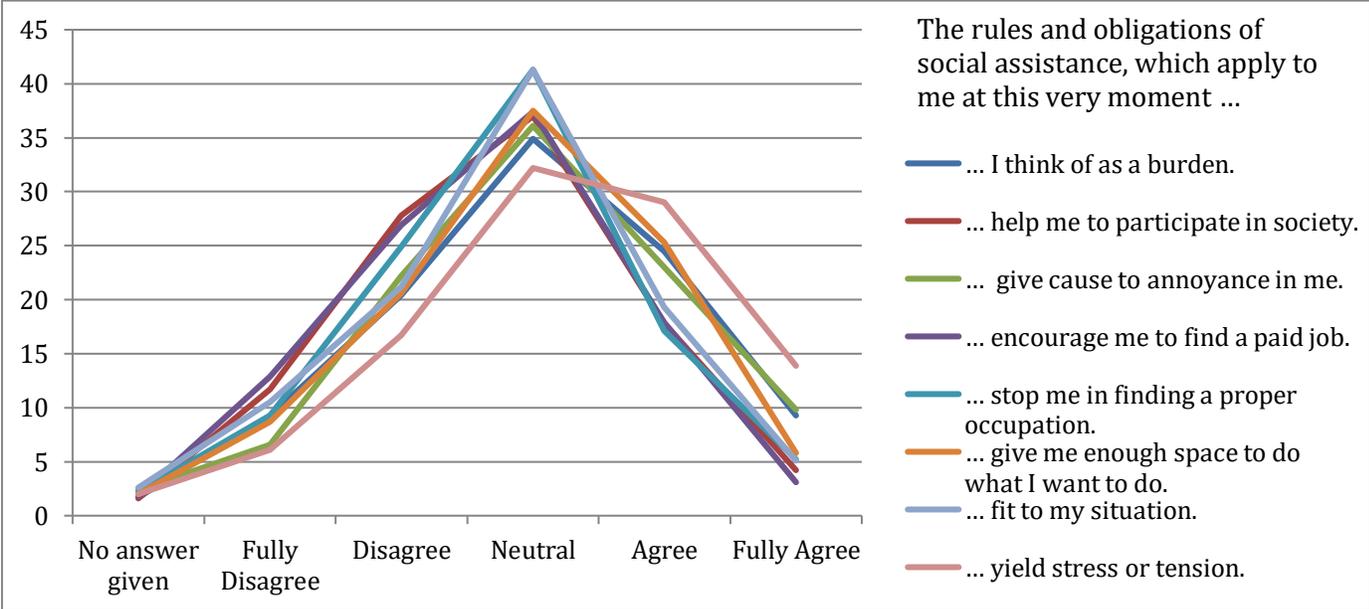


Figure 5d: Answers on questions about 'Rules and Obligations' (in %). N=891

4.2 Factor Analysis

In section 2.3 is elaborated on the grid/group analysis in which different cultures regarding long-term unemployment are categorized. Now, the data analysis will continue with a factor analysis to examine if there are underlying factor types related to long-term unemployment cultures in Groningen. In section 4.4, the factor analysis score from the factor analysis will be regressed on the independent variables to examine similarities with the regressions in which norm behaviour or job search behaviour are a dependent variable.

The factor analysis is conducted in SPSS to place selected variables into meaningful categories to discover common factors (Yong & Pearce, 2013). In the questionnaire these variables are categorized in four different groups: Capabilities, Labour and Job Search, Norm behaviour and Rules & Obligations. Both norm behaviour and rules and obligations are related to the concept of norm behaviour in this research. The variables in these four categories are chosen, because of assumed correlation. In other words, it is assumed that most of these variables have a positive or negative relationship with each other based on scientific literature.

The database is large and missing values were automatically excluded. A further requirement for this analysis is that the Kaiser-Meyer-Olkin Measure of Sampling Adequacy is larger than 0,5. It is 0,826 in this sample. In addition, the Bartlett's Test of Sphericity should be significant, which is the case in this sample. So, all requirements to conduct the factor analysis are met. To determine the number of factors in this case study, the total variance explained by each factor is used.

After all variables were analysed, it could be visualized that more than 35% of the total variance in the database is explained by three common factors. This is shown in table 7. The content of these factors will be discussed at the end of this section. The possibility of considering more factors is not chosen, given that data reduction is a priority in this factor analysis for reasons of clarity.

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4,809	16,581	16,581	4,809	16,581	16,581
2	3,300	11,380	27,961	3,300	11,380	27,961
3	2,232	7,696	35,657	2,232	7,696	35,657
4	1,801	6,209	41,866			
5	1,482	5,110	46,977			

Table 7: Total Variance in database explained by common factors (Extraction Method: Principal Component Analysis)

Table 8 visualizes the result of the final factor analysis, which is executed. As mentioned before, three components or common factors are distinguished. The values provided in the table are loadings of the correlation. Large negative values indicate a strong negative correlation, while large positive values indicate a strong positive correlation. Values in this table are marked **red** (smaller than -0,4), **pink** (-0,4 till -0,1), **grey** (-0,1 till 0,1), **green** (0,1 till 0,4) and a **darker shade of green** (larger than 0,4). Labels in the yellow box indicate capabilities, so whether someone can find an occupation. Most labels in the other boxes indicate whether someone is *willing* to find an occupation.

Both factor types 1 and 2 score high on the categories 'Capabilities' and 'Labour and Job Search', which means that individuals within these groups perceive themselves as capable to find a job. However, individuals from factor type 1 have a higher sense of norm behaviour. They state more often that it is just that there are obligations to receive welfare benefits and that the rules and obligations encourage to find a paid job, compared to individuals from factor type 2. Factor type 3 scores low on the category 'Capabilities', stating more often that they are not able to learn and to do new things. So, this group does not see itself as capable to find an occupation. However, this group does score relatively high on 'Labour and Job Search', 'Norm behaviour' and 'Rules and Obligations'. Based on these differences between the factor types, the following indication is given of the common factors:

- Factor type 1 = Willing & Able;
- Factor type 2 = Unwilling & Able;
- Factor type 3 = Willing & Unable.

So, in Groningen, three types of long-term unemployment culture can be distinguished. When looking at the differences between the three types of cultures, there are interesting similarities between these types and the types of long-term unemployment cultures as concluded by Kroft et al. (1989), noted in table 2. The first factor type is related to Egalitarianism. They score high on the degree of social interaction and they also feel obliged to find a job. That is in contrast with the second factor type, which resembles Individualism. This type scores lower on social interaction and they do not feel obligated to work, however they are positive about their career perspectives. People belonging to the third factor type are also positive about their career, but on the other hand they are very negative about their own capabilities. They also state more often that they need help from the municipality to find a job. That is in line with Fatalism.

