

Comparative Report: **Accident Rates in Temporary Employment Agencies vs Direct Hiring**

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Comparative Report:

**Accident Rates in Temporary Employment
Agencies vs Direct Hiring**

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1. INTRODUCTION

1.1. Objective of the report

The aim of this report is to conduct an in-depth analysis of workplace accident rates within the context of Temporary Employment Agencies (TEAs), comparing them with accident rates recorded under direct employment contracts, both temporary and permanent. To this end, the analysis primarily draws on data provided by mutual insurance societies collaborating with the Spanish Social Security system, via the Association of Mutual Insurance Companies for Work Accidents (AMAT). This is complemented by information from the National Institute for Safety and Health at Work and the Ministry of Labour and Social Economy (MITES).

The report focuses on establishing a solid and rigorous comparison to accurately identify the differing patterns of workplace accidents among workers hired through TEAs versus those hired directly by companies. This comparison will be addressed from three complementary perspectives:

1. Accident frequency: The objective is to determine whether workers supplied by TEAs are more or less likely to experience workplace accidents than those hired directly. Particular attention will be paid to comparisons with temporary contracts in order to isolate the effect of contract duration from that of labour intermediation.

2. Nature and characteristics of accidents: The report aims to identify any significant differences in the types of accidents suffered by TEA workers compared to directly hired workers. This includes analysing variables such as working hours, country of origin of the injured worker, age group, gender, location of the accident, occupation and type of contract. This approach will help assess whether the risks faced by outsourced labour are structurally different from those affecting the rest of the workforce.

3. Consequences and severity of accidents: A third key objective is to examine the severity of accidents across different types of employment. This will involve evaluating aspects such as severity levels, the mechanism of injury (form of contact) and the average duration of sick leave, among others. This section will help determine whether preventive management and working conditions have a differential impact on the consequences of workplace accidents depending on the type of employment relationship.

Ultimately, the report seeks to contribute to a better understanding of the factors that explain differences in accident rates between TEA workers and the wider workforce. It aims to provide empirical evidence to inform decisions and strategies in both business and regulatory or preventive contexts. Identifying distinct patterns will also allow for practical recommendations to improve occupational risk prevention within a labour intermediation model that is playing an increasingly prominent role in the Spanish labour market.

1.2. Official information sources and data limitations

The analysis of workplace accidents in Spain is largely based on official statistics produced by the National Institute for Safety and Health at Work (INSST), the Ministry of Inclusion, Social Security and Migration (MITES) and, to a lesser extent, entities such as the Association of Mutual Insurance Companies for Work Accidents (AMAT). These sources provide the core data needed to measure, monitor and compare workplace accidents and occupational diseases nationwide.

The INSST, in particular, serves as a national and international technical reference point, collecting and refining data reported by companies and mutual insurance societies in line with criteria harmonised with European regulations. MITES, for its part, publishes monthly Workplace Accident Statistics (EAT), which serve as one of the main tools for ongoing monitoring of the situation. This is further supported by sector-specific and thematic analyses developed by collaborating mutual societies, offering deeper insight into the phenomenon from a more operational standpoint.

However, the use of these sources entails several methodological limitations that must be considered in any rigorous analytical exercise. Among the most notable are the under-reporting of certain types of accidents (especially minor or undeclared ones), limited traceability of accidents in subcontracting or temporary employment settings, and difficulties in incorporating qualitative variables (such as preventive training or safety culture). Moreover, comparisons with the European context are affected by differences in reporting and insurance systems among Member States, which limits the consistency of data despite Eurostat's ongoing efforts to standardise statistics.

1.3. Methodological basis and comparison of methodologies

1.3.1. Methodology of the National Institute for Safety and Health at Work and Workplace Accident Statistics

Since 2011, the INSST has produced specific reports focused on workplace accidents involving workers assigned by TEAs. During this period, the rates have been expressed as incidence per 100,000 workers and per 100,000 employment relationships. From 2021 onwards, the analysis has been based on fully consolidated annual data. The methodology is based on the analysis of anonymised microdata from workplace accident reports involving sick leave during working hours, provided by the Sub-Directorate General for Statistics and Socio-Labour Analysis at MITEs. This is complemented by data on placement contracts registered by TEAs.

The rates used by the INSST are generally calculated per 1,000 placement contracts, allowing the number of accidents to be related to the level of activity of the TEAs. This contract-based approach provides a more accurate picture of accident incidence within this group, although it poses limitations when comparing directly with general labour market rates.

1.3.2. Methodology of the Ministry of Labour and Workplace Accident Statistics

MITEs, through its Registered Workplace Accident Statistics (ATR), offers a comprehensive overview of workplace accident trends across the labour market. These statistics differentiate between accidents occurring during working hours and those *in itinere* (commuting accidents), and allow for analysis by region, gender, age, economic sector, type of contract and occupation.

The main indicators used in the Ministry's statistics are:

- Incidence rate: number of accidents resulting in sick leave per 100,000 workers registered with Social Security and covered for occupational contingencies.
- Frequency rate: number of accidents per million hours worked.
- Severity rate: number of days of sick leave per 1,000 hours worked.

These metrics make it possible to compare risk levels across different groups and activities, and are used in both annual reports and monthly monitoring.

The differences between the statistics produced by the INSST and MITES are not solely due to discrepancies in the data but also to the different methodologies applied. While MITES uses the annual average of Social Security registrations as the denominator, the INSST uses the number of placement contracts. This methodological distinction has significant implications. For example, a single worker may account for several contracts over the course of a year, which can skew the rates if duplication is not adequately controlled.

1.3.3. The European methodological approach

The European Union, through Eurostat, promotes the European Statistics on Accidents at Work (ESAW) system, aimed at harmonising national statistics and enabling international comparison. The ESAW system includes a standardised set of variables for all Member States, such as age, gender, contract type, education level, working hours, length of service, location of the accident, mechanism of injury (form of contact) and material agent involved. These are combined with harmonised classification systems for economic activity (NACE Rev. 2) and occupations (ISCO-08).

One notable difference is that Eurostat only includes accidents that result in at least four days of sick leave, whereas the Spanish system (INSST and MITES) includes all accidents with leave, regardless of duration. This discrepancy can cause significant distortions in comparative values, especially in sectors or groups with high staff turnover or short-term contracts, which are common in the TEA sector.

In addition, the ESAW system excludes commuting accidents, which are included in the Spanish Ministry's statistics. There are also differences in how the reference population is defined: while the Spanish system uses Social Security users covered for occupational contingencies, Eurostat relies on estimates of the employed population based on harmonised labour force surveys.

The European Commission is gradually promoting full adoption of the ESAW framework, and countries such as Spain have made progress towards

integration. However, technical and methodological limitations still remain, preventing full harmonisation. Furthermore, the development of specific statistical projects focused on sub-groups such as temporary or TEA-assigned workers remains limited at EU level, which constrains the potential for detailed comparative analysis of this workforce segment.

1.3.4. Comparison of methodologies between institutions

The following table provides a summary of the main methodological differences between the organisations that compile workplace accident statistics:

Aspect	INSST (TEA)	MITES (ATR)	EUROSTAT (ESAW)
Type of accidents included	With sick leave, no minimum duration	With sick leave, no minimum duration	Only with sick leave of 4 or more days
Unit of analysis	Placement contracts	Social Security-registered workers covered for contingencies	Employed population (based on European survey)
Commuting accidents included	No	Yes	No
Incidence rate	Rate per 1,000 contracts	Rate per 100,000 workers	Rate per 100,000 workers
Economic activity	CNAE Rev.2 (accident location)	CNAE Rev.2 (declared workplace)	NACE Rev.2 (EU harmonised)
Occupation	CNO-2011	CNO-2011	ISCO-08 (EU harmonised)
Segmentation	Very high (gender, age, mechanism, agent, etc.)	High (age, gender, contract type, sector, etc.)	High (with harmonised methodology)
Data frequency	Annual	Monthly and annual	Annual

Source: Own compilation

Overall, workplace accident rates in Spain have shown gradual improvement, although persistent challenges remain in certain sectors and among vulnerable groups such as workers employed through TEAs. The distinct characteristics of this group call for specific analytical methodologies, such as those developed by the INSST, which complement the broader perspective offered by MITES.

The existence of multiple sources, indicators and methodologies highlights the importance of rigorous, context-aware data analysis. Discrepancies between the results published by different institutions should be understood in light of these methodological differences, rather than as contradictory findings.

The European methodological framework also serves as a useful reference for guiding the evolution of national statistics towards greater comparability, without losing sight of the specificity required for analysing groups such as temporary agency workers. Methodological convergence is a desirable objective, but it should not come at the expense of depth and accuracy in the analysis of national realities.

1.3.5. Introduction of AMAT as a new statistical source

The Association of Mutual Insurance Companies for Work Accidents (AMAT), which represents the mutual societies collaborating with the Social Security system, has historically played a key role in occupational risk prevention and the management of work-related contingencies. Its experience in collecting and analysing data derived from healthcare services and incapacity benefits enables it to offer a unique and in-depth perspective on workplace accidents in Spain.

For several years, AMAT has developed its own statistical system based on the analysis of healthcare data collected by mutual societies. In recent years, it has taken a qualitative step forward by focusing part of its analysis on disaggregation by contract type – a crucial contribution to the comparative analysis of accident rates among workers employed through TEAs and those hired directly on temporary contracts.

The value of this source lies not only in its technical capacity to systematise clinical, employment and administrative data but also in its operational independence, its close connection to real accident management processes and

its representative coverage at national level. Thanks to ANMAT, a robust statistical tool is now available that can help answer three key questions:

1. Are workers employed through TEAs more or less likely to suffer workplace accidents than those hired directly on temporary contracts?
2. Are the types of accidents they experience similar in nature to those suffered by other workers (either permanent or directly hired temporarily)?
3. Are the consequences – in terms of severity and length of sick leave – comparable across these groups?

2. Analysis of workplace accident rates in the temporary employment agency sector according to the National Institute for Safety and Health at Work (INSST)

2.1. Background and improvements to the information system

Since 2011, the National Institute for Safety and Health at Work (INSST) has included a dedicated line of analysis in its regular reports to address workplace accident rates among workers assigned by temporary employment agencies (TEAs). This line of work was developed in response to the need for distinct indicators that accurately reflect the specific conditions of this group, whose contractual characteristics, high turnover and unique role within the production system make them difficult to capture using standard statistical systems.

Between 2011 and 2020, the INSST conducted this analysis using provisional monthly data provided by the Sub-Directorate General for Statistics and Socio-Labour Analysis of the Ministry of Labour and Social Economy (MITES). The accident database was built using monthly microdata on workplace accidents involving sick leave, reported through the Delt@ system, while the reference population was drawn from Social Security records under the specific TEA scheme.

The main variables analysed under this methodology included, among others, the total number of accidents with sick leave during working hours, incidence rates per 100,000 contracts, accident severity (classified as minor, serious or fatal), and breakdowns by gender, age, economic sector and occupation.

Structural variables such as average contract duration, working hours, time spent in the post and the occupation performed were also considered, with the aim of identifying potential risk factors associated with temporary employment.

From 2021 onwards, the analysis has placed greater emphasis on the economic activity of the user company where the accident occurred, allowing for the

observation of significant sectoral differences in accident rates. This more integrated approach, aligned with the contractual reality of outsourced employment, represents a key methodological advance for understanding workplace accidents in the TEA sector and for more effectively guiding preventive and inspection policies.

However, the monthly information system presented important structural limitations. Firstly, the use of provisional data resulted in high volatility and potential inconsistencies in time series, as successive revisions were not always incorporated into the analysis. Secondly, the construction of the denominator – i.e. the population of assigned workers – was based on monthly records, which led to duplications due to worker mobility between months. This made it difficult to produce reliable annual rates, as a single individual could appear multiple times over the course of the year.

As for the indicators produced, monthly incidence rates were estimated – defined as the number of accidents during working hours per 100,000 workers – using two possible denominators: the number of assigned workers and the number of active employment relationships in that month. While this approach made it possible to observe month-on-month and cross-sector trends, it was subject to significant distortions due to the inherently dynamic and short-term nature of TEA employment. The INSST explicitly noted that these rates should be interpreted with caution, as they did not take into account structural factors such as the number of hours actually worked or the real duration of contracts.

In response to these limitations, a substantial methodological change was implemented from 2021 onwards. The use of provisional data was discontinued in favour of working exclusively with consolidated annual information. At the same time, the Social Security-registered population was replaced as the unit of analysis by the number of placement contracts formalised by TEAs. This new unit helps overcome the issue of overcounting individuals and provides a more accurate proxy for the actual volume of employment relationships in this sector, regardless of their duration or intensity.

This methodological shift has significantly improved the stability, consistency and comparability of the indicators produced, while enabling analysis that more accurately reflects the contractual reality of temporary agency work. It also allows for better integration of sectoral and occupational analyses and opens up

new avenues of research focusing on job quality, contract duration, risk factors and the assessment of preventive measures tailored to agency workers. However, it is important to note that this improvement in analytical quality introduces a key limitation: the new methodology prevents direct comparison with indices published by other statistical sources, such as the Ministry of Labour and Social Economy (MITES), since different units of analysis are used (contracts versus workers) and the timeframes are not aligned.

Therefore, while the current data offer a more accurate representation of actual activity in the TEA sector, they must be used with caution for comparative purposes, with full awareness of the methodological changes applied.

2.2. Trends in indices and variables analysed

Looking at the historical trends identified in the INSST's analysis of workplace accidents among workers assigned by TEAs, an upward trend can be observed in the number of accidents recorded for this group. In fact, a record high was reached in 2022, with more than 20,000 accidents registered during working hours. This increase may be attributed to both the rise in temporary hiring and the concentration of these workers in high-risk sectors such as manufacturing and transport. However, in 2023 this trend reversed, with a 12% reduction in total accidents, a 15% drop in serious accidents and a notable 45% decrease in fatal accidents compared to the previous year. This positive shift suggests significant progress in prevention, training and risk management. Nonetheless, given the vulnerable profile of the group (predominantly young, male and highly mobile), there is a clear need to consolidate and strengthen the measures already in place. Recent improvements should not obscure the fact that accident rates remain high and that TEAs continue to play a key role in managing health and safety in sectors characterised by demanding working conditions.

The main indicator used in this line of research by the INSST is the incidence rate of workplace accidents during working hours (ATJT). Traditionally, this rate was calculated per 100,000 workers, but under the most recent methodological framework it has been expressed per 1,000 placement contracts, in line with the statistical unit that best reflects how temporary employment is structured through TEAs.

During the 2011–2020 period, the statistics showed significant discrepancies between the preliminary figures and those that would have resulted from updated, final data. Between 2011 and 2019, these revisions were not incorporated into the reports, which led to distortions in the time series.

