

**Documentation of statistics for  
Temporary Employment Agencies and Other Human Provision  
Services 2022**

## 1 Introduction

The statistics provides information about the activities in the sector for *Temporary employment agencies and other human provision services* and thereby improve the knowledge of the sector. Moreover, the purpose is to improve the information in the national accounts statistics regarding the service sector, and finally it contributes to the continuing maintenance of activity codes in the Central Business Register. The statistics is a part of EU Structural Business Statistics (SBS). The statistics was carried out for the first time for the year 1996.

## 2 Statistical presentation

The statistics provides information on the distribution of total turnover and export on products and services. Furthermore information is collected on the turnover broken down by clients and information on the export broken down by residence of client (resident or Non-resident intra-EU or Non-resident extra-EU).

### 2.1 Data description

The statistics provides information on the distribution of total turnover and export on products and services. Furthermore the statistics provides information on the turnover and export divided by clients and residence of client (resident or Non-resident intra-EU or Non-resident extra-EU).

### 2.2 Classification system

The activity codes in the statistics are:

- Activities of employment placement agencies (DB07) 78.10.00
- Temporary employment agencies (DB07) 78.20.00
- Other human provision services (DB07) 78.30.00

Dansk Branchekode 2007 (DB07) is the National version of Nace Rev. 2 activity classification. A full description of the activities can be found on [DB07](#).

The activity codes for former reference years 2003-2006 are:

- Temporary employment agencies (DB03) 74.50.20
- Consultancy and personnel search in connection with employment (DB03) 74.50.30

In the national publication the following services and clients are used.

Services provided by employment placement agencies:

- Executive search services
- Permanent placement services, other than executive search services

Temporary employment agency services:

- For the supply of computer and telecommunications personnel
- For the supply of other office support personnel
- For the supply of commercial and trade personnel
- For the supply of transport, warehousing, logistics
- For the supply of industrial workers

- For the supply of construction
- For the supply of hotel and restaurants personnel
- For the supply of nurses
- For the supply of social and health assistants
- For the supply of social and health helpers
- For the supply of doctors
- For the supply of other health staff
- For the supply of other personnel (e.g. teachers, leaders, specialists, temporary within farming etc.)
- Other human resources provision services (typically on long-term basis)
- Other additional products n.e.c

The number of sold hours of temporary employment services broken down by category:

- within computer and telecommunications personnel
- within other office support personnel
- within commercial and trade personnel
- within transport, warehousing, logistics
- within industrial workers
- within hotel and restaurants personnel
- within nurses
- within social and health assistants
- within social and health helpers
- within doctors
- within other health staff
- within other personnel (e.g. teachers, leaders, specialists, temporary within farming etc.)

*Client:*

- Public sector
- Households and non-profit institutions
- Enterprises

Until 2008 information on ownership was collected i.e.. whether the ownership is Danish, intra-EU or extra-EU.

In the EU publication the resident of clients is used instead the "National" clients mentioned above.

*Resident of client:*

- Resident • Non-resident, of which intra-EU or extra-EU.

## **2.3 Sector coverage**

The statistics covers enterprises that are legally registered in Denmark and have the main activity in the sector for *Temporary employment agencies and other human provision services*.

## 2.4 Statistical concepts and definitions

*Client:* In the national publication the following clients are used:

- Public sector
- Households and non-profit institutions
- Enterprises

*Residence of client:* In the EU publication the resident of clients is used

- Resident
- Non-resident intra-EU
- Non-resident extra-EU

*Services:* Generally the questions in the questionnaire are based on Statistical Classification of Products by Activity [CPA 2008](#) with adjustments to Danish conditions. The following services are used.

Services provided by employment placement agencies: - Executive search services - Permanent placement services, other than executive search services

Temporary employment agency services: - For the supply of computer and telecommunications personnel - For the supply of other office support personnel - For the supply of commercial and trade personnel - For the supply of transport, warehousing, logistics - For the supply of industrial workers - For the supply of hotel and restaurants personnel - For the supply of nurses - For the supply of social and health assistants - For the supply of social and health helpers - For the supply of doctors - For the supply of other health staff - For the supply of other personnel (e.g. teachers, leaders, specialists, temporary within farming etc.) - Other human resources provision services (typically on long-term basis) - Other additional products n.e.c

The firms provide information about their turnover and export (in 1000 kr. without VAT). Further more the total turnover and export are distributed on services (in 1000 kr. without VAT) and clients (in percent). Finally, the export is divided by residence of client (resident and Non-resident intra-EU or Non-resident extra-EU). Until 2008 information on ownership was collected i.e. if the ownership is Danish, intra-EU or extra-EU.