Labels	Components		
	1	2	3
I'm able to do things for which I followed an education or at which I'm good.	0,478	0,422	-0,314
I'm able to learn and to do new things.	0,464	0,465	-0,337
I'm able to co-decide about important things in work or in life.	0,521	0,387	-0,364
I'm able to have good contacts with other people.	0,449	0,357	-0,352
I'm able to have a sufficient income.	0,453	0,275	-0,322
I'm able to add something valuable to the life of other people.	0,409	0,406	-0,400
I can find a paid job, if I really put effort in it.	0,274	0,431	0,226
I want to find an occupation in the upcoming four months.	0,228	0,246	0,529
I think that I will find a job in the future.	0,304	0,476	0,488
An occupation means more to me than money alone.	0,134	0,292	0,361
I can make a good impression when I apply for a job.	0,181	0,292	0,361
I can find an occupation which fits my education and experience.	0,392	0,451	0,212
I think I have to be free to do things I deem important, while receiving social assistance.	-0,269	0,389	-0,138
I think it's just that there are obligations to receive social assistance and that I should do my best to find a job.	0,416	0,004	0,428
If the employees of the municipality treat me unfairly, I do not want to cooperate with them.	-0,298	0,226	0,016
If the employees of the municipality stick to their agreements, I will do so as well.	0,052	0,152	0,224
If the municipality will give me more freedom, I'm better able to find my own path.	-0,288	0,491	-0,043
If I get a lot of help and accompaniment from the municipality, I will try harder to find a job.	0,202	0,018	0,424
I want to determine what I do myself and I want to make my own choices.	-0,275	0,424	-0,036
I'm willing to do unpaid work, which is useful for society to get my unemployment assistance.	0,246	0,087	0,120
If I have to do work which is too simple for me, I put less effort in that job.	-0,245	0,205	-0,043
The rules and obligations of social assistance, which apply to me at this very moment I think of as a burden.	-0,575	0,491	0,031
The rules and obligations (...) help me to participate in society.	0,557	-0,180	0,237
The rules and obligations (...) give cause to annoyance in me.	-0,567	0,437	0,077
The rules and obligations (...) encourage me to find a paid job.	0,509	-0,057	0,363
The rules and obligations (...) stop me in finding a proper occupation.	-0,409	0,378	0,118
The rules and obligations (...) give me enough space to do what I want to do.	0,626	-0,157	-0,062
The rules and obligations (...) fit to my situation.	0,556	-0,171	0,009
The rules and obligations (...) yield stress or tension.	-0,591	0,368	0,150

Table 8: Component Matrix (Extraction Method: Principal Component Analysis)

4.3 Preparation of the Regression Analysis

The regression analysis consists of three stages. First, the independent variables will be regressed on norm behaviour. Second, they will be regressed on job search behaviour. These two stages are visualized in the conceptual model in chapter 2. At last, the factor analysis score will be used as a dependent variable to examine if patterns in the data from Groningen correspond to the other regression results. The corresponding econometric model for the regression analysis already noted in the Methodology chapter will thus be extended to:

- Regression type 1: The independent variables will be tested on norm behaviour as a dependent variable in the first three regressions.

$$Y1 = \beta1 * EDU1 + \beta2 * EDU2 + \beta3 * EDU3 + \beta4 * EDU4 + \beta5 * EDU5 + \beta6 * EDU6 + \beta7 * Age + \beta8 * Gender + \beta9 * Ethnicity + \beta10 * CAP1 + \beta11 * CAP2 + \beta12 * CAP3 + \beta13 * CAP4 + \beta14 * CAP5 + \beta15 * CAP6 + \beta16 * DurationUnemployment + \epsilon$$

- Regression type 2: The independent variables will be tested on job search behaviour as a dependent variable to examine if norm behaviour influences job search behaviour besides the independent variables or if it influences job search behaviour only indirectly.

$$Y2 = \beta1 * EDU1 + \beta2 * EDU2 + \beta3 * EDU3 + \beta4 * EDU4 + \beta5 * EDU5 + \beta6 * EDU6 + \beta7 * Age + \beta8 * Gender + \beta9 * Ethnicity + \beta10 * CAP1 + \beta11 * CAP2 + \beta12 * CAP3 + \beta13 * CAP4 + \beta14 * CAP5 + \beta15 * CAP6 + \beta16 * DurationUnemployment + \epsilon$$

- Regression type 3: The independent variables will be tested on the factor analysis score as a dependent variable in the last regression, to study if similar variables are significantly influencing the dependent variable compared to the previous regression.

$$Y3 = \beta1 * EDU1 + \beta2 * EDU2 + \beta3 * EDU3 + \beta4 * EDU4 + \beta5 * EDU5 + \beta6 * EDU6 + \beta7 * Age + \beta8 * Gender + \beta9 * Ethnicity + \beta10 * CAP1 + \beta11 * CAP2 + \beta12 * CAP3 + \beta13 * CAP4 + \beta14 * CAP5 + \beta15 * CAP6 + \beta16 * DurationUnemployment + \epsilon$$

In these models, Y1 = norm behaviour, Y2 = job search behaviour and Y3 = the factor analysis score. $\beta1/\beta16$ (this means $\beta1$ until $\beta16$) = the effect of the independent variable x on norm behaviour (Y1), job search behaviour (Y2) or the factor analysis score (Y3), x = respectively education, age, gender, ethnicity, capabilities and duration of social assistance and ϵ = error term.

The following null hypothesis and an alternative hypothesis can be formulated in line with the Wald principle for hypothesis testing, described by Hill et al. (2012, p.599):

$$H_0 = \beta1 / \beta16 = 0;$$

$$H_1 = \beta1 / \beta16 \neq 0.$$

In words, it is assumed that the effect of the independent variables on the dependent variables is zero. If this is not the case for at least one variable, the null hypothesis will be rejected.

There are several variables to use as dependent variables in the analysis. As visualised in figure 5b, there are 6 potential dependent variables for the indicator job search behaviour and as noted in the figures 5c and 5d, there are 17 potential dependent variables for the indicator norm behaviour. That is based on the number of questions related to these concepts in the survey. To select which variables are appropriate to use in the regression analyses, Cronbach's alpha is calculated. Cronbach's alpha measures the internal consistency of the variables, in other words the interrelatedness of all variables belonging to one indicator such as norm behaviour (Tavakol & Dennick, 2011). Along with Cronbach's alpha, a so-called 'item-test' is executed, to provide more information on the interrelatedness of the variables. The results of this calculation are provided in appendix 3.