Original series of assigned workers

Assigned workers	2012	2013	2014	2015	2016	2017*	2018	2019
January		152,813	174,558	204,008	229,177	255,380	284,782	286,692
February	149,507	141,519	164,898	196,371	219,110	244,441	270,722	271,401
March	146,349	144,355	171,123	207,045	222,300	255,457	278,306	277,666
April	144,200	146,970	179,697	213,564	232,657	263,128	287,015	286,592
May	153,826	157,296	194,798	230,081	246,633	293,856	312,185	315,123
June	156,485	160,545	200,233	237,983	256,694	305,925	326,712	328,257
July	158,712	168,185	201,750	237,748	258,343	n.d.	320,593	325,698
August	148,593	157,289	186,061	216,653	238,875	n.d.	292,080	293,256
September	156,094	168,804	199,769	231,180	261,417	n.d.	303,839	311,485
October	172,690	181,596	212,546	243,786	268,258	n.d.	314,416	318,560
November	174,779	177,789	212,031	246,180	275,187	n.d.	320,276	321,141
December	168,255	185,686	218,500	244,135	269,489	n.d.	307,692	313,263

Source: Own compilation based on INSS data

*The series contains a discontinuity due to the absence of published data for the period July–December 2017

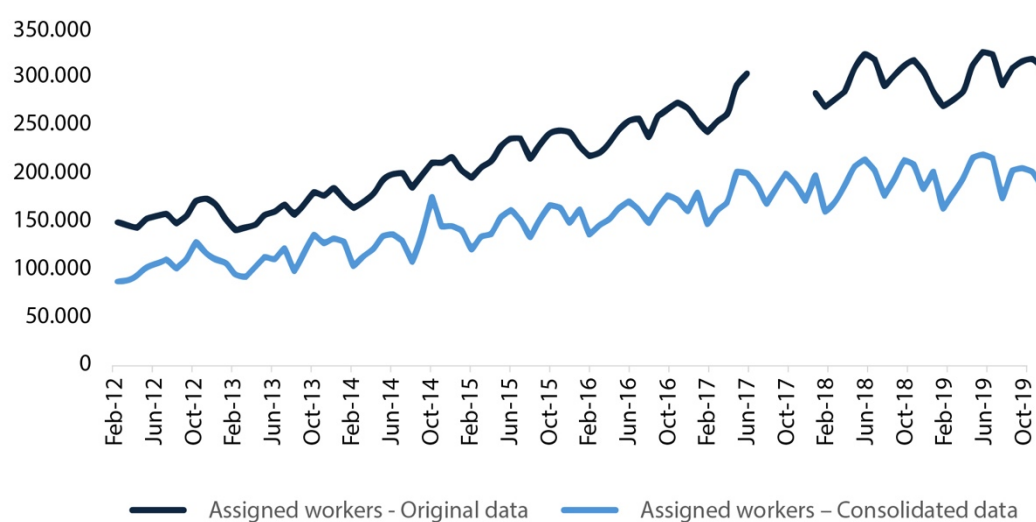
Consolidated series of assigned workers

Assigned workers	2012	2013	2014	2015	2016	2017	2018	2019
January		106,992	129,751	141,070	163,067	181,053	199,099	202,732
February	87,374	94,622	103,551	121,184	136,915	147,625	160,450	163,924
March	89,177	92,378	113,866	134,674	146,765	161,976	171,230	179,454
April	93,310	102,848	122,178	137,266	152,715	170,217	189,356	195,552
May	102,211	113,220	135,711	155,252	164,347	202,921	208,873	217,420

June	106,294	110,978	137,149	162,551	171,903	201,554	215,627	220,788
July	110,873	122,624	130,012	152,615	162,720	189,397	204,162	217,124
August	101,415	98,313	108,492	134,407	148,987	169,284	177,345	175,304
September	110,742	118,166	136,861	153,158	165,039	186,779	195,323	203,895
October	129,176	136,557	176,508	167,564	178,338	200,850	215,002	206,866
November	117,468	127,929	144,986	165,388	173,111	189,802	210,370	202,730
December	110,263	132,839	145,553	149,207	161,636	172,120	184,509	189,435

Source: Own compilation based on MITES data

Differences in the number of assigned workers



Source: Own compilation based on INSST data

*The series contains a discontinuity due to the absence of published data for the period July–December 2017

Original series of employment relationships

Employment relationships	2012	2013	2014	2015	2016	2017*	2018	2019
January		251,499	297,665	343,985	383,284	446,901	490,310	509,664
February	238,826	236,573	280,124	334,426	371,790	425,681	465,696	474,677
March	244,229	248,167	306,220	373,369	395,087	458,577	488,314	504,032
April	239,064	254,077	318,133	375,594	413,397	463,574	500,627	522,394
May	268,815	283,058	347,311	401,020	448,101	533,337	564,590	585,118
June	270,103	271,391	346,620	406,514	454,806	543,657	576,784	328,257
July	256,937	278,627	336,032	406,158	433,465	n.d.	549,186	563,821
August	237,441	252,236	300,538	351,991	388,487	n.d.	487,492	492,079
September	247,196	279,817	331,894	392,289	442,835	n.d.	510,345	535,306
October	286,720	310,913	373,892	433,475	482,120	n.d.	568,944	582,278
November	291,834	307,052	362,157	435,338	484,960	n.d.	566,982	562,450
December	282,188	325,700	390,874	432,575	480,221	n.d.	544,788	556,981

Source: Own compilation based on INUSST data

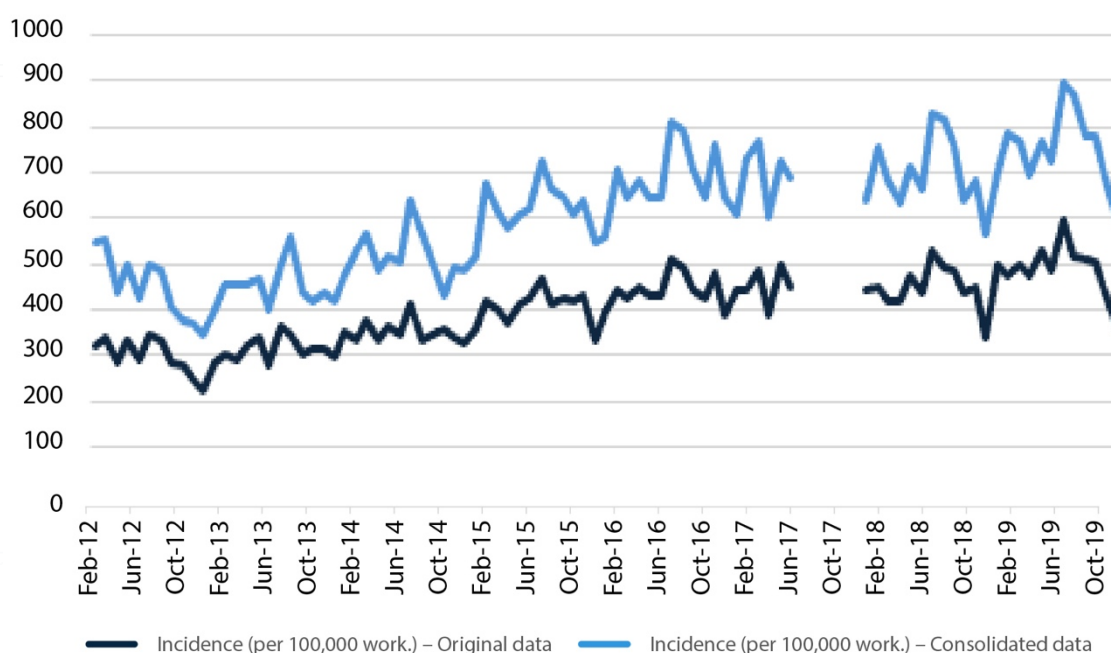
*The series contains a discontinuity due to the absence of published data for the period July–December 2017

Updated series of employment relationships

Employment relationships	2012	2013	2014	2015	2016	2017	2018	2019
January		165,871	207,531	231,337	264,702	316,513	344,880	372,501
February	140,217	151,327	173,810	209,171	243,391	266,143	281,363	302,500
March	150,230	152,975	200,962	247,535	266,262	296,002	307,040	333,548
April	151,949	179,034	206,839	236,995	273,915	300,996	336,762	366,985
May	179,067	195,898	240,649	271,494	311,082	374,096	379,555	405,839
June	181,965	189,732	243,893	286,927	318,281	363,611	376,937	398,401
July	173,336	197,199	227,113	265,407	285,853	331,594	359,070	388,281
August	148,812	156,049	184,011	229,251	258,953	285,704	293,368	299,990
September	167,994	196,067	235,506	260,489	296,811	325,618	334,977	359,919
October	201,881	223,751	259,463	298,803	332,326	362,397	401,359	393,362
November	187,719	209,015	238,998	296,266	323,282	335,660	379,373	369,836
December	174,953	215,731	271,117	275,116	306,679	314,153	343,558	351,662

Source: Own compilation based on MITES data

Differences in the employment relationship database



Source: Own compilation based on INSS data

*The series contains a discontinuity due to the absence of published data for the period July–December 2017

Subsequent updates by the State Observatory on Working Conditions (OECT) have confirmed significant differences between the initial and revised data, both in terms of the number of assigned workers and the volume of employment relationships. These discrepancies are due, among other factors, to the use of unrefined sources and the lack of consistency in statistical processing criteria. As a result, the incidence rates derived from these sources show notable variations depending on the database used and its level of consolidation.

Original series – Incidence rate (100,000 work.)

Incidence (per 100,000 work.)	2012	2013	2014	2015	2016	2017*	2018	2019
January		281	351	359	396	433	444	497
February	318	305	330	416	443	440	449	473
March	337	291	374	401	427	487	420	495
April	284	319	330	370	448	389	417	472
May	330	336	361	410	431	500	476	529
June	290	277	343	425	433	451	438	486
July	347	364	411	466	509	n.d.	526	598
August	333	348	330	412	494	n.d.	494	519
September	286	304	346	427	445	n.d.	487	511
October	280	313	357	420	427	n.d.	437	505
November	247	312	336	429	480	n.d.	449	435
December	224	297	325	335	387	n.d.	338	360

Source: Own compilation based on INSS data

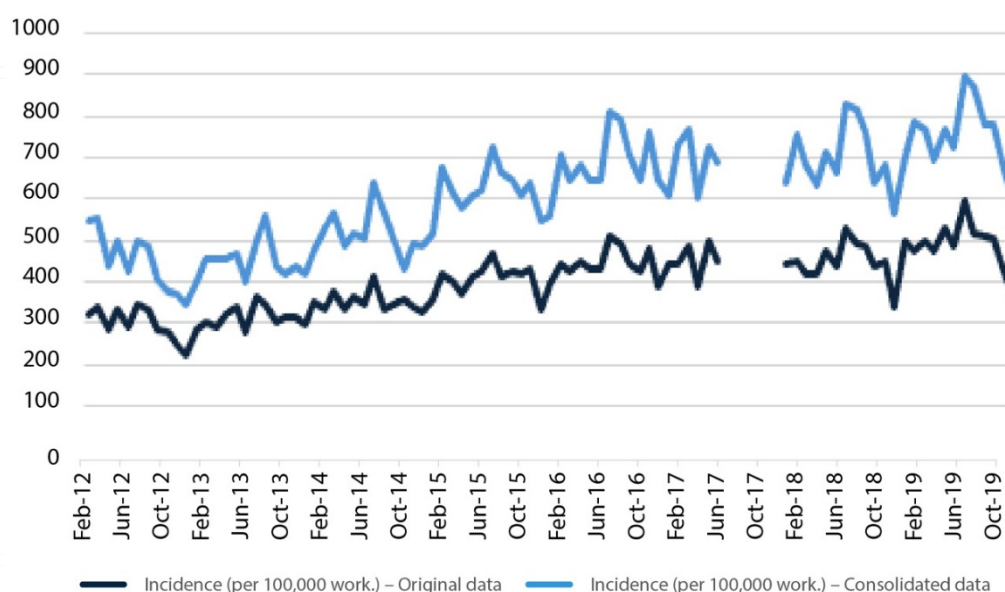
*The series contains a discontinuity due to the absence of published data for the period July–December 2017

Updated series – Incidence rate (100,000 work.)

Incidence (per 100,000 work.)	2012	2013	2014	2015	2016	2017	2018	2019
January		401	472	519	557	610	635	702
February	545	455	525	673	708	729	757	783
March	553	455	562	616	647	768	683	766
April	439	456	485	576	683	602	633	692
May	496	466	519	608	646	723	711	767
June	427	400	501	622	647	685	664	722
July	497	500	638	726	809	454	826	897
August	488	556	566	664	793	463	813	868
September	404	434	506	644	704	426	758	781
October	374	417	430	611	643	386	639	778
November	368	434	491	639	764	423	684	689
December	342	416	488	548	646	313	564	596

Source: Own compilation based on MITES data

Differences in the incidence rate database (100,000 work.)



Source: Own compilation based on INSS data

*The series contains a discontinuity due to the absence of published data for the period July–December 2017

Original series – Incidence rate (100,000 empl. rel.)

Incidence (100,000 empl. rel.)	2012	2013	2014	2015	2016	2017*	2018	2019
January		171	206	213	237	247	258	279
February	199	182	194	244	261	253	261	271
March	202	169	209	222	240	271	240	273
April	172	185	186	211	252	221	239	259
May	189	187	203	235	237	275	263	285
June	168	164	198	249	245	254	248	486
July	214	220	247	273	304	n.d.	307	346
August	208	217	204	254	304	n.d.	296	309
September	181	183	209	252	262	n.d.	290	297
October	168	183	203	236	238	n.d.	242	277
November	148	181	197	243	273	n.d.	254	248
December	134	169	182	189	217	n.d.	191	203

Source: Own compilation based on INSS data

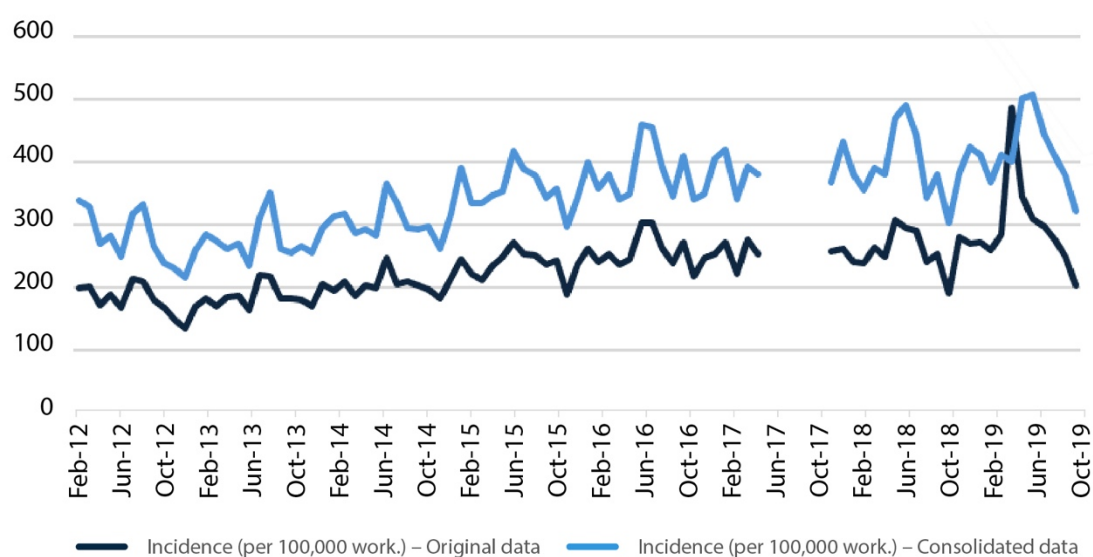
*The series contains a discontinuity due to the absence of published data for the period July–December 2017

Updated series – Incidence rate (100,000 empl. rel.)

Incidence (100,000 empl. rel.)	2012	2013	2014	2015	2016	2017	2018	2019
January		259	295	316	343	349	367	382
February	339	285	313	390	399	404	432	424
March	328	275	318	335	356	420	381	412
April	270	262	287	334	381	340	356	369
May	283	270	293	348	341	392	392	411
June	249	234	282	352	349	380	380	400
July	318	311	365	417	460	259	470	502
August	333	351	334	390	456	274	492	507
September	266	262	294	379	391	244	442	442
October	239	254	293	342	345	214	342	409
November	230	266	298	357	409	239	379	377
December	215	256	262	297	340	171	303	321

Source: Own compilation based on MITE5 data

Differences in the incidence rate database (100,000 empl. rel.)



Source: Own compilation based on INUSST data

*The series contains a discontinuity due to the absence of published data for the period July–December 2017

From the implementation of the new methodological framework in 2021, a more coherent structure for analysis has been in place. The introduction of placement contracts as the unit of measurement allows for more accurate monitoring of the dynamics of temporary employment managed by TEAs, which is characterised by high turnover, short-duration contracts and strong sectoral concentration in specific activities. This approach addresses the limitations of using monthly Social Security registration data by reducing the problem of overcounting and providing greater stability to annual time series.