## 2.5 Statistical unit

The units in the statistics are enterprises in the sector for Temporary employment agencies and other human provision services. The enterprises are legal and defined by their CVR-nr in the Business Register of Statistics Denmark.

## **2.6 Statistical population**

*Committee Population* (FRAME population) describes the population from which the sample to *Temporary employment agencies and other human provision services* is drawn. FRAME includes all enterprises in the sector Temporary employment agencies and other human provision services in the Business Register System, which are active in the extraction time. (Active enterprises are enterprises, which have paid in wage and salary for employees corresponding to at least 0.5 man-year and/or have had calculated earnings of a certain volume.)

*Target population* describes the population as respondents (the selected enterprises) shall be estimated to. The target population includes all enterprises in the sector Temporary employment agencies and other human provision services in the Business Register System, which are active when estimation/calculation is carried out. There may be situations where some enterprises are located in FRAME but not in the target population. This is due to business closure or industry changes between the draw of FRAME and the target population. Similarly, it can also happen that there are some enterprises in the target population but not in FRAME, because data in the target population are updated with recent and new information, thus the target population could include new enterprises.

FRAME 2022 for *Temporary employment agencies and other human provision services* includes about 1301 enterprises. Furthermore the FRAME is bounded so enterprises that have under five full-time employees, are sorted out. The target population for *Temporary employment agencies and other human provision services* is estimated to 1301 enterprises.

## **2.7 Reference area**

Denmark

## **2.8 Time coverage**

The statistics covers the time period from 2007 onwards.

## **2.9 Base period**

Not relevant for these statistics.

## **2.10 Unit of measure**

The distributions of turnover (and export) by services and clients are given in DKK 1,000. Before the year 2012 the distributions of turnover were given in percent.

## **2.11 Reference period**

The statistics covers the financial year.

## **2.12 Frequency of dissemination**

Frequency of the statistics is annual.

## 2.13 Legal acts and other agreements

The Act on Statistics Denmark (Lov om Danmarks Statistik), Section 8, cf. Order no. 610 of 30 May 2008.

From the reference year 2008: Regulation (EC) No. 295/2008 of the European Parliament and of the Council of 11 March 2008 concerning structural business statistics.

## 2.14 Cost and burden

Statistics on response burden for the reference year 2022 does not exist.

## 2.15 Comment

The statistics has a [subject page](#).

## 3 Statistical processing

Data are collected by web from 361 enterprises for the sector *Temporary employment agencies and other human provision services*. In the questionnaire the enterprises are asked to breakdown their turnover and export by a number of products, services and client categories. The reported data are checked by comparing the distribution of turnover among enterprises that are similar. Survey data is grossed up in part by including information from administrative sources on the VAT turnover in the reference year for the entire population.

### 3.1 Source data

The statistics is based on a sample of enterprises in the sector for *Temporary employment agencies and other human provision services*. The enterprises are selected based on their number of full-time employees. The number of full-time employees is calculated based on the average for full-time employees in each of the four quarters of the year.

The sample is stratified random sample consisting of all enterprises with 50 employees or more and a part of enterprises with 1-49 employees. The sample is divided into 5 size groups: 1-4, 5-9, 10-19, 20-49, 50-100 and more than 100 full-time employees. Each year a new sample is drawn and the population consists of enterprises in the Business Register System, which are active in the drawing time.

### 3.2 Frequency of data collection

Data are collected annually.

### **3.3 Data collection**

Data are collected by web questionnaires. In the questionnaire the enterprises are asked to distribute their turnover in DKK 1,000 by a number of products, services and client categories.

The reporting is mandatory, i.e. the enterprises are required to report accurate data on time. If the data has not been received, the companies will be reminded 3 times by mail or telephone. After that a registered letter will be sent to inform the enterprises that if the information are not submitted within one week, Statistics Denmark can refer the matter to the police for requesting the imposition of a fine.