According to Tavakol & Dennick (2011), Cronbach's alpha should be in between 0,7 and 0,9 to be appropriate. All Cronbach's alpha values in this analysis are between 0,74 and 0,78, which means that in theory all variables could be used. However, to choose between the variables to limit the number of variables for one indicator, it is necessary to make a selection. For this, the sign of the variable is used, noted in column 3 of table 12. This sign originates from the additional item-test that is executed. Variables with the same sign contain questions which are asked in a similar way (Stata, 2019). For example, people who agree to "I can find a paid job, if I really put effort in it" will often also agree to "If the employees of the municipality stick to their agreements, I will do so as well." However, they will not agree to "I think I have to be free to do things I deem important, while receiving social assistance". So, the sign indicates whether the direction of the question asked is comparable and therefore, if the answers to the question are comparable as well. When the sign is negative, the variables are *included* in the analysis. Because of that, table 12 shows that 6 job search behaviour regressions could be executed and 8 norm behaviour regressions. The order of these regressions is noted below:

Y = Norm behaviour

1. "I think it's just that there are obligations to receive social assistance and that I should do my best to find a job."
2. "If the employees of the municipality stick to their agreements, I will do so as well."
3. "If I get a lot of help and accompaniment from the municipality, I will try harder to find a job."
4. "I'm willing to do unpaid work, which is useful for society to get my unemployment assistance."
5. "The rules and obligations (...) help me to participate in society."
6. "The rules and obligations (...) encourage me to find a paid job."
7. "The rules and obligations (...) give me enough space to do what I want to do."
8. "The rules and obligations (...) fit to my situation."

Y = Job search behaviour

1. "I can find a paid job, if I really put effort in it."
2. "I want to find an occupation in the upcoming four months."
3. "I think that I will find a job in the future."
4. "An occupation means more to me than money alone."
5. "I can make a good impression when I apply for a job."
6. "I can find an occupation which fits my education and experience."

To consider the variable ‘capabilities’ in the analyses, the following six indicators are used:

1. “I’m able to do things for which I followed an education or at which I’m good.”
2. “I’m able to learn and to do new things.”
3. “I’m able to co-decide about important things in work or in life.”
4. “I’m able to have good contacts with other people.”
5. “I’m able to have a sufficient income.”
6. “I’m able to add something valuable to the life of other people.”

The preparation of these variables in Stata is noted in the do-file attached as appendix 4. It also shows that an ordered logit model (in other words ordered logistic regression) is executed in Stata. The ordered logit model is chosen, because this research uses categorical, dependent variables, which perfectly fits this model (Hill et al. 2012, p.607). There are several requirements to fulfil before conducting an ordered logistic regression, according to Laerd Statistics (2019). First, the dependent variables should be ordinal variables. Second, there should be one or several independent variable(s), which are continuous, categorical or ordinal variables. Third, there should be no multicollinearity present. This is tested by regressing all models in a linear regression and estimating the VIF values. This condition is also satisfied, because all VIF values are under six, while they should be lower than ten. At last, it is assumed that there are proportional odds. That means that every individual variable has the exact same effect on each category of the ordinal dependent variable. These requirements are met for all regressions. All questions from the survey are tested separately as a dependent variable in a regression.

4.4 Regression Results

14 ordinal logistic regression analyses are executed in Stata, 8 of them contain norm behaviour as a dependent variable and the other 6 have job search behaviour as a dependent variable. The results are noted in table 9 and 10. The fifth category of education: ‘(32) Master, doctoral or equivalent’, was used in the analysis as a benchmark for the other categories of education. This was indicated by Stata, after the regressions were executed. Table 9 shows that more than 50% of the regressions related to norm behaviour show significant values for lower levels of education. In addition, the variable ‘ethnicity’ is significant in 6 out of 8 regressions. Table 10 indicates that in terms of job search behaviour, 5 out of 6 regressions show significant values for the variables ‘age’ and ‘duration of social assistance’. Also, all regressions with job search behaviour as a dependent variable contain significant values related to ethnicity. The independent variables, which are significant when the factor analysis score is a dependent variable are: ‘primary and lower secondary education’, ‘age’, ‘ethnicity’ and several variables which represent the indicator capabilities. Corresponding to either $Y = \text{norm behaviour}$ or $Y = \text{job search behaviour}$, the variables education, age, ethnicity are significant in the case of $Y = \text{factor analysis score}$.

So, the independent variables with significant values differ for each separate dependent variable. However, ethnicity, in this research whether an individual is Dutch or non-Dutch, is almost always significant in all three regression types. In addition, lower levels of education and age are significant in more than 50% of the regressions for two regression types. All in all, the effect of the independent variables on the dependent variables is not zero and therefore, the null hypotheses can be rejected.

	Y = Norm Behaviour							
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Education level	1,953*	0,983	1,704	0,464**	3,360***	3,131***	1,947*	2,581***
unknown								
Less than primary and primary education	1,273	1,151	2,769***	0,702	4,491***	2,523***	1,512	1,736**
Primary and lower secondary education	0,896	0,982	1,147	0,542**	2,063***	1,775**	1,306	1,819**
Upper secondary and post-secondary non-tertiary education	1,122	1,327	1,639**	0,795	1,646**	1,790***	1,150	1,751***
Short cycle tertiary, bachelor or equivalent	1,179	1,363	1,136	0,951	1,484*	1,378	1,169	1,690**
Age	0,991	0,998	0,975***	1,000	0,993	0,983**	0,990	0,995
Gender	0,996	1,097	1,649***	0,870	1,494***	1,294**	1,261*	1,204
Ethnicity	1,391**	1,213	2,538***	1,256	1,826***	1,784***	1,331*	1,430**
Capabilities 1	0,922	0,849*	1,232**	0,951	1,152	1,333***	1,245**	1,115
Capabilities 2	1,172	1,148	1,052	1,171	1,008	0,878	0,968	0,941
Capabilities 3	0,989	0,895	0,930	0,890	1,104	1,165	1,203*	1,161
Capabilities 4	1,179*	1,233**	0,753***	1,036	1,044	0,948	1,106	1,059
Capabilities 5	1,031	1,016	1,015	1,172**	1,200**	1,161**	1,492***	1,311***
Capabilities 6	0,985	1,025	0,982	1,333***	1,040	0,977	1,063	1,106
Duration of Social Assistance	1,000	0,999	1,000	0,999	1,000	0,998*	1,002	1,000
Observations	840	839	834	835	834	834	833	828
R-squared	0,015	0,009	0,056	0,020	0,052	0,044	0,050	0,029

Table 9: Explaining changes in norm behaviour in 2017. Source: CBS microdata and survey data. Notes: *** $p < 0,01$, ** $p < 0,05$, * $p < 0,1$. Numbers are in log odds. Column (n) shows the results for norm behaviour 'n' as a dependent variable