	Annual accidents	Employment relationships	Incidence (1,000 empl. rel.)
2021	19,474	4,067,093	4.79
2022	20,127	3,614,852	5.57
2023	17,701	3,682,582	4.81

Source: Own compilation based on INSST data

Recent analyses by the INSST show that the use of consolidated data and harmonised methodologies enables a more accurate interpretation of the indices produced. This improvement in data quality enhances the value of the information for analytical, operational and strategic purposes among stakeholders involved in managing occupational risks. However, it should be noted that this new statistical series is not comparable with data from before 2020, nor with other institutional analyses such as those from the Ministry of Labour and Social Economy (MITES), as they differ in unit of analysis (contracts versus individuals) and in measurement criteria and data frequency. As such, while the new model provides a more accurate picture of the TEA sector, its comparative value over time and across sources must be interpreted with caution.

2.3. Analysis and conclusions

The study of workplace accident rates in the context of TEAs presents a number of challenges, linked both to structural factors in the sector – such as high staff turnover and the concentration of agency workers in occupations with greater exposure to risk – and to limitations arising from the availability and consistency of statistical sources.

During the 2011–2020 period, the National Institute for Safety and Health at Work (INSST) highlighted the difficulties of using unconsolidated data and denominators that were not aligned with the characteristics of temporary employment. In this context, the methodological improvements introduced by the INSST from 2021 onwards have made it possible to establish a more robust and consistent foundation for analysing the issue. Adopting the placement contract as the unit of analysis, and relying exclusively on final annual data, represents a technical improvement that strengthens the reliability of the resulting indicators.

This new approach enables a more accurate assessment of risk exposure levels among assigned workers, which is highly relevant for guiding prevention measures, labour inspections and training planning.

Finally, it is vital to continue developing mechanisms that ensure regular review and methodological consistency across the various official data sources (MITES, Social Security, SEPE). Effective institutional coordination and greater transparency in updating and refining statistical series are essential to ensuring a rigorous and up-to-date understanding of workplace accidents in the TEA sector. Only then will it be possible to compare this phenomenon with others – such as direct temporary employment or different contractual arrangements – within a methodologically consistent and analytically sound framework.

3. Analysis of workplace accident rates in the temporary employment agency sector according to the Ministry of Labour and Social Economy

3.1. Overview of ministerial statistics

To continue this line of research, one of the main sources of reference is the Ministry of Labour and Social Economy which, through the Sub-Directorate General for Statistics and Socio-Labour Analysis, compiles the Registered Workplace Accident Statistics (ATR). These official reports provide both annual and monthly data on workplace accidents recorded through the administrative systems established for this purpose.

The aim of these statistics is to offer a detailed view of the causes and circumstances of workplace accidents in Spain, while also serving as a key tool for designing and evaluating public policies on **occupational risk prevention**.

In terms of accident recording, for an accident to be included in the statistics, it must be reported via official channels (the Delt@ system) and validated by the **Social Security managing entity** that covers the contingency, as well as by the relevant provincial **labour authority**.

Only if these conditions are met is the accident considered valid for statistical purposes. It is also important to distinguish between several types of notifications:

- **Workplace accident report (accidents with sick leave)¹**

This is an individual report that must be completed whenever an accident causes the worker to be absent from work for at least one day (excluding the day of the accident), and once a medical certificate of leave has been issued. The report includes information on the accident itself: personal and

¹ For the purposes of this report, only workplace accidents that result in sick leave are taken into account, due to statistical availability and the need for comparison.

professional details of the injured worker, data on the company and workplace where the worker is employed, and information on the workplace where the accident actually occurred (if different – e.g. user companies in the case of TEAs, subcontractors, etc.). It also records the circumstances of the accident and its consequences.

The report is completed by the employer if the injured person is an employee, or by the worker themselves in the case of self-employment. In both cases, the document is submitted via Delt@ to the managing or collaborating entity that provides cover for the contingency. Once accepted, the report is made available to the relevant provincial labour authority, and from there to the Sub-Directorate General for Statistics and Socio-Labour Analysis, the unit responsible for compiling the statistics within the Ministry of Labour and Social Economy.

- **List of accidents without sick leave (cases where the worker does not take leave)**

In this document, employers must list all workers who have received medical attention during the month for a workplace accident that did not result in sick leave. The validation process for these cases is similar to that for accidents with sick leave. In addition to notifications directly related to workplace incidents, other data sources are used to compile the Workplace Accident Statistics.

- **List of recoveries and fatalities**

In this document, managing or collaborating entities must report all workers who were discharged or who died during the reporting month. For each recovery or fatality, they must include the dates of leave and discharge, the reason for discharge, the severity of the injury and the diagnosis listed in the medical discharge report. These lists are cross-checked with accident reports to determine the duration of sick leave, reason for discharge, actual severity of the injury (at the time of medical discharge) and diagnosis for each recorded workplace accident.

The monthly statistics provide provisional data on accidents resulting in sick leave, whether they occurred during working hours or *in itinere* (while commuting). In addition, final figures are published in the annual reports or Detailed Results, the latter offering the most comprehensive information available on workplace accident statistics in Spain. In these sections, statistical tables are provided for the following categories:

- A. Workplace accidents with sick leave and recurrences.
- B. Workplace accidents with sick leave. Key results by province and economic activity.
- C. Workplace accidents with sick leave. Key results for employees and self-employed workers.
- D. Workplace accidents with sick leave during working hours.
- E. Indices of workplace accidents with sick leave.
- F. Duration of sick leave resulting from workplace accidents.

These sections include various types of variables.

The main variables analysed relate to the quantification of workplace accidents and provide a broad overview of accident rates in Spain. These include:

- **Workplace accidents with sick leave:** This category includes accidents that resulted in sick leave during the reference period and were validated by both the managing entity and the relevant regional labour authority.

Total workplace accidents with sick leave	2018	2019	2020	2021	2022	2023
	515,082	562,756	446,195	523,800	571,274	558,936
Annual variation	-	9.3%	-20.7%	17.4%	9.1%	-2.2%

Source: Own compilation based on MITEC data

- **Recurrences of workplace accidents with sick leave:** This refers to cases in which a recurrence is reported for a previous workplace accident that

resulted in sick leave. The same methodology used for initial accident reporting is applied.

Total recurrences of workplace accidents with sick leave	2018	2019	2020	2021	2022	2023
	23,614	24,078	16,894	19,304	20,136	20,713
Annual variation	-	2.0%	-29.8%	14.3%	4.3%	2.9%

Source: Own compilation based on MITES data

- **Number of days off resulting from workplace accidents:** This statistic records the number of calendar days from the date the sick leave is issued to the date of discharge, both inclusive. Fatal accidents are excluded from this data set.

Average sick leave duration (days) – General total	2018	2019	2020	2021	2022	2023
	31.4	32.7	35	34.2	33.1	35.2
Annual variation	-	4.1%	7.0%	-2.3%	-3.2%	6.3%

Source: Own compilation based on MITES data

- **Workplace accidents without sick leave:** This includes accidents reported within the reference period that did not result in sick leave but were validated by both the managing or collaborating entity and the relevant regional labour authority.

Total workplace accidents without sick leave	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	688,544	698,024	714,930	733,397	738,584	730,686	724,321	518,979	565,075	564,701	569,996
Annual variation	-	1.38%	2.42%	2.58%	0.71%	-1.07%	-0.87%	-28.35%	8.88%	-0.07%	0.94%

Source: Own compilation based on MITES data

The key classification variables used for the statistics are as follows:

- **Accidents during working hours and *in itinere*:** General classification based on the time and/or location of the accident.
 - o **During working hours:** When the accident occurs during working time or at the workplace. This also includes travel undertaken for business purposes during the time or under circumstances in which the company is responsible for covering workplace accident contingencies.
 - o ***In itinere*:** When the accident occurs during the commute between the worker's home and workplace, or vice versa.
- **Severity:** Accidents are classified as minor, serious (including very serious) or fatal.
- **Fatal accident:** Includes any death resulting from a workplace accident within one year of the incident.
- **Territorial scope:** Each accident is assigned to the province of the labour authority that received the report, which corresponds to the province where the injured worker's registered workplace is located.
- **Sector, section and division of economic activity based on the workplace where the worker is registered with Social Security:** Using the CNAE-2009 classification (National Classification of Economic Activities 2009).
- **Occupation:** Classified according to CNO-2011 (National Classification of Occupations 2011).
- **Type of contract:** All existing types of employment contracts are coded according to the Social Security Contribution Guide. The statistical tables group data by contract duration (permanent or temporary) and then by working time (full-time, part-time or fixed-discontinuous).

Similarly, the following variables aim to describe the causes and circumstances surrounding the accident, as well as its consequences. Their inclusion follows the recommendations of the Statistical Office of the European Union (EUROSTAT), which has developed classifications for each variable in line with guidance from the International Labour Organization (ILO).

- **Type of location:** Describes the work environment where the worker was located when the accident occurred.
- **Type of work:** Refers to the general task being carried out by the worker at the time of the accident. For example, planting, demolition work, etc.

- **Specific physical activity:** Describes the specific action the worker was performing immediately prior to the accident. For example, cutting meat, carrying boxes, etc.
- **Deviation:** Refers to the event or irregularity that disrupted the normal course of work and led to the accident. For example, falling metal parts, a machine blockage, etc.
- **Mode or contact that caused the injury:** Describes how the injury occurred, specifying the type of contact with the material agent involved. For example, collision with a fixed object, contact with a sharp tool, etc.
- **Material agents involved:** Identifies the material agents associated with both the deviation and the way in which the injury occurred. In many cases, these are the same.
- **Description or nature of the injury:** Refers to the type of injury sustained by the worker.

The Ministry also calculates a number of indicators to quantify and compare workplace accident rates across different groups, sectors, regions and time periods.

To enable the calculation of these indices, data on Social Security registration is used for workers specifically covered for workplace accident contingencies.

For frequency and severity indices, data on actual hours worked is drawn from the Quarterly Labour Cost Survey (ETCL) and the Labour Force Survey (EPA), both conducted by the National Statistics Institute (INE).

For incidence rates by occupation (CNO-2011) of the injured worker, information is taken from the Labour Force Survey (EPA), as well as distribution data for public sector workers provided by the mutual insurance societies MUFACE, ISFAS and MUQEJU.

These indicators include:

- **Incidence rate:** Represents the number of workplace accidents with sick leave occurring during working hours per 100,000 workers exposed to risk. It is calculated by dividing the number of accidents occurring during working hours with leave – multiplied by 100,000 – by the average

number of workers registered with Social Security at the end of each month with coverage for occupational contingencies.

$$\text{Incidence rate} = \frac{\text{Workplace accidents} \times 100,000}{\text{Social Security users with specific coverage for occupational contingencies}}$$

Incidence rate – Total system

Incidence rate –	2018	2019	2020	2021	2022	2023
General total	3,409	3,020	2,455	2,811	2,951	2,812
Annual variation	-	-11.4%	-18.7%	14.5%	5.0%	-4.7%

Source: Own compilation based on MITES data

Similarly, the incidence rate for fatal workplace accidents is calculated to reflect the number of fatal accidents occurring during working hours per 100,000 workers covered.

- **Frequency rate.** This index relates the number of workplace accidents to the total number of hours worked by the group of workers exposed to risk. The number of hours worked is estimated based on the number of exposed workers and the average annual hours per worker, using data from the Labour Market Situation Survey (ECL) for the industry, construction and services sectors. For the agricultural sector, data from the Labour Force Survey (EPA), compiled by the National Statistics Institute (INE), is used, as this sector is not included in the ECL.

$$\text{Frequency rate} = \frac{\text{Workplace accidents} \times 1,000,000}{\text{Total number of hours actually worked}}$$

For the calculation of fatal accident frequency, the numerator is the number of fatal accidents per 100,000,000 hours worked.

$$\text{Frequency rate (fatalities)} = \frac{\text{Fatal workplace accidents} \times 100,000,000}{\text{Total number of hours actually worked}}$$

- **Severity rate.** This index compares the amount of time not worked due to workplace accidents with the total time worked by those exposed to risk. *The estimation of hours worked follows the same methodology as for the frequency rate.*

$$\text{Severity rate} = \frac{\text{Days of sick leave} \times 1,000}{\text{Total number of hours actually worked}}$$

- **Average duration of sick leave.** This metric is calculated by dividing the total number of sick leave days by the number of accidents.

$$\frac{\text{Average duration of sick leave}}{\text{of sick leave}} = \frac{\text{Days of sick leave}}{\text{Number of accidents}}$$

- **Median duration of sick leave:** This indicator represents the number of days of leave such that half of the recorded accidents with leave lasted less than or equal to that value, and the other half lasted longer. In practice, all cases are ordered from shortest to longest duration, and the value at the midpoint is selected. Unlike the average duration, the median is less sensitive to outliers or extreme cases, such as accidents resulting in exceptionally long absences. As such, it provides a more robust picture, especially in sectors where such cases are more common.

The Ministry has harmonised its methodology with European standards defined by EUROSTAT and the ILO, ensuring international comparability. **Statistical coverage includes workers registered with Social Security who are specifically covered for occupational contingencies.** As a result, certain groups – such as civil servants covered by mutual schemes (MUFACE, ISFAS and MUQEJ) or non-professional carers of dependants – are excluded.

These statistics allow workplace accidents to be segmented by multiple variables, including contract type. This makes it possible to compare various metrics and indices for workers employed through temporary employment agencies (CNAE 78 – “Employment-related activities”) and those hired directly.

3.2. Specific treatment of the TEA/CNAE 78 group in ministerial statistics

This section provides a detailed analysis of data relating to temporary employment agencies (TEAs), or alternatively, to the broader category of activities classified under CNAE 78 (Employment-related activities), as TEAs account for approximately 98% of reported accidents within this category over the study period.

Comparative table: TEA vs CNAE 78 data (MITES)

		2018	2019	2020	2021	2022	2023
TEA	No. of Accidents	18,246	19,328	15,015	19,474	20,127	17,701
CNAE 78	No. of Accidents	18,972	19,002	15,261	19,967	20,658	18,100
TEA/CNAE 78	Ratio	96.2%	n.d.	98.4%	97.5%	97.4%	97.8%

Source: Own compilation based on MITES data

Note: In 2019, the number of accidents reported for TEAs exceeds that of CNAE 78, making that year's data non-comparable.

This discrepancy arises because the Ministry provides TEA-specific data for only the following indicators:

- Workplace accidents with sick leave during working hours and *in itinere*, according to severity.

TEA	During working hours				<i>In itinere</i>			
	Total	Minor	Serious	Fatal	Total	Minor	Serious	Fatal
2018	18,246	n.d.	n.d.	4	2,042	n.d.	n.d.	11
2019	19,328	19,247	69	12	2,365	2,338	21	6
2020	15,015	14,948	59	8	1,752	1,731	15	6
2021	19,474	19,397	70	7	2,562	2,532	23	7
2022	20,127	20,049	67	11	2,732	2,710	15	7
2023	17,701	17,638	57	6	2,619	2,587	24	8

- Number of days off due to workplace accidents with sick leave, during working hours and *in itinere*, total duration by severity, average and median.

Average duration of sick leave in TEAs (days)	2018	2019	2020	2021	2022	2023
	25.0	25.7	27.3	26.6	26.7	26.0
Annual variation	-	2.8%	6.2%	-2.6%	0.4%	-2.6%

Source: Own compilation based on MITES data

- Workplace accidents with sick leave during working hours, by duration of absence and fatalities.

Workplace accidents during working hours in TEAs by duration of absence in 2023	Total	2 to 4 days	5 to 7 days	8 to 14 days	15 to 21 days	22 days to 1 month	Over 1 month to 3 months	Over 3 to 6 months	Over 6 months	Deaths
	17,701	3,729	2,211	4,421	2,043	1,633	2,625	716	317	6
Distribution	100%	21.1%	12.5%	25.0%	11.5%	9.2%	14.8%	4.0%	1.8%	0.03%

Source: Own compilation based on MITES data

Due to these limitations, it is not possible to perform a detailed breakdown of TEA-specific data across other areas covered in the general statistics, such as the type of preventive measures, risk assessment status, working time arrangements or regional and sectoral distribution, unless we assume that CNAE 78 (Employment-related activities) is composed entirely of TEA data.