### **3.4 Data validation**

The submitted data are checked for errors, ex. data of the individual reporter are compared with prior periods and similar enterprises reporting in the current period. If the data are significantly different than expected, the enterprise will be contacted. It must be assumed that not all errors in the data are found. That is why the statistics may be subject to some uncertainty associated with error reporting.

### **3.5 Data compilation**

The data from the questionnaires received are grossed up to the provisional total turnover from Business Register.

The data are corrected for bias in the sample and response pattern. A so-called ratio estimate is used, which includes information on the taxable turnover of the year concerned for the entire population of the sector for *Temporary employment agencies and other human provision services*.

### **3.6 Adjustment**

Not relevant for these statistics.

## **4 Relevance**

The statistics is used among enterprises when planning and provides an overview of the development taking place in the service sector. Furthermore the statistics is an input to national accounts in Statistics Denmark regarding the service sector. The statistics is also used of the European Statistic bureau, Eurostat, to create EU-statistics about Business Services.

### **4.1 User Needs**

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Furthermore the statistics is an input to national accounts in Statistics Denmark regarding the service sector. The statistics is also used of European Statistic bureau, Eurostat,, to create EU-statistics about Business Services.

## 4.2 User Satisfaction

Information about user satisfaction for the statistics does not exist.

## 4.3 Data completeness rate

Turnover for some industries will not be published due to confidentiality or data quality.

The statistics is covered by the requirements of the EU. Regarding completeness of the data all these requirements are satisfied.

## 5 Accuracy and reliability

Overall, the uncertainty of the level of the total turnover is estimated below 1 per cent. The uncertainty varies widely between services. In some services the uncertainty is significantly higher than the uncertainty of the total turnover.

### 5.1 Overall accuracy

It can be problems in comparing figures over time. The survey was conducted for the first time in 1996. The questionnaire has been changed for the reference year 2006 in accordance with the Eurostat questionnaire. The years 2006 and 2007 are not comparable because of a shift to NACE Rev. 2 activity classification and a change in the sample. From the reference year 2007 the sample changes from consisting all enterprises with or over 10 employees to consisting of all enterprises with 20 or more employees, a part of enterprises with 5-19 employees and no enterprises with 1-4 employees.

From the reference year 2013 the method is changed so the enumeration is based on a new data from the Central Business Register. Data are back calculated for 2012. Which means that the results before the year 2012 are not directly comparable to the results from 2012 onwards.

For the reference year 2022 there are 321 enterprises in the sample, covering approx. 83 per cent of the total turnover in the FRAME population for *Temporary employment agencies and other human provision services*. 272 enterprises answered the questionnaire, i.e. the response rate is 85 percent. The usable questionnaires are from 271 enterprises. There is a lapse of 16 per cent. The lapse are due to wrong industry code and closure of the enterprises and non-responded questionnaires.

The usable data from 271 enterprises grossed up to the total level (the target population) of the 6-digit industries within the sector for *Temporary employment agencies and other human provision services* by using preliminary turnover from the Business Register. Each company is assigned a weight, that corresponds to the ratio of population and responses in a given size group and industry. The enumeration is made by ratio estimation.

As the survey is random, the figures can be associated with some statistical uncertainty in the form of random variation. The sampling error is calculated for all services in the form of variance, 95 pct. confidence interval and coefficient of variation. Uncertainty estimates can be seen in the attached document [usikkerhedsestimater\\_VIKAR](#).

The figures for 2022 are preliminary and will not revised in the national publishing. For delivery to EU the figures are calculated (revised) based on Accounts Statistics.



## **5.2 Sampling error**

The sample was drawn at 2022 consisting of 321 enterprises. Of these, 272 companies have completed the questionnaire, i.e. the response rate is 85 percent. The usable questionnaires were from 271 enterprises.

The sampling error is calculated for all services in the form of variance, 95% confidence interval and coefficient of variation. Uncertainty estimates can be seen in the attached document [usikkerhedsestimater VIKAR](#).

### 5.3 Non-sampling error

The total uncertainty consists of sampling uncertainty and other systematic uncertainty. In other uncertainties include inter alia measurement error and non response error/lapse.

#### *Coverage error:*

The population is defined by the industry, the enterprises registered in the Business Register by themselves. Errors of classification of the industries will be expected. This means that there may be enterprises in the population that really should not be classified as an enterprise in the sector Temporary employment agencies and other human provision services, but also companies in the sector Temporary employment agencies and other human provision services can be classified with the wrong industry.