	Y = Job Search Behaviour						Y = Factor Analysis score
	(1)	(2)	(3)	(4)	(5)	(6)	(1)
Education level unknown	1,012	0,577	0,885	0,414**	0,719	0,708	N.A.
Less than primary and primary education	0,640	0,571**	0,898	0,255***	0,495**	0,960	-7,490
Primary and lower secondary education	0,967	0,568**	0,712	0,270***	0,490***	0,776	-105,042**
Upper secondary and post-secondary non-tertiary education	1,036	0,889	1,127	0,440***	0,851	0,990	-15,980
Short cycle tertiary, bachelor or equivalent	1,298	1,061	1,457*	0,893	1,176	0,966	-0,391
Master, doctoral or equivalent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	-3,667
Age	0,950***	0,981***	0,921***	0,973***	0,995	0,984**	-3,977***
Gender	1,195	1,319**	1,182	0,792*	0,741**	1,144	11,254
Ethnicity	0,677***	1,626***	1,421**	1,554***	1,312*	1,333*	68,524***
Capabilities 1	1,256**	1,086	1,075	0,970	1,108	1,559***	-3,618
Capabilities 2	1,063	1,057	1,270**	1,019	0,920	1,228**	-16,028
Capabilities 3	1,039	1,019	1,104	1,003	1,151	1,092	-26,850**
Capabilities 4	0,992	1,070	1,044	0,887	1,455***	0,941	-22,603**
Capabilities 5	1,235***	0,939	1,083	0,952	0,831**	1,221***	-20,192**
Capabilities 6	1,212	1,102	1,111	1,461***	1,165	1,127	-25,036**
Duration of Social Assistance	0,996***	0,998*	0,995***	0,999	0,997***	0,997**	-0,159
Observations	848	841	844	843	843	844	851
R-squared	0,071	0,022	0,111	0,050	0,043	0,063	0,1566

Table 10: Explaining changes in respectively job search behaviour and factor analysis scores in 2017. Source: CBS microdata and survey data. Notes: *** $p < 0,01$, ** $p < 0,05$, * $p < 0,1$. Numbers are in log odds. Column (n) shows the results for job search behaviour 'n' as a dependent variable

From now on, the type of relation between independent variables with significant values and the dependent variables will be studied. The regression results are in log odds, which means that the original regression results were recalculated using log transformation (IDRE, 2019). That is done to simplify the interpretation of the results. When the result is between 0 and 1, the independent variable has a negative effect on the dependent variable. When the result is higher than 1, the independent variable has a positive effect on the dependent variable. Unfortunately the factor analysis score cannot be interpreted in this way.

An example of the interpretation of the results is as follows. The value of 'Education level unknown' is 1,953* for Y = Norm behaviour (1), which is visualized in table 9. That means that an individual of whom the education level is unknown has 95,3% more chance compared to an individual who completed master, doctoral or equivalent to agree to "I think it's just that there are obligations to receive social assistance and that I should do my best to find a job.". Or the value of 'ethnicity' is 1,826*** for Y = Norm behaviour (5). That means that someone who is non-Dutch has 82,6% more chance compared to a Dutch native to agree to "The rules and obligations (...) help me to participate in society.". In table 10, the value of 'age' is 0,950*** for Y = Job Search Behaviour (1). That means that someone who is older has 5% less chance compared to a younger person to agree to "I can find a paid job, if I really put effort in it.".

Individuals who are low-educated have a significant higher sense of norm behaviour than those who are high-educated. However, their perceived chances of finding a job are significant in the complete opposite way. The same pattern is visible for the variable gender. Although women feel on average more obligated to find a job, their self-perceived estimation of becoming employed is significant more negative compared to the self-perceived estimation of finding a job by their male counterparts. Age has a significant, negative influence on both norm behaviour and job search behaviour. In other words, if an individual becomes older, he or she will feel less obligated to find a job and he or she will have a smaller intention to search for an occupation. However, all values related to age as an independent variable are higher than 0,9, indicating that the change in norm behaviour and job search behaviour is not larger than 10 percent. The duration of social assistance hardly correlated with norm behaviour, but negative related to job search behaviour. That means that if a participant is receiving UAs for a longer period of time, he or she will have a lower degree of job search behaviour. However, all values are higher than 0,99 and therefore, the difference with people who receive social assistance for a shorter period of time is smaller than 1%. The variable capabilities is not significant in most regressions.

5. Conclusion and Reflection

5.1 Conclusion

This research started with posing the following research question: “To what extent is dependency on social assistance benefits induced by norm behaviour in Groningen?” to examine the characteristics of unemployment assistance recipients, the relationship between norm behaviour and recipients’ characteristics and the relationship between job search behaviour and recipients’ characteristics. The theoretical framework and the results of the analyses will now be summarized and discussed to conclude this research. Also, a reflection on the data and the analysis will be provided in section 5.2.

In contrast with the neoclassical approach, this research discussed a new psychological perspective related to labour market participation, because the experiment in Groningen is based on this view. This behavioural approach assumes that individuals behave irrational, because they are not fully informed. In particular, norm behaviour and job search behaviour of these individuals is examined. It is a gap in the literature about Dutch labour market participation, because Kroft et al. (1989) did extensive research on this subject, but they did not conduct their research in Groningen.

To resolve this gap, a factor analysis and several regressions are conducted. First, the factor analysis provided insight in patterns in the data which led to three types of long-term unemployment cultures. Thereafter, the independent variables were regressed on norm behaviour, job search behaviour and the factor analysis score respectively to study the relations between the independent variables (the level of education, age, gender, ethnicity, capabilities, the duration of social assistance) and the dependent variables (norm behaviour, job search behaviour and the factor analysis score).

Lower levels of education are positively significant in more than 50% of the regressions related to norm behaviour, but negatively significant in more than 50% of the regression types related to job search behaviour. This indicates that those with a lower degree of finished education feel more obliged to find a job, but that they estimate their chances of finding one lower than those with higher education degrees. It turned out that ethnicity is almost always positively significant in all three regression types. This means that non-Dutch individuals tend to feel more obliged to find an occupation than Dutch individuals. Also, they rate their abilities to find a job higher than Dutch citizens. Age is negatively significant in more than 50% of the regressions for at least two regression types. This means that younger recipients feel more obliged to find a job than older recipients, but that they also estimate their chances of finding one higher than older recipients. The variable capabilities was hardly significant for any of the three dependent variables. The duration of social assistance was also hardly significant for $Y = \text{norm behaviour}$, but almost always significant for $Y = \text{job search behaviour}$. Those who are long-term unemployed have a lower degree of job search behaviour. Corresponding to the regressions with either norm behaviour or job search behaviour as dependent variables, the variables education, age, ethnicity are significant in the regression with the factor analysis score as dependent variable.