If that assumption is accepted, the data provided by the Ministry of Labour and Social Economy takes on a new significance, allowing for a more comprehensive analysis of the TEA sector in terms of occupational accidents.

To provide an initial overview of CNAE 78, the following breakdown differentiates accidents with sick leave by location: during working hours and *in itinere*.

Workplace accidents with sick leave, by place and time of occurrence

CNAE 78	2018	2019	2020	2021	2022	2023
During working hours	18,762	19,002	15,261	19,967	20,658	18,100
<i>In itinere</i>	2,497	2,454	1,841	2,706	2,841	2,751
Total	21,259	21,456	17,102	22,673	23,499	20,851
Distribution of accidents during the workday	88.3%	88.6%	89.2%	88.1%	87.9%	86.8%
Distribution of accidents <i>in itinere</i>	11.7%	11.4%	10.8%	11.9%	12.1%	13.2%

Source: Own compilation based on MITES data

This activity shows a distribution in which around 90% of accidents in the sector occur during working hours, while slightly more than 10% take place during the worker's commute between their home and place of work.

The main reference variable in terms of workplace accidents is the incidence rate, which makes it possible to measure the accident rate of a sector in relative terms.

Incidence rate for CNAE 78

Incidence rate (CNAE 78)		2018	2019	2020	2021	2022	2023
CNAE 78	Accidents	18,972	19,002	15,261	19,967	20,658	18,100
	Population*	208,842	206,856	205,826	241,837	245,024	223,289
	Incidence	9,084	9,186	7,415	8,256	8,431	8,106

*Population: As no data is available on "Social Security users with specific coverage for occupational contingencies", figures have been recalculated using the incidence rate formula.

Source: Own compilation based on MITES data

This rate indicates that around 8,000 out of every 100,000 employees in the sector were involved in a workplace accident – roughly 8% of the workforce. The trend appears to be decreasing over time, suggesting improvements in workplace safety and prevention.

One of the most important indicators in the analysis of workplace accidents is their severity. The reference metrics here are the seriousness of the incident and the number of days' leave taken as a result.

Workplace accidents with sick leave during working hours, by severity

CNAE 78	2018	2019	2020	2021	2022	2023
Minor	18,681	18,920	15,191	19,888	20,576	18,037
Distribution	99.57%	99.57%	99.54%	99.60%	99.60%	99.65%
Serious	77	70	63	71	71	57
Distribution	0.41%	0.37%	0.41%	0.36%	0.34%	0.31%
Fatal	4	12	7	8	11	6
Distribution	0.02%	0.06%	0.05%	0.04%	0.05%	0.03%
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data

As for the severity of incidents, the vast majority were classified as minor, consistently accounting for over 99% of cases between 2018 and 2023. This suggests that most of these accidents are unlikely to result in long-term consequences for the workers involved. Meanwhile, serious and fatal accidents remained very low throughout the period, indicating a stable pattern in terms of accident severity in the sector.

Workplace accidents with sick leave during working hours, by average and median number of sick leave days

Average duration of sick leave in TEAs (days)	2018	2019	2020	2021	2022	2023
	25.0	25.7	27.3	26.6	26.7	26.0
Annual variation	-	2.8%	6.2%	-2.6%	0.4%	-2.6%
Median duration of sick leave in TEAs (days)	2018	2019	2020	2021	2022	2023
	11	11	12	11	12	11
Annual variation	-	0.0%	9.1%	-8.3%	9.1%	-8.3%

Source: Own compilation based on MITES data

The statistics for the average and median number of days on sick leave due to workplace accidents show a similar trend in terms of severity. Average leave ranges from 25 to 27 days, while median leave remains steady at around 11 to 12 days. This supports the idea that the vast majority of TEA-related accidents are minor.

Another key variable in the analysis of occupational accidents in the sector is recurrence, which occurs when a worker, after being medically discharged

following a workplace accident, requires a new sick leave for the same injury or illness within 180 days. This is considered a continuation of the previous episode of temporary incapacity, and the leave days from both episodes are counted together for the total duration.

Recurrences of workplace accidents with sick leave during working hours

Recurrences of workplace accidents with leave (CNAE 78)	2018	2019	2020	2021	2022	2023
Minor	504	532	444	550	565	474
Serious	2	4	2	2	3	0
Distribution of minor recurrences	99.6%	99.3%	99.6%	99.6%	99.5%	100%
Distribution of serious recurrences	0.4%	0.7%	0.4%	0.4%	0.5%	0%
Annual variation	-	5.9%	-16.8%	23.8%	2.9%	-16.5%
Total	506	536	446	552	568	474

Source: Own compilation based on MITES data

The analysis of recurrences shows that all cases involved minor injuries, with serious recurrences remaining negligible throughout the period and dropping to zero in 2023.

Another important variable is the type of contract held by the injured worker. This allows for the identification of groups most exposed to risk based on their employment status. Within the Ministry of Labour and Social Economy's classification, fixed-discontinuous contracts are included under the broader category of permanent employment.

Workplace accidents with sick leave during working hours, by type of contract

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
Permanent	440	427	898	1,195	3,893	6,843
Annual variation	-	-3%	110%	33%	226%	76%
Fixed-discontinuous	159	137	16	30	2,480	5,727
Annual variation	-	-14%	-88%	88%	8,167%	131%
Temporary	18,317	18,569	14,359	18,763	16,750	11,251
Annual variation	-	1%	-23%	31%	-11%	-33%
Not classifiable	5	6	4	9	15	6
Total	18,762	19,002	15,261	19,967	20,658	18,100
Annual variation	-	1%	-20%	31%	3%	-12%

Source: Own compilation based on MITES data

Across the period analysed, two distinct phases can be identified: between 2018 and 2021, workplace accidents were primarily associated with temporary contracts, with limited impact from permanent contracts. Secondly, from 2022 to 2023, the number of accidents among temporary workers fell by 5,499, while those involving fixed-discontinuous contracts rose by 3,247. This may suggest a potential link between temporary and fixed-discontinuous contracts following the labour market reform.

Analysing the occupation of the injured worker is key to understanding the dynamics of workplace accidents within the sector. This breakdown makes it possible to identify the most at-risk occupational groups, observe trends based on the nature of the tasks performed and define priorities for prevention policies. In the case of TEAs, this perspective is particularly relevant due to the wide variety of sectors and occupations in which they operate. It highlights the need to segment the analysis in order to better understand the risk factors associated with each occupational group.

Workplace accidents with sick leave during working hours, by occupation

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
<i>Directors and managers</i>	17	20	12	40	26	18
<i>Health and education scientific and intellectual technicians and professionals</i>	8	19	72	67	9	4
<i>Other scientific and intellectual technicians and professionals</i>	46	65	151	254	39	38
<i>Technicians; support professionals</i>	228	232	158	235	165	190
<i>Office employees who do not deal with the public</i>	120	212	190	263	299	283
<i>Office employees who deal with the public</i>	69	82	36	36	48	36
<i>Catering and trade service workers</i>	559	580	390	512	582	654
<i>Health services and personal care workers</i>	130	130	62	99	103	96
<i>Protective and security services workers</i>	40	41	4	17	16	29
<i>Skilled agricultural, livestock, forestry and fishery workers</i>	110	137	139	127	115	92
<i>Skilled construction workers (except machinery operators)</i>	127	135	77	132	95	125
<i>Skilled manufacturing industry workers (except installation and machine operators)</i>	2,220	2,197	1,795	2,235	2,206	2,176
<i>Stationary plant and machine operators, and assemblers</i>	1,604	1,636	1,040	1,536	1,595	1,716
<i>Mobile machine drivers and operators</i>	1,027	1,108	1,069	1,378	1,723	1,490
<i>Unskilled services workers (except transport)</i>	1,036	1,306	1,082	1,641	1,766	1,522
<i>Agricultural, fishing, construction, manufacturing and transport industry labourers</i>	11,421	11,102	8,984	11,395	11,871	9,631
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data

The table above provides essential information about the worker profiles with the highest number of accidents in the sector. Among the various occupational groups, particular attention should be paid to **“Agricultural, fishing, construction, manufacturing and transport industry labourers”**, as this group accounts for over 50% of all accidents in the sector throughout the entire period analysed. Other groups with high accident rates include: **“Skilled manufacturing industry workers (except installation and machine operators)”**, **“Stationary plant and machine operators, and assemblers”**, **“Unskilled services workers (except transport)”** and **“Mobile machine drivers and operators”**. These are all roles that involve tasks with direct exposure to mechanical or ergonomic risks.

Given the nature of the work carried out by TEAs, the location of the accident takes on particular importance, as workers may be assigned to multiple workplaces and unfamiliar environments.

Workplace accidents with sick leave during working hours, by accident location

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
At the usual workplace	16,985	16,927	13,273	17,068	17,684	15,937
At a different workplace	1,043	1,148	1,184	1,650	1,564	1,243
While travelling during the workday	734	927	804	1,249	1,410	920
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data

The analysis shows that the vast majority of accidents take place at the usual workplace, accounting for more than 85% of cases throughout the period. This is consistent with the context of TEAs, as workers are often integrated into fixed environments for specific timeframes. It is also notable that a considerable proportion of accidents occur at other workplaces, ranging from 7.6% to 6.9% in recent years. This may be linked to changes in worksite assignments, especially in sectors such as manufacturing, logistics or construction. Finally, accidents that occur while travelling during the workday remain stable over the period, though there was an increase in 2021 and 2022. In 2022, these cases accounted for 6.8%

of the total, possibly due to organisational or mobility-related factors during and after the pandemic.

The Ministry also provides information on the specific activity the worker was performing at the time of the accident. This perspective helps to identify which tasks carry the highest risks in such a multidisciplinary sector.

Workplace accidents with sick leave during working hours, by specific activity

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
<i>Operating machinery</i>	1,692	1,644	1,255	1,842	1,879	1,579
<i>Working with hand tools</i>	2,226	2,204	1,779	2,394	2,314	2,103
<i>Driving or riding in a vehicle or cargo-handling equipment</i>	1,134	1,221	1,254	1,687	1,692	1,102
<i>Handling objects</i>	6,780	7,283	6,024	7,375	7,403	6,786
<i>Manual transport</i>	2,851	2,698	1,844	2,424	2,698	2,297
<i>Moving</i>	3,760	3,588	2,835	3,860	4,204	3,829
<i>Being present</i>	275	287	215	307	397	363
<i>Other specific physical activity</i>	38	49	42	45	39	19
<i>No information</i>	6	28	13	33	32	22
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data

The activities with the highest number of reported accidents are those involving manual or production-related tasks, such as handling objects, physical movement, manual transport and the use of hand tools. This underlines the importance of training in prevention, especially in areas such as ergonomics, safe load handling, correct tool usage and managing worker movement within the workplace. It also highlights the role of supervisors in enforcing safety and prevention policies.

Just as knowing the specific activity being performed is important, so too is understanding how the injury occurred – specifically, the material agent that caused it.

Workplace accidents with sick leave during working hours, by form of contact

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
<i>Contact with electricity, fire, extreme temperatures or hazardous substances</i>	666	737	448	733	801	669
<i>Drowning, being buried or engulfed</i>	39	34	21	44	42	29
<i>Hitting a stationary object while moving</i>	4,157	4,405	3,589	4,649	4,841	4,437
<i>Collision with or being struck by a moving object</i>	4,021	3,975	3,274	4,424	4,794	4,329
<i>Contact with a sharp, pointed or hard material</i>	2,203	2,111	1,441	2,087	2,221	2,031
<i>Being trapped, crushed or suffering an amputation</i>	890	933	750	1,015	1,000	884
<i>Overexertion, psychological trauma, radiation, noise, etc.</i>	6,265	6,174	5,212	6,156	6,122	5,280
<i>Bites, kicks, etc. (by animals or people)</i>	102	97	67	91	119	85
<i>Heart attacks, strokes and other strictly natural causes</i>	14	13	14	11	13	12
<i>Road traffic accidents</i>	378	483	402	697	668	311
<i>Other form of contact</i>	16	23	29	29	18	9
<i>No information</i>	11	17	14	31	19	24
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data, maintaining the official order of the list.

The above table presents the evolution of accidents based on the form of contact that caused the injury. The data show that some categories are considerably more frequent than others, with the main causes being physical overexertion, impact with stationary objects during movement and collisions with moving objects. These forms of contact are closely linked to the typical tasks performed by workers in temporary employment agencies.

To continue exploring occupational risks in the sector, the next classification focuses on the type of injury sustained by the worker.

Workplace accidents with sick leave during working hours, by type of injury sustained by the worker

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
<i>Wounds and superficial injuries</i>	7,875	7,759	6,172	8,686	9,258	8,178
<i>Bone fractures</i>	1,133	1,139	989	1,197	1,116	978
<i>Dislocations, strains and sprains</i>	8,297	8,642	6,913	8,223	8,269	7,149
<i>Traumatic amputations or loss of body parts</i>	61	56	39	54	55	31
<i>Concussion and internal injuries</i>	721	709	630	895	1,055	1,117
<i>Burns, scalds and frostbite</i>	273	290	162	287	298	258
<i>Poisoning and infections</i>	31	23	23	23	21	20
<i>Drowning and suffocation</i>	10	15	3	24	11	9
<i>Effects of noise, vibration and pressure</i>	14	23	16	13	26	14
<i>Effects of extreme temperatures, light and radiation</i>	6	8	14	8	11	10
<i>Psychological injuries and traumatic shock</i>	52	61	46	93	90	58
<i>Multiple injuries</i>	134	113	115	224	252	116
<i>Heart attacks, strokes and other pathologies due to natural causes</i>	14	13	14	11	13	12
<i>Other injuries</i>	105	83	71	100	104	110
<i>No information</i>	36	68	54	129	79	40
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data, maintaining the official order of the list.

The findings are in line with the previous conclusions. Throughout the entire period, around 85% of all accidents are due to “wounds and superficial injuries” and “dislocations, sprains and strains” – both typical of physically intensive jobs. On the other hand, accidents classified as serious, such as amputations, have shown a downward trend, reaching their lowest point in 2023 with 31 recorded

cases. This suggests a strong emphasis within the sector on occupational risk prevention.

In the same vein, the Ministry also provides information on the preventive measures and risk assessments carried out by the contracting company in relation to the injured worker. The first table presents data on workplace accidents with sick leave during working hours according to the company's preventive organisation. It should be noted that a single company may have more than one type of preventive organisation, which means that the sum of the categories may exceed the total number of accidents. To resolve this issue, workers without any recorded preventive training – classified as “No preventive modality” – have been extracted from the total, and it is assumed that the remainder of the total corresponds to workers who were covered by some form of prevention.

Workplace accidents with sick leave during working hours, by type of preventive modality

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
<i>Assumed by the employer themselves</i>	103	100	51	42	49	70
<i>In-house prevention service</i>	7,239	6,785	5,590	6,798	6,835	6,338
<i>External prevention service</i>	9,290	9,612	7,601	10,681	10,670	8,943
<i>Designated workers</i>	245	159	147	272	175	377
<i>Joint prevention service</i>	7,748	7,813	5,959	7,949	8,777	7,760
<i>No preventive organisation</i>	431	381	295	372	361	313
<i>With preventive organisation</i>	97.70%	97.99%	98.07%	98.14%	98.25%	98.27%
<i>No preventive organisation</i>	2.30%	2.01%	1.93%	1.86%	1.75%	1.73%
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data

The results show that the main prevention methods used in the sector are external prevention services, joint prevention services and in-house prevention services. In addition, more than 98% of injured workers received some form of preventive support, underlining the importance placed on occupational risk prevention within the sector. The number of injured workers without access to any preventive organisation has gradually decreased over time, reaching the lowest level of the period in the most recent year (1.73%).