In the context of fault tracing and quality assurance of the statistics, number of these errors continuously are found and corrected. Companies that incorrectly classified as Temporary employment agencies and other human provision services cause over-coverage while misclassifications within Temporary employment agencies and other human provision services cause over-coverage in one industry but under-coverage in another. These coverage error is detected primarily for companies in the sample, but also in some cases for non-sampled companies.

Under- coverage in the form of companies that are classified entirely outside Temporary employment agencies and other human provision services, even though they should properly be classified as Temporary employment agencies and other human provision services, are difficult to detect, but can be found also.

The total number of enterprises in the FRAME population is estimated to 389, and among these the sample is selected. The sample for the reference year 2022 was 321 enterprises and is thus approx. 83 per cent. of the total number of the FRAME population. Because of the stratified selection, where large companies are more likely to selection than the smaller, the sample consists approx. 97 per cent. of the total turnover of the FRAME population.

#### *Measurement error:*

Uncertainty due to lapse, incorrectly reported numbers and misunderstandings has sought to minimize by repeated reminders by non-reporting, as well as by substantial verification of the reported figures.

Generally the services in the questionnaire are based on Statistical Classification of Products by Activity [CPA 2008](#), with an adjustment to Danish conditions. It can be an uncertainty in the distribution of turnover and export by services when the services CPA 2008 are not quite commensurate with the classification of products of the firms.

#### *Non response error:*

There are 321 enterprises in the sample. The usable questionnaires are from 271 enterprises, i.e. there is a lapse of 16 per cent.

## 5.4 Quality management

Statistics Denmark follows the recommendations on organisation and management of quality given in the Code of Practice for European Statistics (CoP) and the implementation guidelines given in the Quality Assurance Framework of the European Statistical System (QAF). A Working Group on Quality and a central quality assurance function have been established to continuously carry through control of products and processes.

## 5.5 Quality assurance

Statistics Denmark follows the principles in the Code of Practice for European Statistics (CoP) and uses the Quality Assurance Framework of the European Statistical System (QAF) for the implementation of the principles. This involves continuous decentralized and central control of products and processes based on documentation following international standards. The central quality assurance function reports to the Working Group on Quality. Reports include suggestions for improvement that are assessed, decided and subsequently implemented.

## 5.6 Quality assessment

In general, the quality of the statistics is rated highly, with a few reservations. It can be problems in comparing figures over time. The survey was conducted for the first time in 1996. The questionnaire has been changed for the reference year 2006 in accordance with the Eurostat questionnaire. The years 2006 and 2007 are not comparable because of a shift to NACE Rev. 2 activity classification and a change in the sample. From the reference year 2007 the sample changes from consisting all enterprises with or over 10 employees to consisting of all enterprises with 20 or more employees, a part of enterprises with 5-19 employees and no enterprises with 1-4 employees.

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As the survey is random, the figures can be associated with some statistical uncertainty in the form of random variation. The sampling error is calculated for all services in the form of variance, 95 pct. confidence interval and coefficient of variation. Uncertainty estimates can be seen in the attached document [usikkerhedsestimater VIKAR](#).

The figures for 2022 are preliminary and will not revised in the national publishing. For delivery to EU the figures are calculated (revised) based on Accounts Statistics.

### **5.7 Data revision - policy**

Statistics Denmark revises published figures in accordance with the [Revision Policy for Statistics Denmark](#). The common procedures and principles of the Revision Policy are for some statistics supplemented by a specific revision practice.

### **5.8 Data revision practice**

The publication is not revised, since the statistics is published once a year.

## **6 Timeliness and punctuality**

The statistics is published once a year and approximately 10 months after the reference year. The statistics is published usually without delay regarding to the announced date. To EU the data must be delivered within 18 months after the reference year.

### **6.1 Timeliness and time lag - final results**

The statistics is published once a year and approximately 10 months after the reference year. The statistics is published usually without delay regarding to the announced date. To EU the data must be delivered within 18 months after the reference year.

### **6.2 Punctuality**

The statistics is usually published without delay regarding to the announced date.

## **7 Comparability**

The statistics has been compiled since 1996, but it can be problems in comparing figures over time. The questionnaire, the sample design and the calculation method have been adjusted a few time, latest in 2013, where the time series back to 2012 has been backcasted using new method.