The answer to the first question about the characteristics of the unemployed is that compared to the entire population in the municipality of Groningen, the UA recipients in the sample are relatively old (also because only individuals between 27 and 64 years could participate in the experiment), there are relatively more females and more foreigners. Based on the factor analysis can be concluded that there are three different types of long-term unemployment cultures, which are 'Willing & Able', 'Unwilling & Able' and 'Willing & Unable'. These types of cultures correspond respectively with 'Egalitarianism', 'Individualism' and 'Fatalism' as defined by Kroft et al. (1989).

The answer to the second question about the relation between norm behaviour and recipients' characteristics is as follows. On average, the individuals, who are low-educated, non-Dutch, female and young have a significant higher sense of norm behaviour than those who are high-educated, Dutch, male and old. The independent variables capabilities and the duration of social assistance almost did not have a significant influence on norm behaviour.

The answer to the third question about the relation between job search behaviour and recipients' characteristics is that those who are high-educated, non-Dutch, male and young have a significant higher sense of job search behaviour. That means that they themselves perceive their chances of finding a job soon on average higher than those who are low-educated, Dutch, female and old. The independent variable capabilities hardly influenced job search behaviour significantly.

5.2 Discussion

All in all, dependency on social assistance benefits is induced by norm behaviour in Groningen. The characteristics of recipients lead to several types of norm behaviour within long-term unemployment cultures, which affects job search behaviour as well. The underlying policy question is: "What will eventually be the best way to improve the well-being and the job search behaviour of social assistance benefits recipients?" This research started with the neoclassical approach holding the stick and the behavioural approach holding the carrot as two opposite perspectives on labour market participation.

Based on the results of the analysis however can be argued that there are at least three different types of norm behaviour among social assistance recipients. While those who are willing but unable benefit could benefit from intensive help, those who are unwilling but able would search for a job if they are obligated to do so. To conclude, whether the experiment in Groningen, with its different interventions for UA recipients is successful, probably depends on the combination of the intervention and the recipient. Fortunately, the fourth intervention group offered the possibility to choose between the interventions. Therefore, results of the experiment will point out to some extent which intervention is best for which (type of) recipient. But this is something which must be studied into more detail.

In future research, it would also be interesting to examine reversed causality and omitted variables. In this situation, reversed causality would mean that not only the duration of social assistance affects norm behaviour, but that norm behaviour influences the duration of social assistance also. This seems likely. For example, if recipients of social assistance are not motivated to search for a job, they remain unemployed

for a longer period *ceteris paribus*. Also, there could be other factors besides the independent variables in this analysis, which do influence norm behaviour and job search behaviour.

In addition, it is important to mention that the data used in the analysis is based on questions filled in by participants about themselves. This might be a flaw, because there is a difference between what a participant thinks and the reality. For example, an individual can agree to “I can make a good impression when I apply for a job”, but a potential employer might think otherwise. It is important to take that into account while interpreting the results. Fortunately, the sample of participants in the experiment does reflect the population of social assistance recipients in Groningen as discussed in section 4.1. Therefore, the conclusions from the data analysis based on the sample can be applied to the population.

At last, it is important to note that norm behaviour is different in each place. In this research, only the data of Groningen is considered, while in the other cities that take part in the experiment, like Tilburg, Nijmegen etc., norm behaviour could be very different. It would be interesting to take this factor into account in further research. Also, there are differences in social assistance policy between municipalities, which would be interesting to consider as well. At last, the influence of different intervention groups on job search behaviour over time could provide a clear image of which interventions are crucial for social assistance policies in the 21st century.

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7. Appendices

1. Questions from the Survey used in this Analysis

Vragenlijst Bijstand op Maat

Vul hier uw unieke code in

(of plak sticker)

Deze vragenlijst wordt u aangeboden omdat u deelneemt aan het Experiment Bijstand op Maat van de gemeente Groningen. Om aan het experiment deel te kunnen nemen is het invullen van de vragenlijst verplicht. **De volledig ingevulde vragenlijst moet uiterlijk 17 oktober zijn teruggestuurd.**

Uw gegevens worden vertrouwelijk behandeld door de onderzoekers van de Rijksuniversiteit Groningen. U kunt hiervoor de antwoordvelop gebruiken. Een postzegel is niet nodig.

Het invullen van de vragenlijst neemt ongeveer 20 minuten in beslag

Hebt u vragen en wilt u hulp bij het invullen van de vragenlijst? Stuur dan een mail naar vragenlijst@rug.nl en er wordt zo snel mogelijk contact met u opgenomen.

Hieronder staan zes kenmerken van werk of het leven in het algemeen. Bij elk kenmerk stellen we twee vragen:

a) Hoe belangrijk is dit voor u?

b) Kunt u dat in uw huidige situatie bereiken?

Kruis bij de twee vragen a en b steeds voor ELKE vraag ÉÉN hokje aan.

5	Dingen kunnen doen waarvoor u een opleiding heeft gevolgd of die u goed kunt	Helemaal niet	Niet	Soms wel, soms niet	Vaak	Altijd
a	Dat vind ik belangrijk	<input type="checkbox"/>				
b	Dat kan ik in mijn huidige situatie bereiken	<input type="checkbox"/>				
6	Nieuwe dingen kunnen leren en doen	Helemaal niet	Niet	Soms wel, soms niet	Vaak	Altijd
a	Dat vind ik belangrijk	<input type="checkbox"/>				
b	Dat kan ik in mijn huidige situatie bereiken	<input type="checkbox"/>				
7	Meebeslissen over belangrijke dingen in werk of leven	Helemaal niet	Niet	Soms wel, soms niet	Vaak	Altijd
a	Dat vind ik belangrijk	<input type="checkbox"/>				
b	Dat kan ik in mijn huidige situatie bereiken	<input type="checkbox"/>				
8	Goede contacten met anderen hebben	Helemaal niet	Niet	Soms wel, soms niet	Vaak	Altijd
a	Dat vind ik belangrijk	<input type="checkbox"/>				
b	Dat kan ik in mijn huidige situatie bereiken	<input type="checkbox"/>				
9	Voldoende inkomen hebben	Helemaal niet	Niet	Soms wel, soms niet	Vaak	Altijd
a	Dat vind ik belangrijk	<input type="checkbox"/>				
b	Dat kan ik in mijn huidige situatie bereiken	<input type="checkbox"/>				
10	Iets waardevols bijdragen aan het leven van anderen	Helemaal niet	Niet	Soms wel, soms niet	Vaak	Altijd
a	Dat vind ik belangrijk	<input type="checkbox"/>				
b	Dat kan ik in mijn huidige situatie bereiken	<input type="checkbox"/>				

16. Hieronder staan zes uitspraken over werken en werk vinden. Wilt u aankruisen hoe eens of oneens u het hiermee bent?

		Helemaal mee oneens	Oneens	Niet eens/niet oneens	Eens	Helemaal eens
a	Ik kan betaald werk vinden als ik er echt moeite voor doe.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b	Ik wil in de komende 4 maanden werk gaan zoeken.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c	Ik denk dat ik in de toekomst wel werk zal vinden.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d	Een baan betekent voor mij meer dan alleen geld.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e	Ik kan een goede indruk maken als ik solliciteer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f	Ik kan een baan vinden die goed past bij mijn opleiding en ervaring.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We willen u nu enkele vragen stellen over hoe u denkt over de bijstand.