The second table relates to occupational risk assessments and shows how many workers in the sector who suffered an accident were working in posts where a risk assessment had been carried out.

Workplace accidents with sick leave during working hours, by occupational risk assessment status

Workplace accidents with sick leave (CNAE 78)	2018	2019	2020	2021	2022	2023
<i>With assessment</i>	14,039	14,313	11,831	15,170	16,227	15,049
<i>Without assessment</i>	4,723	4,689	3,430	4,797	4,431	3,051
<i>With assessment (%)</i>	74.83%	75.32%	77.52%	75.98%	78.55%	83.14%
<i>Without assessment (%)</i>	25.17%	24.68%	22.48%	24.02%	21.45%	16.86%
Total	18,762	19,002	15,261	19,967	20,658	18,100

Source: Own compilation based on MITES data

Here too, the trend is positive, with a growing number of jobs in the sector subject to occupational risk assessments. The data show that in more than 80% of cases, accidents occurred in roles where a prior assessment had been carried out. This supports the conclusion that the sector is making steady progress in reducing workplace accidents.

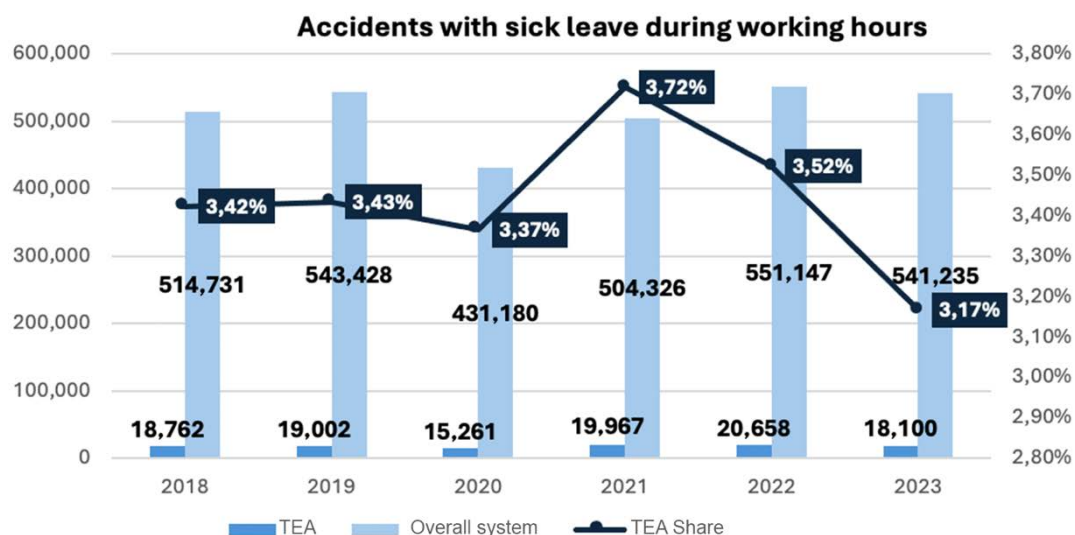
3.3. Comparison

Based on the analysis of data from the Ministry of Labour and Social Economy, it is now possible to form a clearer and more accurate picture of the sector and deliver a well-founded assessment of workplace accident rates within TEAs. The data reviewed, which has been specifically disaggregated for the sector “Employment-related activities” (CNAE 78), is also available for the other economic sectors at the two-digit CNAE level. This allows for direct and consistent comparisons across different branches of activity.

To reach more contextualised and meaningful conclusions regarding workplace accidents in the temporary employment sector, it is necessary to compare the results for CNAE 78 with the corresponding data for the overall system. This comparison helps identify whether there are any notable characteristics or significant deviations in terms of job type, form of contract, severity or the evolution of accidents within TEAs compared with the wider labour market. It provides a more complete and accurate picture of how the sector performs in relation to occupational risk prevention.

The first step is to assess the impact of TEA accident rates on the national total – that is, what proportion of all accidents in the system involve workers from this sector.

Comparison of accidents with sick leave during working hours: TEA vs overall system



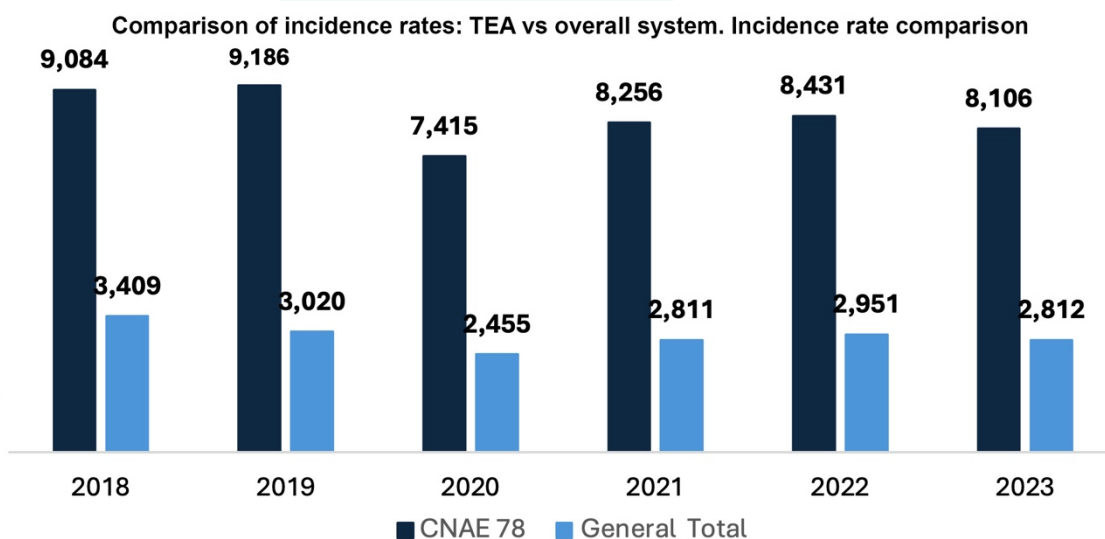
Source: Own compilation based on MITEs data

The chart shows that TEAs account for approximately 3.5% of all work-related accidents with sick leave during working hours across the period analysed. This

suggests that the sector does not represent a particularly significant share of total workplace accidents in Spain.

Looking at relative terms through the incidence rate, we find the following:

Comparison of incidence rates: TEA vs overall system

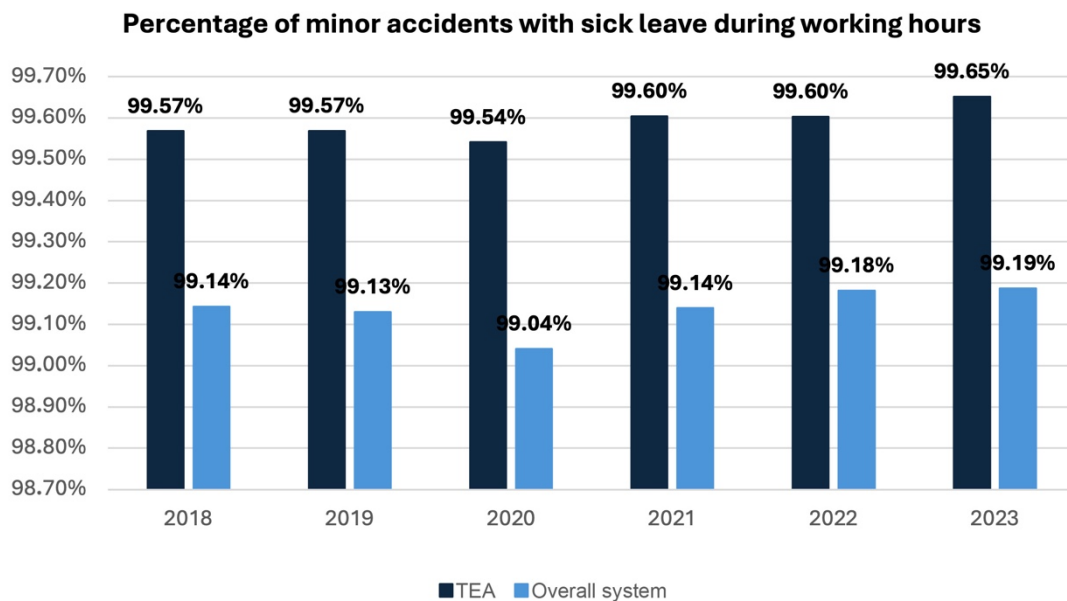


Source: Own compilation based on MITES data

In this respect, the TEA sector presents an unfavourable safety profile, with an incidence rate two to three times higher than the national average across the study period.

The next aspect to assess is the severity of the accidents, comparing the differences between TEAs and the rest of the labour market. To do so, we compare the share of minor accidents with sick leave during working hours for TEAs and the overall system.

Comparison of share of minor accidents: TEA vs overall system



Source: Own compilation based on MITES data

The comparison reveals no significant differences between the sector and the national total. In fact, workplace accidents reported by temporary employment agencies are, on average, less severe than those recorded across the system. Furthermore, serious or fatal accidents represent less than 0.5% of all accidents reported by TEAs.

As for recurrence cases, workers in the TEA sector accounted for 2.3% of all recurrence cases reported nationwide in 2023 – a year in which no serious recurrence cases were recorded in the sector.

An analysis by occupation of the injured worker also reveals similar patterns in terms of accident rates.

Ranking of occupations with the highest accident rates: TEA vs overall system

<i>Workplace accidents with sick leave during working hours (2023)</i>	<i>1st occupation with most accidents</i>	<i>2nd occupation with most accidents</i>	<i>3rd occupation with most accidents</i>
TEA	<i>Agricultural, fishing, construction, manufacturing and transport industry labourers</i>	<i>Skilled manufacturing industry workers</i>	<i>Stationary plant and machine operators, and assemblers</i>
<i>Accidents</i>	9,631 accidents	2,176 accidents	1,716 accidents
<i>% of total</i>	53.2%	12.0%	9.5%
Overall system	<i>Agricultural, fishing, construction, manufacturing and transport industry labourers</i>	<i>Skilled manufacturing industry workers</i>	<i>Skilled construction workers</i>
<i>Accidents</i>	91,464 accidents	78,227 accidents	63,744 accidents
<i>% of total</i>	16.4%	14.0%	11.4%

Source: Own compilation based on MITEs data

The similarities between the most accident-prone occupations are clear. However, in the case of TEAs, it is evident that injured workers in the group “Agricultural, fishing, construction, manufacturing and transport industry labourers” account for more than 50% of total accidents, both in 2023 and in the other years of the study. Moreover, workplace accidents with sick leave involving this occupational group within TEAs represent 10.5% of the overall system’s cases, showing a particularly high level of concentration. In contrast, at the national level, although this group also has the highest accident rate, it represents only 16.4% of the total.

Due to this initial concentration, the percentage distribution of the second- and third-ranking occupations is lower for TEAs than for the overall system, with accident cases representing just 2.8% and 2.7%, respectively.

Continuing along these lines, an analysis of placement contracts registered with the Public Employment Services (SEPE data) by TEAs, according to the occupation of the injured worker, shows the following distribution for the period 2021–2023:

Placement contracts by TEAs, by occupation of the worker

Contracts registered with the Public Employment Services (SEPE)	ABSOLUTE VALUES			Distribution by CNO (%)		
	2021	2022	2023	2021	2022	2023
TOTAL	2,304,651	3,031,480	2,324,949	100%	100%	100%
Directors and managers	1,069	1,635	1,198	0%	0%	0%
Health and education scientific and intellectual technicians and professionals	2,027	2,771	1,723	0%	0%	0%
Other scientific and intellectual technicians and professionals	101,222	150,913	133,849	4%	5%	6%
Technicians; support professionals	73,681	97,581	83,096	3%	3%	4%
Office employees who do not deal with the public	43,968	67,994	47,801	2%	2%	2%
Office employees who deal with the public	60,653	75,858	56,250	3%	3%	2%
Catering and trade service workers	214,275	304,704	243,562	9%	10%	10%
Health services and personal care workers	7,083	11,295	10,348	0%	0%	0%
Protective and security services workers	1,032	1,573	1,347	0%	0%	0%
Skilled agricultural, livestock, forestry and fishery workers	18,156	15,204	12,412	1%	1%	1%
Skilled construction workers (except machinery operators)	4,598	5,222	4,426	0%	0%	0%
Skilled manufacturing industry workers (except installation and machine operators)	144,447	171,246	111,498	6%	6%	5%
Stationary plant and machine operators, and assemblers	90,724	136,324	124,661	4%	4%	5%
Mobile machine drivers and operators	123,927	164,954	103,008	5%	5%	4%
Unskilled services workers (except transport)	155,965	238,970	172,288	7%	8%	7%
Agricultural, fishing, construction, manufacturing and transport industry labourers	1,261,731	1,585,050	1,217,397	55%	52%	52%

Source: Own compilation based on MITEs and SEPE data

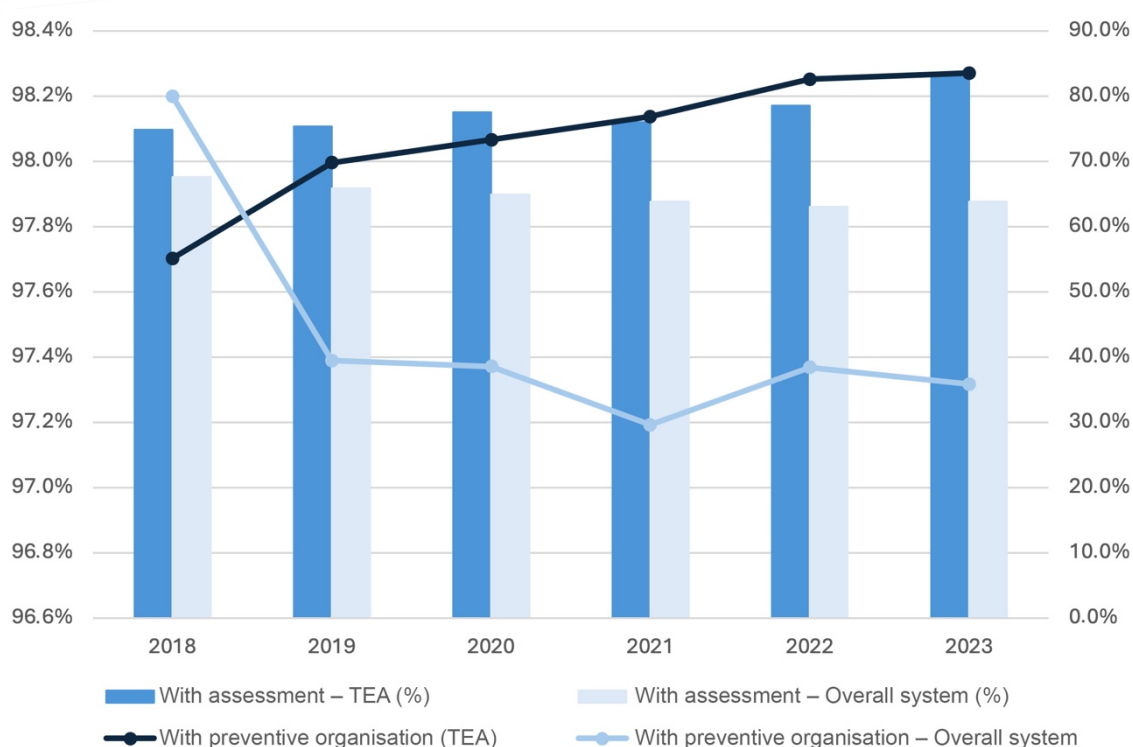
The table shows a significant difference between the occupational group “Agricultural, fishing, construction, manufacturing and transport industry

labourers” and all others, with this category accounting for more than 50% of all contracts in each year of the period.

This confirms that temporary employment agencies are the main route for hiring workers into the most accident-prone jobs. As such, workplace accident indicators, such as the incidence rate, are unlikely to perform as well as in other sectors or in the national total.