### **7.1 Comparability - geographical**

To Eurostat the data are provided only for enterprises with less 20 person employed (according to EU's regulation). In the Statistics Database of Eurostat the distributions of the turnover by services and residence of client are published on [EUROSTAT's homepage](#). It is considered that there are good comparability across countries, because the statistics should be produced by common guidelines and principles.

## 7.2 Comparability over time

It can be problems in comparing figures over time. The survey was conducted for the first time in 1996. The questionnaire has been changed for the reference year 2006 in accordance with the Eurostat questionnaire. The years 2006 and 2007 are not comparable because of a shift to NACE Rev. 2 activity classification and a change in the sample. From the reference year 2007 the sample changes from consisting all enterprises with or over 10 employees to consisting of all enterprises with 20 or more employees, a part of enterprises with 5-19 employees and no enterprises with 1-4 employees.

From the reference year 2013 the method is changed so the enumeration is based on a new data from the Central Business Register. Data are back calculated for 2012. Which means that the results before the year 2012 are not directly comparable to the results from 2012 onwards.

In Statistics Bank the data can be found back to 1996. Due to the differences in methods and units the data for the earlier years can't be expected to compare with the current data beginning with year 2012.

## 7.3 Coherence - cross domain

At national level the data for the survey are grossed up to the provisional turnover from the statistic [Accounts Statistics](#). The final turnover is not available at the time when data are grossed up. Accounts Statistics provides the total turnover in the sector for *Legal Activities*, whereas the survey in addition to the total turnover also indicates the breakdown of the turnover by different services.

At European level the data for the statistics are grossed up to the level for the Danish [Accounts Statistics](#). As in the Purchases and sales by enterprises statistics the breakdown of the turnover by various services doesn't exist in the accounts statistics but only in this survey.

## 7.4 Coherence - internal

Not relevant for these statistics.

## 8 Accessibility and clarity

These statistics are published in a collective Danish press release for services. The figures can be found in the StatBank under [Temporary employment agencies and other human provision services](#). For more information go to the subject page for the [Service sector](#). International comparable figures are available through Eurostat's webpage under [Business Services](#).

### 8.1 Release calendar

The publication date appears in the release calendar. The date is confirmed in the weeks before.

### 8.3 User access

Statistics are always published at 8:00 a.m. at the day announced in the release calendar. No one outside of Statistics Denmark can access the statistics before they are published.

## 8.2 Release calendar access

The Release Calendar can be accessed on our English website: [Release Calendar](#).

## 8.4 News release

These statistics are published in a collective Danish press release for services. From the reference year 2013 there is no longer separate press release for the sector *Temporary employment agencies and other human provision services*. Instead, there is an yearly press release for the following industries within the Service Sector:

- Computer services
- Advertising services
- Temporary employment agencies and other human resources services
- Legal services
- Accounting and bookkeeping
- Business and management consultancy activities
- Architectural services
- Market research and public opinion polling
- Technical testing and analysis
- Consulting engineering

## 8.5 Publications

Before 2010 the statistics was a part of Statistical Yearbook.

## 8.6 On-line database

The statistics are published in the StatBank in the following tables:

- [SERV1414](#): Number of hours sold in permanent placement by industry
- [SERV1404](#): Temporary employment agencies and other human provision services by services, turnover and export

## 8.7 Micro-data access

Access to Micro-data is not possible. The questionnaires and data are stored for a number of years.

## 8.8 Other

These statistics are available through Eurostat's webpage under [Business Services](#).

## 8.9 Confidentiality - policy

[Data Confidentiality Policy](#) for Statistics Denmark.

## 8.10 Confidentiality - data treatment

The statistics follows Data Privacy Policy of Statistics Denmark, [Data Privacy Policy](#).

### **8.11 Documentation on methodology**

There are no separate documentation on methodology for these statistics.

### **8.12 Quality documentation**

Results from the quality evaluation of products and selected processes are available in detail for each statistics and in summary reports for the Working Group on Quality.

## **9 Contact**

The administrative placement of these statistics are in the division of Business Development. The person responsible is Emil Tappe Bang-Mortensen, tel. +45 39 17 32 28, e-mail: [ebm@dst.dk](mailto:ebm@dst.dk)

### **9.1 Contact organisation**

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