31. Wilt u aankruisen hoe eens of oneens u het bent met onderstaande uitspraken?

		Helemaal mee oneens	Mee oneens	Niet eens/niet oneens	Eens	Helemaal mee eens
a	Ik vind dat ik vrij moet zijn in de bijstand om de dingen te kunnen doen die ik belangrijk vind.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b	Ik vind het terecht dat er verplichtingen zijn om bijstand te krijgen en ik mijn best moet doen om werk te vinden.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c	Als de medewerkers van de gemeente mij oneerlijk behandelen, dan wil ik niet met hen samenwerken.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d	Als de medewerkers van de gemeente zich aan afspraken houden, dan doe ik dat ook.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e	Als de gemeente mij meer mijn eigen gang laat gaan, dan kan ik ook beter zelf mijn weg vinden.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

f	Als ik veel hulp en begeleiding van de gemeente krijg, doe ik ook meer mijn best om werk te vinden.	<input type="checkbox"/>				
g	Ik wil zelf bepalen wat ik doe en mijn eigen keuzes maken.	<input type="checkbox"/>				
h	Ik ben bereid om voor mijn uitkering onbetaald werk te doen dat nuttig is voor de samenleving.	<input type="checkbox"/>				
i	Als ik werk moet doen dat te eenvoudig is voor mij, dan doe ik minder mijn best in dat werk.	<input type="checkbox"/>				

Hieronder volgen enkele vragen over regels en verplichtingen in de bijstand, die **op dit moment** voor u gelden. Voorbeelden:

- Verplichte melding, bijvoorbeeld als u gaat samenwonen of een erfenis krijgt
- Verplichte afspraken met een contactpersoon bij de gemeente
- Sollicitatieplicht (verplicht een aantal keer per maand solliciteren)
- Verplichting tot aannemen van passend werk
- Verplichting om een traject (begeleidingsplan van gemeente) te volgen

32. Wilt u aankruisen hoe eens of oneens u het met de volgende uitspraken bent?

	De regels en verplichtingen van de bijstand, die op dit moment voor mij gelden...	Helemaal mee oneens	Mee oneens	Niet eens/niet oneens	Eens	Helemaal mee eens
a	ervaar ik als een last.	<input type="checkbox"/>				
b	helpen mij om deel te nemen aan de samenleving.	<input type="checkbox"/>				
c	zorgen voor ergernis bij mij.	<input type="checkbox"/>				
d	moedigen mij aan om betaald werk te zoeken.	<input type="checkbox"/>				
e	houden mij tegen in het vinden van passend werk.	<input type="checkbox"/>				
f	geven mij voldoende ruimte om te doen wat ik zelf graag wil.	<input type="checkbox"/>				
g	passen bij mijn situatie.	<input type="checkbox"/>				
h	leveren mij stress of spanning op.	<input type="checkbox"/>				

2. Descriptive Statistics about Capabilities, Job Search Behaviour, Norm Behaviour and Rules and Regulations

	Q5		Q6		Q7		Q8		Q9		Q10	
	F	%	F	%	F	%	F	%	F	%	F	%
Valid 0	16	1,8	14	1,6	16	1,8	22	2,5	20	2,3	17	1,9
1	64	7,2	34	3,8	27	3,0	8	,9	138	15,5	22	2,5
2	232	26,1	160	18,0	135	15,2	72	8,1	313	35,2	82	9,2
3	387	43,6	430	48,4	428	48,2	335	37,7	294	33,1	442	49,8
4	150	16,9	182	20,5	223	25,1	323	36,4	80	9,0	244	27,5
5	39	4,4	68	7,7	59	6,6	128	14,4	43	4,8	81	9,1
Total Valid	888	100	888	100	888	100	888	100	888	100	888	100
M	7216		7216		7216		7216		7216		7216	
Total	8104		8104		8104		8104		8104		8104	
Me	2,8		3,05		3,12		3,48		2,46		3,26	
SD	1,008		0,992		0,97		1,026		1,08		0,968	

Table 11a: Descriptive Statistics about Capabilities. Note: F = Frequency, M = Missing, Me= Mean, SD = Standard Deviation

	Q16_a		Q16_b		Q16_c		Q16_d		Q16_e		Q16_f		
	F	%	F	%	F	%	F	%	F	%	F	%	
Valid	0	5	0,6	10	1,1	9	1,0	10	1,1	10	1,1	9	1,0
1	108	12,2	76	8,6	59	6,6	16	1,8	25	2,8	153	17,2	
2	269	30,3	149	16,8	122	13,7	36	4,1	58	6,5	285	32,1	
3	294	33,1	251	28,3	245	27,6	104	11,7	231	26,0	312	35,1	
4	176	19,8	280	31,5	323	36,4	415	46,7	436	49,1	102	11,5	
5	36	4,1	122	13,7	130	14,6	307	34,6	128	14,4	27	3,0	
Total Valid	888	100	888	100	888	100	888	100	888	100	888	100	
M	7216		7216		7216		7216		7216		7216		
Total	8104		8104		8104		8104		8104		8104		
Me	2,72		3,22		3,36		4,05		3,62		2,48		
SD	1,061		1,196		1,148		0,983		0,979		1,034		

Table 11b: Descriptive Statistics about Job Search Behaviour. Note: F = Frequency, M = Missing, Me = Mean, SD = Standard Deviation