If we also consider the information provided by the Ministry regarding occupational risk prevention and assessment by sector of activity, and compare the TEA sector with the national total, the following chart emerges:

Comparison of accidents in which a risk assessment and preventive organisation existed for the position: TEA vs overall system



Source: Own compilation based on MITES data

The differences are clear when it comes to both occupational risk assessment and the existence of a preventive organisation at the time of the accident. For injured workers in posts with a preventive organisation in place (left axis and lines), the figures are quite similar. TEAs are slightly ahead, by around one percentage point, but remain very close to 100%. In contrast, the picture changes for accidents in

posts where a risk assessment had been carried out (right axis and bars). In 2018, the difference between TEAs (74.8%) and the national total (67.5%) was less than seven percentage points, but this gap has widened over time. By the latest available year, 83% of injured workers in the TEA sector had undergone a risk assessment, compared to only 64% in the national total. Over this period, the sector has made substantial efforts in risk assessment and prevention – a markedly different trend from the national total, where around 36% of workplace accidents in 2023 occurred in posts with no prior risk assessment, compared with just 17% in the case of TEAs.

3.4. Conclusions

In conclusion, based on this analysis of public data from the Ministry of Labour and Social Economy, several key insights emerge regarding the temporary employment agency (TEA) sector and its relationship with workplace accidents.

Firstly, the sector represents a relatively small share of the overall system: despite being subject to close regulatory scrutiny, TEAs account for only around **3.5% of all workplace accidents with sick leave during working hours** nationwide. However, from a relative perspective (incidence rate), the sector performs less favourably, showing rates two to three times higher throughout the period analysed.

Secondly, there are no significant differences in the **severity of accidents** compared to the system as a whole. In fact, the TEA sector registers an even higher proportion of minor accidents relative to serious and fatal ones, reinforcing its profile as a sector with low levels of severe workplace incidents.

It is also worth highlighting that the **occupational group with the highest accident rate in Spain** – agricultural, fishing, construction, manufacturing and transport industry labourers, who account for 16.4% of total accidents – is likewise the **main group employed by TEAs**, representing 52% of the sector's total contracts and 53.2% of its recorded accidents. This clearly indicates that TEAs are a widely used mechanism for recruiting into roles with the highest levels of occupational risk.

Finally, although more than half of the sector's contracts are concentrated in high-risk occupations, the TEA sector **demonstrates strong performance in risk prevention and assessment**. This underscores the existence of robust preventive structures that help mitigate the inherent risks associated with the tasks performed.

4. Workplace accidents in the temporary employment agency sector according to ANMAT data

Continuing the analysis of workplace accidents in the temporary employment agency (TEA) sector, a new and particularly valuable data source has been incorporated: the Association of Mutual Insurance Companies for Work Accidents (ANMAT). ANMAT is a non-profit organisation that has represented the mutual insurance societies collaborating with Social Security in Spain since 1986. Owing to its institutional role, it has access to reliable, detailed and up-to-date information on reported workplace accidents nationwide.

The inclusion of this source allows for a more robust study, providing disaggregated data across multiple key variables relevant to the analysis of workplace accidents. Among other things, it enables answers to fundamental questions such as: How did the accident occur? What triggered it? Which occupational groups are most prone to accidents? In which physical tasks are risks concentrated?

4.1. ANMAT as a new statistical source for analysing TEA accident data

The data provided by ANMAT offers a highly valuable resource for analysing accident trends within the TEA sector. Unlike the statistics published by the Ministry of Labour and Social Economy, ANMAT's dataset allows for the **annual analysis of workplace accidents with medical leave during working hours from 2018 to 2024**. It also offers the **added benefit of a more detailed level of disaggregation**, with classification by **three-digit CNAE codes** and the ability to filter data **by type of contract**.

This capacity to distinguish between contract types makes it possible to **separate direct temporary employment** from other forms of temporary hiring,

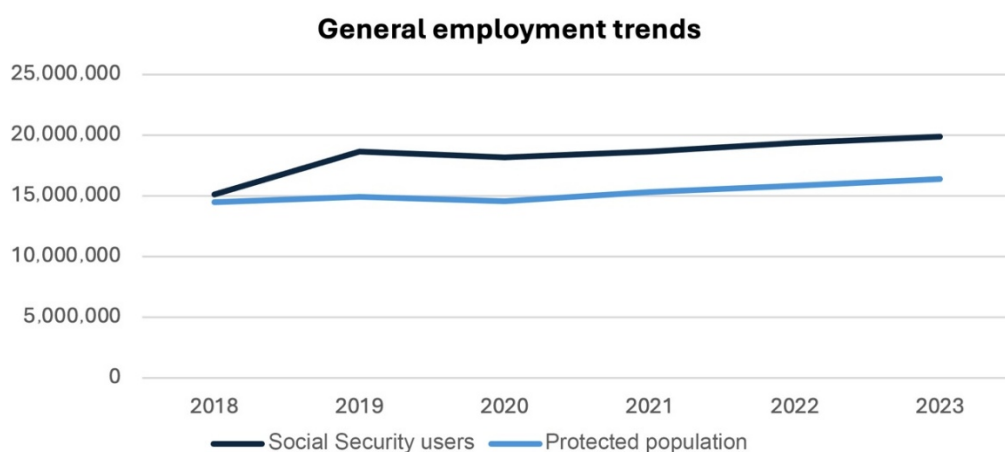
such as that carried out by TEAs. This proves particularly useful for conducting more detailed comparisons across a range of variables and drawing more specific, relevant conclusions.

Moreover, ANMAT has provided data on the **protected population** for both the TEA sector and the overall total, covering the same analysis period. This makes it possible to calculate a **specific incidence rate** for the sector and **compare it directly** with the official rates published by the Ministry. This contribution is especially valuable, given that **no specific data for the “temporary employment agency” subgroup had previously been available** to generate accident indices comparable with official sources.

However, it is worth noting a key methodological difference: the formula officially used by the Ministry of Labour to calculate the **incidence rate** uses as its denominator the variable *“Social Security users with workplace accident coverage specifically included”*. By contrast, the calculations based on ANMAT data use the **“Protected population”** as the base, which requires checking the comparability between the two metrics. The formula would therefore be as follows:

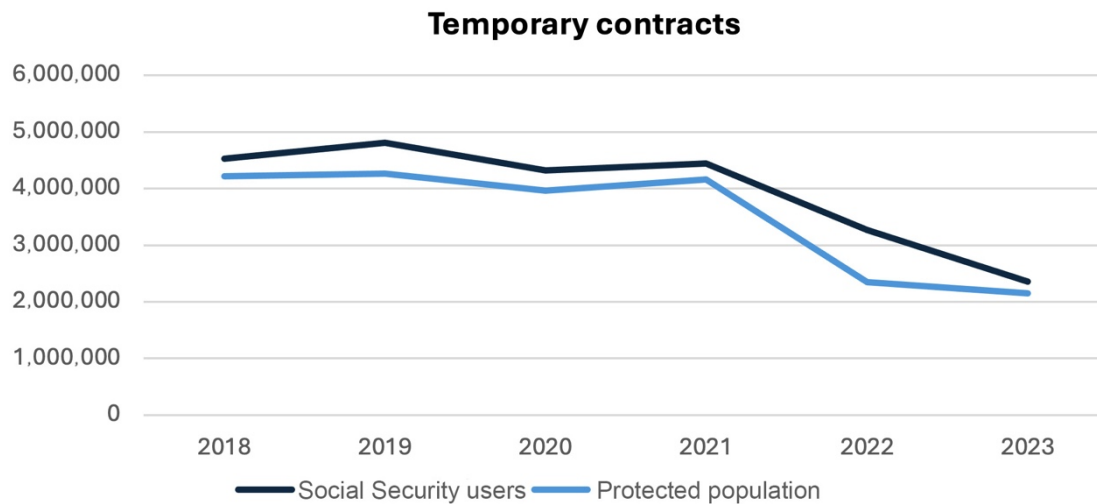
$$\text{Incidence rate} = \frac{\text{Workplace accidents} \times 100,000}{\text{Social Security users with specific coverage for occupational contingencies}}$$

To this end, a comparative analysis has been carried out between the two variables – protected population and Social Security users. First, looking at the general employment series without distinguishing by contract type, both show a **parallel trend over time**, with a **high positive correlation** ($r = 0.77$).



Source: Own compilation based on ANMAT data

When the analysis is limited to temporary contracts, the alignment between the two data series becomes even stronger, with the correlation coefficient reaching **0.96**. This confirms that both metrics follow nearly identical trends and **are therefore valid and comparable for calculating incidence rates**.



Source: Own compilation based on AMAT data

These results confirm that the protected population provides a solid and reliable foundation for calculating incidence rates in the TEA sector using the Ministry's official methodology.

4.2. Workplace accidents in the TEA sector according to AMAT

The inclusion of AMAT data in this study allows for a detailed breakdown of workplace accidents resulting in leave during working hours, classified **by the type of employment contract held by the affected worker**. The data is organised as follows:

- **Permanent:** Includes workers with permanent contracts, whether full-time, part-time or fixed-discontinuous.
- **Temporary:** Includes workers with temporary contracts, either full-time or part-time.
- **Other:** Covers contracts such as internships, the Special Regime for Artists, unreported contracts and others.

This classification makes it possible to calculate the incidence rate by contract type, enabling a direct comparison between TEA temporary employment and other forms of temporary hiring. Below is the trend in incidence rates for temporary TEA employment over the study period, calculated using the indicated formula:

TEA incidence rate calculation based on ANMAT data

Protected population – TEAs	2018	2019	2020	2021	2022	2023	2024
Permanent	16,287	16,927	15,914	17,944	67,849	78,261	82,504
Temporary	196,929	197,854	198,393	220,338	140,533	127,738	137,177
Other	4,686	3,914	913	2,405	2,099	1,612	1,473
TOTAL	217,902	218,695	215,220	240,687	210,481	207,611	221,154

Accidents – TEAs	2018	2019	2020	2021	2022	2023	2024
Permanent	403	524	475	682	3,975	7,230	7,575
Temporary	21,579	20,674	16,094	21,172	19,738	13,302	12,979
Other	25	24	6	16	24	16	20
TOTAL	22,007	21,222	16,575	21,870	23,737	20,548	20,574

Incidence rate – TEAs	2018	2019	2020	2021	2022	2023	2024
Permanent	2,474	3,096	2,985	3,801	5,859	9,238	9,181
Temporary	10,958	10,449	8,112	9,609	14,045	10,414	9,461
Other	534	613	657	665	1,143	993	1,358
TOTAL	10,099	9,704	7,701	9,086	11,278	9,897	9,303

Source: Own compilation based on ANMAT data

If we compare the results obtained from ANMAT data with those from the Ministry, both incidence rates show a very similar pattern, with a general downward trend. However, the figures for the TEA sector remain significantly higher than the national average. It is also evident that from 2022 onwards, there has been a shift within permanent employment, largely due to the increased use of fixed-discontinuous contracts.

Furthermore, within this main classification, there are numerous variables that allow for a more detailed analysis and the possibility of drawing conclusions comparable to those of the Ministry of Labour and Social Economy. The secondary variables available for each contract type are as follows:

- Severity of the accident
- Type of work schedule
- Country of origin of the injured worker
- Age range of the injured workers
- Gender of the injured worker
- Location of the accident
- Form of contact causing the accident
- Average duration of sick leave
- Occupation of the injured worker
- Protected population

Taken together, this information provides a detailed picture of the TEA sector based on a source other than the Ministry of Labour. It enables a meaningful comparison to confirm the findings outlined in the previous section, while also expanding our understanding of the sector by differentiating between contract types.

4.3. New sub-variables for analysing TEA accident rates

This section presents a selection of the variables listed above, highlighting those that can individually address key questions posed by this study.

The first variable analysed here, in line with the format used in the previous section, is the type of work schedule of the injured worker. In this case, the available data is broken down into full-time, part-time and unreported working hours.

The figures show that the vast majority of workplace accidents occurred during full-time working hours, regardless of the type of contract held by the worker. The data also reflects the impact of the labour reform, which led to the adoption of fixed-discontinuous contracts from 2022 onwards under permanent full-time employment.

Type of work schedule		2018	2019	2020	2021	2022	2023	2024
Permanent	Full-time	376	502	464	653	3,847	7,133	7,530
	Part-time	27	22	11	29	128	96	45
	Unreported	0	0	0	0	0	1	0
Temporary	Full-time	18,657	18,628	14,438	18,840	17,093	11,700	11,394
	Part-time	2,922	2,047	1,656	2,332	2,645	1,602	1,585
	Unreported	0	0	0	0	0	0	0
Other	Full-time	0	0	0	0	6	3	7
	Part-time	0	0	0	3	3	0	0
	Unreported	25	23	6	13	15	13	13
Total		22,007	21,222	16,575	21,870	23,737	20,548	20,574

Source: Own compilation based on ANIAT data

Workplace accidents with sick leave during working hours, by type of work schedule

The table above shows that full-time positions have consistently accounted for over 90% of employment in the TEA sector in recent years, with a marked decline in part-time contracts since 2018.

The next variable to be analysed is the nationality of the injured worker. For this purpose, workers are classified as either Spanish nationals or foreign nationals.

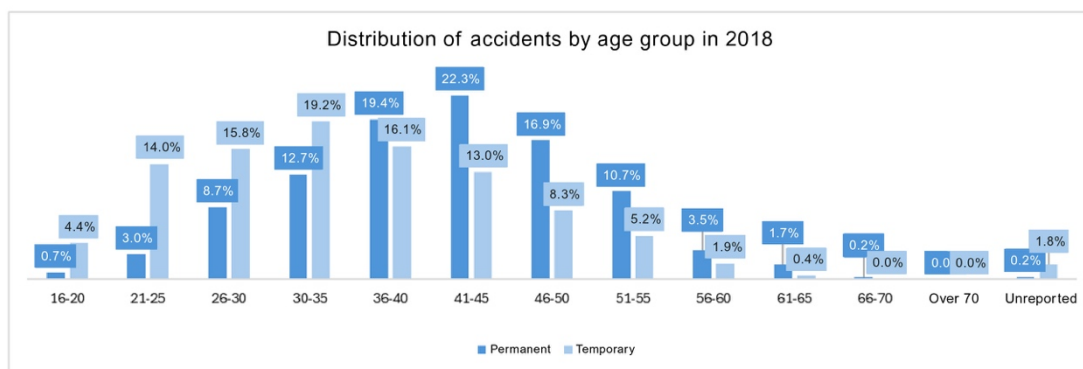
Workplace accidents with sick leave during working hours, by nationality of the injured worker

Nationality		2018		2020	2021	2022	2023	2024
Permanent	Spanish	272	410	455	658	3,126	5,539	5,532
	Foreign	131	114	20	24	849	1,691	2,043
Temporary	Spanish	18,080	16,966	13,040	17,032	15,927	10,496	9,849
	Foreign	3,499	3,708	3,054	4,140	3,811	2,806	3,130
Other	Spanish	22	24	6	16	18	15	17
	Foreign	3	0	0	0	6	1	3
Total		22,007	21,222	16,575	21,870	23,737	20,548	20,574

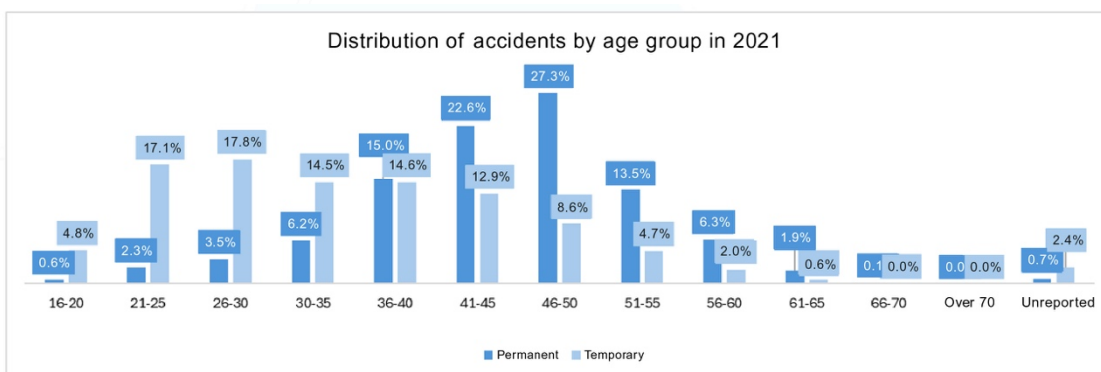
Source: Own compilation based on ANIAT data

With regard to injured workers, the impact of migration is also evident in this area. The proportion of foreign workers involved in workplace accidents increased from 16.5% of the sector in 2018 to 25.1% in 2024.