	Q31 _a		Q31 _b		Q31 _c		Q31 _d		Q31 _e		Q31 _f		Q31 _g		Q31 _h		Q31 _i		
	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	
Valid	0	11	1,2	7	,8	14	1,6	11	1,2	16	1,8	16	1,8	14	1,6	15	1,7	19	2,2
1	24	2,7	33	3,7	30	3,4	16	1,8	26	2,9	51	5,8	11	1,2	70	7,9	107	12,1	
2	33	3,7	67	7,6	86	9,8	30	3,4	51	5,8	125	14,2	25	2,8	98	11,1	221	25,1	
3	211	23,9	297	33,7	298	33,8	113	12,8	283	32,1	353	40,0	215	24,4	272	30,8	247	28,0	
4	362	41,0	368	41,7	304	34,5	431	48,9	335	38,0	243	27,6	401	45,5	307	34,8	182	20,6	
5	241	27,3	110	12,5	150	17,0	281	31,9	171	19,4	94	10,7	216	24,5	120	13,6	106	12,0	
Total Valid	882	100	882	100	882	100	882	100	882	100	882	100	882	100	882	100	882	100	
M	7222		7222		7222		7222		7222		7222		7222		7222		7222		
Total	8104		8104		8104		8104		8104		8104		8104		8104		8104		
Me	3,83		3,49		3,47		4,02		3,6		3,18		3,84		3,3		2,89		
SD	1,038		0,986		1,086		0,973		1,068		1,099		0,972		1,177		1,267		

Table 11c: Descriptive Statistics about Norm Behaviour. Note: F = Frequency, M = Missing, Me= Mean, SD = Standard Deviation

	Q32 _a		Q32 _b		Q32 _c		Q32 _d		Q32 _e		Q32 _f		Q32 _g		Q32 _h		
	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	
Valid	0	15	1,7	14	1,6	21	2,4	16	1,8	19	2,2	18	2,0	23	2,6	18	2,0
	1	81	9,2	103	11,7	58	6,6	114	12,9	82	9,3	77	8,7	93	10,5	54	6,1
	2	180	20,4	245	27,8	196	22,2	237	26,9	220	24,9	182	20,6	187	21,2	147	16,7
	3	308	34,9	326	37,0	318	36,1	330	37,4	364	41,3	331	37,5	364	41,3	284	32,2
	4	216	24,5	157	17,8	203	23,0	158	17,9	151	17,1	223	25,3	170	19,3	256	29,0
	5	82	9,3	37	4,2	86	9,8	27	3,1	46	5,2	51	5,8	45	5,1	123	13,9
Total Valid		882	100	882	100	882	100	882	100	882	100	882	100	882	100	882	100
M		7222		7222		7222		7222		7222		7222		7222		7222	
Total		8104		8104		8104		8104		8104		8104		8104		8104	
Me		2,99		2,7		3		2,66		2,78		2,93		2,79		3,22	
SD		1,159		1,071		1,149		1,066		1,07		1,104		1,106		1,182	

Table 11d: Descriptive Statistics about Norm Behaviour: Rules and Obligations. Note: F = Frequency, M = Missing, Me= Mean, SD = Standard Deviation

3. Cronbach's Alpha

Item	Item-test			Item-rest Correlation	Average Interitem Covariance	Cronbach's Alpha
	Obs	Sign	Correlation			
Y = Job Search Behaviour (1)	883	-	0,2430	0,1455	0,1354525	0,7682
Y = Job Search Behaviour (2)	878	-	0,2973	0,1979	0,1322941	0,7656
Y = Job Search Behaviour (3)	879	-	0,3588	0,2662	0,1305133	0,7618
Y = Job Search Behaviour (4)	878	-	0,2338	0,1574	0,1374906	0,7686
Y = Job Search Behaviour (5)	878	-	0,2605	0,1818	0,1374278	0,7688
Y = Job Search Behaviour (6)	879	-	0,3353	0,2437	0,1326543	0,7633
Y = Norm Behaviour (1)	871	+	0,3462	0,2523	0,1343871	0,7650
Y = Norm Behaviour (2)	875	-	0,4802	0,4034	0,1289588	0,7562
Y = Norm Behaviour (3)	868	+	0,3366	0,2368	0,1345958	0,7662
Y = Norm Behaviour (4)	871	-	0,1211	0,0323	0,1431543	0,7765
Y = Norm Behaviour (5)	866	+	0,3760	0,2858	0,1336022	0,7639
Y = Norm Behaviour (6)	866	-	0,3045	0,2035	0,135598	0,7681
Y = Norm Behaviour (7)	868	+	0,3221	0,2407	0,1360859	0,7659
Y = Norm Behaviour (8)	867	-	0,3004	0,1961	0,1355256	0,7695
Y = Norm Behaviour (9)	863	+	0,3184	0,1987	0,1347055	0,7704
Y = Norm behaviour: Rules & Obligations (1)	867	+	0,5780	0,4953	0,1230583	0,7493
Y = Norm behaviour: Rules & Obligations (2)	868	-	0,5799	0,5069	0,124287	0,7499
Y = Norm behaviour: Rules & Obligations (3)	861	+	0,5516	0,4678	0,1247807	0,7515
Y = Norm behaviour: Rules & Obligations (4)	866	-	0,5306	0,4490	0,126106	0,7528
Y = Norm behaviour: Rules & Obligations (5)	863	+	0,4147	0,3228	0,1311145	0,7607
Y = Norm behaviour: Rules & Obligations (6)	864	-	0,5297	0,4452	0,1257366	0,7525
Y = Norm behaviour: Rules & Obligations (7)	859	-	0,4930	0,4058	0,1278041	0,7558
Y = Norm behaviour: Rules & Obligations (8)	864	+	0,5476	0,4615	0,1248429	0,7523
Test scale					0,131746	0,7700

Table 12: Cronbach's Alpha for all dependent variables. Note: Test scale = mean(unstandardized items)

4. Do-file in Stata

*Transform variables to use in the regression analyses

*Level of Education

```
generate education = 0
```

```
sort OPLNIVSOI2016AGG4HBMETNIRWO
```

```
replace education = 11 in 52/158
```

```
replace education = 12 in 159/257
```

```
replace education = 21 in 258/598
```

```
replace education = 31 in 599/779
```

```
replace education = 32 in 780/891
```

```
tabulate education, generate (EDU)
```

*Gender

```
encode GBAGESLACHT, generate(gender)
```

```
replace gender = 0 if gender>1
```

*Ethnicity

```
destring GBAGENERATIE, generate(ethnicity)
```

```
recode ethnicity 2 = 1
```

```
label define ethn 0 "Dutch" 1 "Non-Dutch"
```

```
label value ethnicity ethn
```

*Characteristics Social Assistance Recipients Population

```
tabulate EDU1
```

```
tabulate EDU2
```

```
tabulate EDU3
```

```
tabulate EDU4
```

```
tabulate EDU5
```

```
tabulate EDU6
```

```
tabulate LEEFTIJD2
```

```
tabulate gender
```

```
tabulate ethnicity
```

```
tabulate MAANDBIJSTAND
```

*Further preparation of the data

*Delete individuals, who are not participants

```
use "H:\GRONINGEN\Joëlle\8222_BijstandopMaat_Joëlle.dta"
```

```
browse
```

```
sort groep
```

```
drop in 892/8086
```

*7,195 observations deleted, 891 used in the analysis.

*Delete unnecessary variables

```
drop RINPERSOONSHKW RINPERSOONHKW RINPERSOONS Invoer vr001 vr002_1 vr003_1 vr004_1
```

```
vr004_2 vr004_3 vr004_4 vr004_5 vr005_1 vr006_1 vr007_1 vr008_1 vr009_1 vr010_1 vr011_1
```

vr011_2 vr011_3 vr011_4 vr012 vr012_namelijk vr014 vr015 vr016_1 vr016_2 vr016_3 vr016_4
 vr016_5 vr016_6 vr016_7 vr016_8 vr016_9 vr016_9_namelijk vr016_10 vr017 vr018 vr019 vr020
 vr021 vr022 vr023 vr024 vr025 vr026 vr027 vr028 vr029 vr030_1 vr030_2 vr030_3 vr030_4 vr030_5
 vr030_6 vr030_7 vr030_8 vr030_9 vr030_10 vr030_10_namelijk vr030_11 vr031_1 vr031_2
 vr031_3 vr031_4 vr031_5 vr031_6 vr031_7 vr031_8 vr031_9 vr031_9_namelijk vr031_10 vr032_1
 vr033_1 vr034_1 vr034_2 vr034_3 vr037_1 vr038_1 vr038_2 vr038_3 vr039 vr040 vr041_1 vr041_2
 vr041_3 vr041_4 vr041_5 vr041_6 vr041_7 vr042 vr043 GBAGEBOORTELANDMOEDER
 GBAGEBOORTELANDVADER GBAAANTALOUDESBUITENLAND GBAHERKOMSTGROEPERING
 GBAGESLACHTMOEDER GBAGESLACHTVADER GEBOORTEDATUM LEEFTIJD GEBOORTEDATUMma
 LEEFTIJDma LEEFTIJD2ma GEBOORTEDATUMpa LEEFTIJDpa LEEFTIJD2pa GEWICHTHOOGSTEOP
 OPLNIVSOI2016AGG4HGMETNIRWO BOM INPAINV3400P INPAMEE4420P INPAMKB2078P
 INPASAR2076P INPASPE2072P INPASTA2074P INPAVBV2079P INPAVWI6110P INPAZLF4240P
 INPBELI INPEMEZ INPEMFO INPMPINK INPIMPZELF INPKKCODE INPKKGEM INPKKMUT
 INPP100PBRUT INPP100PPERS INPP100PPRIM INPPERSBRUT INPPERSINK INPPERSPRIM
 INPPERSPRIM2 INPPG410WW INPPG610WAO INPPG710PEN INPPG810ZFW INPPH570ZWP
 INPPH670AOP INPPH770OUP INPPH780OUV INPPH790LLP INPPH865ZFW INPPH868ZTS
 INPPH880ZKV INPPI440WW INPPI640WAO INPPI840ZFW INPPINK INPPN400WW INPPN700PEN
 INPPN800ZFW INPPO830ZFW INPPOSHHK INPPS850ZFW INPPV420WW INPPV820ZFW
 INPPZ860ZFW INPSBIDGA2008V2016 INPSBIMEE2008V2016 INPSBIOVE2008V2016
 INPSBIZLF2008V2016 INPSECJ INPSZHVZLFGEM2016 INPT1000WER INPT1020AMB INPT1030DGN
 INPT1040NAT INPT1060OVE INPT1068ZVW INPT2070WIN INPT3080REN INPT3100OBL
 INPT3110DAB INPT3120DIV INPT3140HEW INPT3150ONG INPT3160OVB INPT3170RBW
 INPT3180RST INPT3190RBS INPT5210WW INPT5220WA INPT5230ZW INPT5240AO INPT5250AOP
 INPT5260AOW INPT5270AWW INPT5280PEN INPT5288ZVW INPT5290LLP INPT6290ABW
 INPT6300DIV INPT6318ZVW INPT6320KB INPT6325KGB INPT6330STU INPT7340HRS INPT7350REW
 INPT7360TSK INPT8370ONT INPTYPDGA INPTYPMEE INPTYPOVE INPTYPZLF INPV0390BET
 INPV3900INK INPYBIT2410P INPYBIV2420P INHAHL INHAHLMI INHARMEUR INHARMEURL
 INHARMLAG INHARMLAGL INHARMSOC INHARMSOCL INHBBIHJ INHBELIH INHBESTINKH
 INHBRUTINKH INHEHALGR INHGESTINKH INHP100HBEST INHP100HBESTES INHP100HBRUT
 INHP100HGEST INHP100HGESTES INHP100HPRIM INHPOPIIV INHPRIMINKH INHSAMAOW
 INHSAMHH INHUAF INHUAFLL INHUAFSTYP

*233 variables deleted, 43 base variables used in the analysis.

*Add Factor Analysis score

sort RINPERSOON

*(1 variable, 891 observations pasted into data editor)

encode fac3_1, generate(factor)

*Characteristics Social Assistance Recipients Sample

tabulate EDU1

tabulate EDU2

tabulate EDU3

tabulate EDU4

```

tabulate EDU5
tabulate EDU6
tabulate LEEFTIJD2
tabulate gender
tabulate ethnicity
tabulate MAANDBIJSTAND

```

*Checking Cronbach's Alpha for dependent variables

```

alpha vr013_1 vr013_2 vr013_3 vr013_4 vr013_5 vr013_6 vr035_1 vr035_2 vr035_3 vr035_4
vr035_5 vr035_6 vr035_7 vr035_8 vr035_9 vr036_1 vr036_2 vr036_3 vr036_4 vr036_5 vr036_6
vr036_7 vr036_8, item

```

*Testing for multicollinearity

```

reg factor EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr035_2 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr035_4 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr035_6 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr035_8 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr036_2 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr036_4 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr036_6 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr036_7 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
estat vif
reg vr013_1 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND

```

estat vif

reg vr013_2 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND

estat vif

reg vr013_3 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND

estat vif

reg vr013_4 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND

estat vif

reg vr013_5 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND

estat vif

reg vr013_6 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND

estat vif

*Ordered Logistic Regression Analysis

ologit vr035_2 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr035_4 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr035_6 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr035_8 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr036_2 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr036_4 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr036_6 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr036_7 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr013_1 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr013_2 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr013_3 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

ologit vr013_4 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or

```
ologit vr013_5 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2  
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or  
ologit vr013_6 EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2  
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND, or
```

*Regression based on Factor Analysis score

```
reg factor EDU1 EDU2 EDU3 EDU4 EDU5 EDU6 LEEFTIJD2 gender ethnicity vr005_2 vr006_2  
vr007_2 vr008_2 vr009_2 vr010_2 MAANDBIJSTAND
```