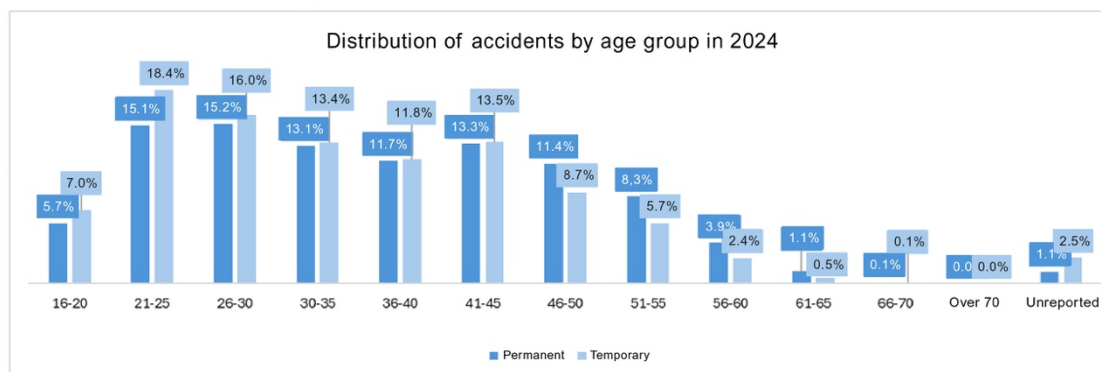
Continuing this analysis and now examining the age of the injured worker, the following comparison shows the distribution of workplace accidents by age group, in five-year intervals (from age 16 to over 70), broken down by permanent and temporary contracts. This comparison covers several selected years within the study period:



Source: Own compilation based on ANMAT data



Source: Own compilation based on ANMAT data



Source: Own compilation based on ANMAT data

In both 2018 and 2021, accidents were mainly concentrated among temporary workers aged between 36 and 50, with the highest figures observed in the 41–45 and 46–50 age brackets. In 2021, for example, 27.3% of accidents involving temporary workers were recorded in the 46–50 age group, indicating the significant weight of this age range within the productive activity of TEAs.

By contrast, in 2024 a notable shift can be observed, as the proportion of accidents among workers with permanent contracts increased substantially in younger age groups, particularly those aged between 21 and 30. This change may be linked to the impact of labour reform, which has promoted the use of fixed-discontinuous contracts as a substitute for a large share of temporary hiring.

Finally, the representation of workers aged over 55 remains very low throughout the period in terms of accident incidence under both types of employment contract. This may be explained by the lower presence of this age group in the sector, likely due to the physical demands associated with the roles typically offered.

Similarly, when analysing the trend of accidents by gender, the following distribution can be observed:

Workplace accidents with sick leave during working hours, by gender of the injured worker

Gender		2018	2019	2020	2021	2022	2023	2024
Permanent	Male	282	357	391	578	2,999	5,113	5,239
	Female	121	124	70	104	976	2,117	2,336
	Unreported	0	43	14	0	0	0	0
Temporary	Male	15,869	14,667	11,423	15,170	13,855	9,331	9,153
	Female	5,700	5,788	4,427	6,000	5,883	3,971	3,826
	Unreported	10	219	244	2	0	0	0
Other	Male	18	19	3	8	14	11	14
	Female	6	5	3	8	10	5	6
	Unreported	1	0	0	0	0	0	0
Total		22,007	21,222	16,575	21,870	23,737	20,548	20,574

Source: Own compilation based on ANMAT data

Most injured workers were men, who accounted for approximately 70% of all workplace accidents during the period, while women made up the remaining 30%.

In the next case, accidents are classified according to location: During workday, *In itinere* (commuting between the worker's home and workplace), In mission (work-related travel outside the usual workplace during working hours); and Unreported. The results are as follows:

Workplace accidents with sick leave during working hours, by location of accident

Location of the accident		2018	2019	2020	2021	2022	2023	2024
Permanent	During workday	189	179	142	301	2,716	5,397	5,538
	<i>In itinere</i>	55	68	69	90	483	864	1,057
	In mission	159	277	264	291	776	969	980
	Unreported	0	0	0	0	0	0	0
Temporary	During workday	17,253	16,716	12,880	16,354	15,077	10,327	9,668
	<i>In itinere</i>	2,884	2,398	1,784	2,663	2,522	1,792	2,087
	In mission	1,442	1,560	1,430	2,155	2,139	1,183	1,224
	Unreported	0	0	0	0	0	0	0
Other	During workday	20	18	6	13	16	12	12
	<i>In itinere</i>	3	6	0	3	5	2	5
	In mission	2	0	0	0	3	2	3
	Unreported	0	0	0	0	0	0	0
Total		22,007	21,222	16,575	21,870	23,737	20,548	20,574

Source: Own compilation based on ANMAT data

The majority of workplace accidents occurred during working hours, regardless of contract type. However, a notable feature between 2018 and 2020 is that among

permanent contracts, in mission accidents outnumbered those occurring during the workday. When contract type is not distinguished, around 75–80% of all accidents took place at the regular workplace. *In itinere* accidents accounted for roughly 13%, while in mission accidents ranged between 8% and 12%.

4.4. Forms of contact causing workplace accidents – CNO

One of the objectives of this study is to analyse how accidents involving workers in the TEA sector occur and what characteristics they present, in order to subsequently compare them with those affecting other workers.

To this end, two key variables are considered, as they are fundamental to understanding the underlying dynamics of workplace accidents.

The first variable examined is the form of contact that caused the injury in the workplace accident – in other words, the mechanism through which the worker was injured. This classification is structured into nine major typological groups, each encompassing various specific forms of contact. For example, group “1. Contact with electricity, fire, extreme temperatures or hazardous substances” and group “4. Collision with or being struck by a moving object” include multiple types of exposure. This structure allows for analysis both at a general level, by comparing broad categories, and at a more detailed level, by examining individual forms of contact.

The second key variable is the occupation of the injured worker, which helps identify the job roles with a higher propensity for accidents and, therefore, the activities considered to pose greater risk. The occupational classification is organised into groups ranging from Group A (Directors and managers) to Group P (Agricultural, fishing, construction, manufacturing and transport industry labourers). As with the previous variable, the analysis can be carried out in an aggregated form by major groups or in a more detailed way, focusing on the specific occupation of the worker involved in the accident.

Workplace accidents with sick leave during working hours, by form-of-contact group causing the injury

The table below shows the number of accidents by form-of-contact group responsible for the injury, broken down by type of contract, for the period 2018–2024:

Form-of-contact group causing the injury	Permanent contracts							Temporary contracts						
	2018	2019	2020	2021	2022	2023	2024	2018	2019	2020	2021	2022	2023	2024
1. Contact with electricity, fire, extreme temperatures or hazardous substances	3	9	5	9	101	204	220	652	823	454	757	734	441	506
2. Drowning, being buried or engulfed	1	5	0	1	7	11	6	31	31	16	37	32	20	17
3. Hitting a stationary object while moving	95	107	99	159	950	1,902	2,105	4,752	4,704	3,664	4,905	4,578	3,214	3,181
4. Collision with or being struck by a moving object	107	136	127	180	1,131	2,069	2,468	6,377	5,727	4,559	6,020	6,135	4,188	4,564
5. Contact with a sharp, pointed or hard material	16	16	7	13	320	624	616	2,097	2,117	1,445	2,070	2,062	1,351	1,201
6. Being trapped, crushed or suffering an amputation	6	7	10	14	131	223	287	879	982	758	1,105	988	651	626
7. Overexertion, psychological trauma, radiation, noise, etc.	170	242	227	288	1,297	2,162	1,817	6,590	6,096	4,640	5,478	4,966	3,336	2,796
8. Bites, kicks, etc. (by animals or people)	2	2	0	3	13	20	30	93	81	69	93	103	63	60
Heart attacks, strokes and other non-traumatic conditions	1	0	0	0	5	1	4	14	9	14	6	5	9	3
Other contact – Type of injury not coded in this classification	0	0	0	0	1	2	5	6	19	10	26	13	6	11
Unreported	2	0	0	15	19	12	17	85	83	464	674	121	23	14

Total number of accidents	403	524	475	682	3,975	7,230	7,575	21,576	20,672	16,093	21,171	19,737	13,302	12,979
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Source: Own compilation based on ANMAT data

No significant differences are observed between permanent and temporary employment in terms of the form of contact causing the accident. The most frequent form-of-contact groups in 2024 are:

Group 4: Collision with or being struck by a moving object. – 34.2%

Group 3: 3. Hitting a stationary object while moving. – 25.7%

Group 7: Overexertion, psychological trauma, radiation, noise, etc. – 22.4%

These groups have consistently remained the most prevalent throughout the entire period analysed, although variations can be observed depending on the specific job roles involved.

On the other hand, when the data is analysed at an individual level, the following ranking shows the contact mechanisms with the highest incidence:

Ranking of most common individual forms of contact – Permanent TEA contracts

Ranking by most common form of contact	Permanent contracts						
	2018	2019	2020	2021	2022	2023	2024
<i>Physical overexertion – affecting the musculoskeletal system</i>	169	237	222	284	1,277	2,114	1,793
<i>Impact as a result of a fall</i>	70	79	64	108	569	1,085	1,251
<i>Collision or impact caused by a falling or detached object</i>	24	26	28	47	324	670	717
<i>Impact from tripping or colliding with a stationary object</i>	22	28	32	47	313	668	702
<i>Collision or impact with a moving object, including vehicles (worker stationary)</i>	44	48	54	82	304	500	607
<i>Collision with an object, vehicle or person (worker in motion)</i>	21	31	26	28	264	461	497
<i>Contact with a sharp “material agent” (knife or blade)</i>	11	12	4	3	216	405	450
<i>Collision or impact caused by a swinging object</i>	12	17	17	17	122	227	302
<i>Collision or impact with projected objects or fragments</i>	2	11	2	4	89	144	280

<i>Other contact – known injury type from group 30 not listed above</i>	3	0	3	4	68	149	152
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Source: Own compilation based on ANMAT data

Ranking of most common individual forms of contact – Temporary TEA contracts

Ranking by most common form of contact	Temporary contracts						
	2018	2019	2020	2021	2022	2023	2024
<i>Physical overexertion – affecting the musculoskeletal system</i>	6,495	5,971	4,551	5,361	4,888	3,293	2,753
<i>Impact as a result of a fall</i>	2,613	2,466	1,980	2,589	2,665	1,851	1,799
<i>Collision or impact caused by a falling or detached object</i>	1,696	1,655	1,349	1,752	1,892	1,118	1,279
<i>Impact from tripping or colliding with a stationary object</i>	1,618	1,760	1,337	1,812	1,521	1,142	1,156
<i>Collision with an object, vehicle or person (worker in motion)</i>	1,117	1,111	874	1,135	1,404	1,028	1,030
<i>Collision or impact with a moving object, including vehicles (worker stationary)</i>	2,095	1,667	1,259	1,691	1,452	953	930
<i>Contact with a sharp “material agent” (knife or blade)</i>	1,374	1,409	1,027	1,432	1,461	909	891
<i>Collision or impact with projected objects or fragments</i>	515	505	461	604	498	390	699
<i>Collision or impact caused by a swinging object</i>	558	507	401	533	638	558	487
<i>Trapped or crushed – in between</i>	399	466	357	565	462	306	260

Source: Own compilation based on ANMAT data

The tables show the evolution of the ten most common individual forms of contact leading to workplace accidents resulting in sick leave in the sector. For both contract types, **physical overexertion affecting the musculoskeletal system** remains the leading cause of accidents in temporary employment agencies.

Other common forms of contact across both types of contracts are linked to physical and industrial work environments, where workers must remain in constant motion within highly dynamic – or even “chaotic” – settings. These include:

- Impacts with or against objects as a result of a fall.
- Collisions or impacts caused by falling or detached objects.

- Collisions with objects, vehicles or people, whether the worker is moving or stationary.

Other frequent forms of contact, such as accidents involving sharp objects or injuries caused by projected fragments, have remained at stable levels across both contract types.

This analysis confirms that, regardless of contract type, activities involving physical effort, object handling and movement within dynamic environments are the main causes of accidents in the sector. While it is essential to continue progressing in occupational risk prevention, it must also be recognised that these causes carry a structural component of inherent risk linked to the nature of the work itself. These risks are often difficult to eliminate entirely and, as defined by the Ministry of Health and Social Protection, a workplace accident is “any sudden event arising from work” – that is, an accident.

With regard to the occupation of the injured worker, the following table shows the evolution of workplace accidents by contract type and occupational group for the period 2021–2024.

Workplace accidents with sick leave during working hours, by occupational group of the injured worker

Occupation group of the injured worker	Permanent contracts				Temporary contracts			
	2021	2022	2023	2024	2021	2022	2023	2024
<i>A Directors and managers</i>	6	10	12	3	41	21	9	10
<i>B Health and education scientific and intellectual technicians and professionals</i>	0	0	0	0	86	10	5	5
<i>C Other scientific and intellectual technicians and professionals</i>	5	8	18	14	281	47	43	33
<i>D Technicians; support professionals</i>	15	25	60	53	250	218	184	165
<i>E Office employees who do not deal with the public</i>	8	120	154	140	265	229	214	188
<i>F Office employees who deal with the public</i>	14	46	55	49	112	109	77	93
<i>G Catering and trade service workers</i>	3	165	317	481	574	529	454	625
<i>H Health services and personal care workers</i>	6	15	31	32	48	45	45	27
<i>I Protective and security services workers</i>	4	7	8	4	1	3	2	6
<i>J Skilled agricultural, livestock, forestry and fishery workers</i>	5	40	55	75	129	77	38	49
<i>K Skilled construction workers, except machinery operators</i>	5	12	36	30	125	79	89	82
<i>L Skilled manufacturing industry workers, except installation and machine operators</i>	3	242	753	727	2,355	2,140	1,617	1,700
<i>M Stationary plant and machine operators, and assemblers</i>	8	180	528	540	1,738	1,627	1,280	1,273
<i>N Mobile machine drivers and operators</i>	143	620	753	772	1,152	1,297	841	787
<i>O Unskilled services workers (except transport)</i>	35	416	680	693	1,358	1,494	1,019	922
<i>P Agricultural, fishing, construction, manufacturing and transport industry labourers</i>	422	2,069	3,770	3,962	12,657	11,813	7,385	7,014
Total	682	3975	7230	7575	21172	19738	13302	12979

Source: Own compilation based on ANIAT data

Regardless of contract type, one occupational profile shows a clear trend towards higher accident rates in the sector: group P (agricultural, fishing, construction, manufacturing and transport industry labourers). This corresponds closely with the main forms of contact leading to accidents, as workers in these sectors typically carry out highly physical tasks in fast-paced environments.

Other occupations with high accident rates include:

- **Skilled manufacturing industry workers, except installation and machine operators.**
- **Stationary plant and machine operators, and assemblers.**
- **Unskilled services workers (except transport).**

In these cases too, the link with the most common form of contact is evident. By contrast, occupations with the lowest accident rates in the sector are those associated with analytical, skilled or specialised roles, such as:

- Directors and managers
- Scientific and intellectual technicians and professionals
- Protective and security services workers
- Health services and personal care workers

As in the previous analysis, and continuing the investigation based on the occupation of the injured worker but from a more individual perspective, the following rankings show the occupations with the highest number of accidents in the sector by contract type, ordered by the most recent year available:

Ranking by most common individual occupation – Permanent TEA contracts

Occupation groups of injured workers	Permanent employment			
	2021	2022	2023	2024
97 Manufacturing industries labourers	21	772	1,740	1,827
98 Transport, loading and stocking labourers	394	871	1,261	1,237
95 Agrarian, forestry and fishery labourers	7	424	761	896
83 Locomotive engine drivers, agricultural machine and mobile heavy equipment operators, and seamen	77	316	485	523
81 Stationary plant and machine operators	6	135	397	444
51 Wage-earning workers in catering services	2	123	215	390
77 Food, beverage and tobacco industry workers	1	119	381	347
94 Urban garbage workers, street vendors and other elementary services occupations	14	265	332	341
92 Other cleaning workers	19	120	254	269
78 Woodworking, textile, garment, fur, leather, footwear and other trades workers	1	68	204	255

Source: Own compilation based on ANMAT data

Ranking by most common individual occupation – Temporary TEA contracts

Occupation groups of injured workers	Permanent employment			
	2021	2022	2023	2024
97 Manufacturing industries labourers	8,853	8,555	5,258	5,055
98 Transport, loading and stocking labourers	2,017	2,251	1,505	1,389
81 Stationary plant and machine operators	1,375	1,285	1,086	1,078
77 Food, beverage and tobacco industry workers	1,107	980	690	836
94 Urban garbage workers, street vendors and other elementary services occupations	1,044	1,075	630	577
95 Agrarian, forestry and fishery labourers	1,761	986	507	553
78 Woodworking, textile, garment, fur, leather, footwear and other trades workers	561	587	487	471
83 Locomotive engine drivers, agricultural machine and mobile heavy equipment operators, and seamen	743	718	475	470
51 Wage-earning workers in catering services	111	310	305	463
84 City or road transport vehicle drivers	409	579	366	317

Source: Own compilation based on ANIAT data

The tables break down accidents by the individual occupational groups of injured workers, according to contract type. In both contract types, a clear occupational profile once again stands out with a significantly higher share of accidents: occupation CNO 97 (Manufacturing industries labourers).

Other frequently occurring occupations in both forms of employment include those classified, according to the CNO occupational table, as labourers, operators or machine drivers:

- 98. Transport, loading and stocking labourers.
- 95. Agrarian, forestry and fishing labourers.
- 81. Stationary plant and machine operators.
- 83. Locomotive engine drivers, agricultural machine and mobile heavy equipment operators, and seamen.

This information provides insight into how accidents occur and which occupational profiles are most affected within the TEA sector. The data show that, regardless of contract type, accidents are concentrated in manual and operational occupations (labourers, operators or machine drivers), and that the most common causes are related to physical overexertion, impacts with stationary or moving objects, and load handling.

4.5. Severity and duration of sick leave

Another objective of this research is to understand the consequences of these accidents in terms of their severity and the duration of sick leave, in order to compare the situation of temporary TEA workers with that of other workers.

The first variable analysed in this section is the severity of workplace accidents. Severity is classified as follows:

- Minor: Accidents where injuries are not expected to result in long-term effects.
- Serious (including very serious): Accidents that may cause lasting effects, whether more or less disabling.
- Fatal: Accidents resulting in the worker's death.

The following table presents accidents by contract type and severity for the period 2018 to 2024.

Workplace accidents with sick leave during working hours, by severity of the accident

Severity of the accident		2018	2019	2020	2021	2022	2023	2024
Permanent	Minor	402	524	470	679	3,962	7,209	7,562
	Serious	1	0	5	0	11	15	11
	Fatal	0	0	0	3	2	6	2
Temporary	Minor	21,487	20,579	16,015	21,083	19,652	13,242	12,948
	Serious	81	79	68	79	74	54	26
	Fatal	11	16	11	10	12	6	5
Other	Minor	24	24	6	16	24	16	20
	Serious	0	0	0	0	0	0	0
	Fatal	1	0	0	0	0	0	0
Total		22,007	21,222	16,575	21,870	23,737	20,548	20,574

Source: Own compilation based on ANAT data

The sector shows a sharp contrast between the number of minor accidents and those classified as serious or fatal, with minor accidents accounting for more than 99.5% of cases throughout the period – a positive indicator in terms of severity. At the same time, the sector records low mortality, with fatal accidents decreasing steadily over the study period, from an average of 12 per year to 7 in 2024.

Another notable point is that there is no significant difference in mortality by contract type, with variation only emerging from 2022 onwards, following labour reform and the introduction of the fixed-discontinuous contract model.

The second variable examined is the average number of days of sick leave, which represents the mean number of days a worker is absent from work due to temporary incapacity resulting from a workplace accident. It is calculated as the

total number of days off work divided by the total number of accidents with leave.

The duration of sick leave is positively correlated with the severity of the accident – in other words, the more serious the accident, the longer the worker is likely to be off work. As such, this variable serves as an indicator for assessing the average severity of accidents in the sector.

The following table shows the trend in average days of leave, broken down by contract type, for the period 2018–2024.

Workplace accidents with sick leave during working hours, by average days of leave

Average days of leave	2018	2019	2020	2021	2022	2023	2024
Permanent	34	36	50	43	36	39	24
Temporary	29	30	30	30	31	28	22
Other	17	14	40	21	39	24	16

Source: Own compilation based on ANIAT data

In this case, clear differences can be seen between contract types. Workers on permanent contracts consistently show higher average days of leave, particularly in 2020 and 2021. However, following these peaks, the trend shows a significant decline, reaching an average of 24 days.

Among temporary contract workers, the number of leave days remains more stable throughout the period, although it drops sharply after 2022, reaching a low of 22 days in 2024.

This analysis of average sick leave days highlights structural differences in absence duration depending on the worker's contractual status. It also complements the accident data by adding a temporal dimension to the impact of incidents across different contract types.

On the one hand, analysing workplace accidents in the TEA sector in terms of accident severity and duration of sick leave provides a sound understanding of

the actual consequences for workers. Firstly, the high proportion of minor accidents (over 99.5% throughout the 2018–2024 period) shows that the impact in terms of severity is limited. The low incidence of serious or fatal accidents, along with the downward trend in fatal cases, suggests a certain level of effectiveness in the prevention system, at least in limiting the most severe outcomes.

On the other hand, the average days of leave variable adds a time-based perspective, showing not only how many accidents occur, but also how long they affect the worker. Despite differences by contract type, the most recent years analysed reveal a gradual convergence between the two, which may indicate a shift in the pattern of average severity.

Overall, these findings suggest that although workplace accidents in the TEA sector are frequent, they generally result in minor consequences. Moreover, the duration of sick leave has been closely linked to contract type – at least until 2024, when significant differences are no longer evident. This may be due to the effects of labour reform, a general reduction in accident severity in the sector or other factors related to the broader employment context in which recovery occurs.

5. Comparison: Accident rates in temporary employment agencies vs direct employment

5.1. Based on occupational classification

The number of workplace accidents resulting in sick leave **by occupational classification** stands at 21,172 for temporary employment agency (TEA) placements, accounting for 11.7% of the total accidents reported among workers directly hired by companies (181,643). The data from 2023 are used for comparison purposes.

The three occupations with the highest number of accidents among directly hired temporary workers are: Unskilled services workers (except transport), Agricultural, fishing, construction, manufacturing and transport industry labourers, and Health services and personal care workers.

The two occupations where the number of accidents among TEA workers is particularly high – and exceeds the average proportion observed in direct temporary hires – are: Plant operators and assemblers, and Labourers.

Reference year	TEA 2023	Direct employment 2023
A Directors and managers	9	47
B Health and education scientific and intellectual technicians and professionals	5	4,869
C Other scientific and intellectual technicians and professionals	43	772
D Technicians; support professionals	184	4,451
E Office employees who do not deal with the public	214	1,815
F Office employees who deal with the public	77	732
Q Catering and trade service workers	454	5,358
H Health services and personal care workers	45	11,201
I Protective and security services workers	2	842
J Skilled agricultural, livestock, forestry and fishery workers	38	1,903
R Skilled construction workers, except machinery operators	89	6,077
L Skilled manufacturing industry workers, except installation and machine operators	1,617	6,286
M Stationary plant and machine operators, and assemblers	1,280	2,443
N Mobile machine drivers and operators	841	3,517
O Unskilled services workers (except transport)	1,019	12,199
P Agricultural, fishing, construction, manufacturing and transport industry labourers	7,385	12,123

Source: Own compilation based on ANIAT data

This indicates that the accident rate is largely driven by the occupational risk of the activity itself – that is, the higher inherent risk associated with certain tasks. This occurs regardless of the TEA's role in management or prevention. It should be noted that TEAs primarily supply workers for occupational segments specifically requested by client companies. Moreover, accident figures in TEA placements remain lower than those reported for direct employment.

5.2. Based on the form of contact

The number of workplace accidents resulting in sick leave by **form of contact** stands at 13,302 for TEA placements, accounting for 18.4% of the total accidents

reported among workers directly hired by companies (72,291). The data from 2023 are used for comparison purposes.

Among TEA placements, 31.5% of accidents were caused by collisions or impacts with a moving object – a significantly higher proportion than the 14.7% observed in direct temporary employment contracts.

The second and third most common forms of contact were impacts against a stationary object and overexertion. These were more prevalent among directly hired workers than those placed via TEAs.

	TEA	Direct employment
Reference year	2023	2023
1. Contact with electricity, fire, extreme temperatures or hazardous substances	3.32%	6.13%
2. Drowning, being buried or engulfed	0.15%	0.16%
3. Hitting a stationary object while moving	24.16%	28.94%
4. Collision with or being struck by a moving object	31.48%	14.68%
5. Contact with a sharp, pointed or hard material	10.16%	9.16%
6. Being trapped, crushed or suffering an amputation	4.89%	3.83%
7. Overexertion, psychological trauma, radiation, noise, etc.	25.08%	33.49%
8. Bites, kicks, etc. (by animals or people)	0.47%	2.63%
9. Heart attacks, strokes and other non-traumatic conditions	0.07%	0.18%
10. Other contact – Type of injury not coded in this classification	0.05%	0.26%
11. Unreported	0.17%	0.54%

Source: Own compilation based on ANMAT data

5.3. Based on accident severity

Using 2023 as the reference year for comparison, it is clear that both TEA placements and direct employment follow a very similar pattern: minor cases are predominant across both permanent and temporary contracts.

Source	TEA (ANMAT)						Direct employment (Ministry)					
Type of contract	Permanent			Temporary			Permanent			Temporary		
Modality	Minor	Serious	Fatal	Minor	Serious	Fatal	Minor	Serious	Fatal	Minor	Serious	Fatal
2018	99.75%	0.25%	0%	99.57%	0.38%	0.05%	-	-	-	-	-	-
2019	100%	0%	0%	99.54%	0.38%	0.08%	99.25%	0.65%	0.09%	99.19%	0.72%	0.09%
2020	98.95%	1.05%	0%	99.51%	0.42%	0.07%	99.18%	0.67%	0.15%	99.13%	0.75%	0.12%
2021	99.56%	0%	0.44%	99.58%	0.37%	0.05%	99.25%	0.63%	0.12%	99.24%	0.67%	0.09%
2022	99.67%	0.28%	0.05%	99.56%	0.37%	0.06%	99.24%	0.63%	0.13%	99.37%	0.52%	0.10%

2023	99.71%	0.21%	0.08%	99.55%	0.41%	0.05%	99.26%	0.63%	0.11%	99.47%	0.47%	0.06%
2024	99.83%	0.15%	0.03%	99.76%	0.20%	0.04%	-	-	-	-	-	-

Source: Own compilation based on ANMAT and Ministry data

5.4. Based on the number of days of sick leave caused by the accident

The median number of leave days represents the midpoint of all reported cases. According to the data, the median is 11 days for TEA contracts and 14–15 days for direct employment. In terms of average leave duration, workers employed directly take more days off than those hired through TEAs.

The 2023 data show that average leave spans roughly one calendar month, with permanent TEA contracts recording the highest average at 38.9 days. By contrast, temporary TEA contracts show a lower average of 28.2 days. This results in a total average of 28.6 days of leave for TEA workers, according to ANMAT. According to Ministry data, the average for TEA contracts is slightly lower, at 26 days.

Meanwhile, direct employment is associated with longer leave periods – 39.9 days on average according to ANMAT, and 35.2 days according to the Ministry – both significantly higher than for TEA placements. In the case of direct temporary contracts, the average number of leave days is 32.7 – 6.7 days more than the TEA average.

Average	TEA				
	Ministry		ANMAT		
	CNAE 78	TEA	Total	Permanent	Temporary
2018	24.9	25.0	28.7	33.5	28.6
2019	25.4	25.7	30.4	36.4	30.3
2020	27.2	27.3	30.7	50.5	30.2
2021	26.8	26.6	30.4	42.9	30.0
2022	26.8	26.7	31.9	35.5	31.2
2023	26.1	26.0	28.6	38.9	28.2
2024	:	:	22.8	24.0	22.1

Average	Direct temporary		
	Ministry		ANMAT
	Total	Temporary	Total
2018	31.4	30.1	37.1
2019	32.7	30.7	39.6
2020	35	32.3	42.2
2021	34.2	31.6	41.8
2022	33.1	29.4	41.4
2023	35.2	32.7	39.9
2024	:	:	30.4

Median	Ministry	
	CNAE 78	TEA
2018	11	11
2019	12	11
2020	12	12

Median	Ministry	
	Total	Temporary
2018	14	13
2019	15	13
2020	15	15

2021	11	11
2022	12	12
2023	11	11

2021	15	14
2022	14	12
2023	15	14

6. Conclusions

As a general conclusion, the incidence rate in the temporary employment agency (TEA) sector (classified under CNAE 78), calculated using the standard formula based on workers (rather than contracts), indicates that 8% of workers suffer minor accidents, with an average of 26 days (median of 11 days) of sick leave.

This rate clearly exceeds the overall average for all employment contracts in the system (3%), due to the effect of the denominator being based on individuals rather than contracts. However, the index changes significantly when adjusted using a denominator based on contracts, which better reflects the typical operations of the sector.

The study shows that the TEA sector is negatively impacted by the nature of the tasks it is contracted for – specifically, those involving higher accident risk. This highlights a clear transfer of potential accident risk from companies to TEAs, which are required to apply especially rigorous prevention protocols.

The TEA sector has made considerable efforts in risk assessment and prevention: 83% of workers who suffered an accident through a TEA placement had undergone a risk assessment, compared to 64% nationally.

Furthermore, even when measured in terms of individuals, the proportion of accidents involving TEA workers represents only around 3.5% of the total number of workplace accidents with sick leave during working hours throughout the period. This suggests that the sector does not represent a particularly significant share of total workplace accidents in Spain.

Additional key conclusions:

- The methodological improvements introduced by the INSST from 2021 onwards have provided a more robust and consistent foundation for analysing the phenomenon. Adopting the placement contract as the unit

of analysis, and relying exclusively on final annual data, represents a technical improvement that strengthens the reliability of the resulting indicators. This new approach enables a more accurate assessment of risk exposure levels among assigned workers, which is highly relevant for guiding prevention measures, labour inspections and training planning.

- Historically, workplace accidents have been more common in temporary contracts (94% up to 2021), although this trend has now extended to permanent contracts as well. Between 2022 and 2023, the number of accidents in temporary contracts fell by 5,499, while accidents in fixed-discontinuous contracts increased by 3,247. This suggests a possible connection between temporary contracts and the shift towards fixed-discontinuous contracts following the labour reform.
- Analysing the occupation of the injured worker is key to understanding the dynamics of workplace accidents within the sector. Among the various occupational groups, particular attention should be paid to “Agricultural, fishing, construction, manufacturing and transport industry labourers”, as this group accounts for over 50% of all accidents in the sector throughout the entire period analysed.
- In terms of forms of contact, the analysis reveals that certain categories occur significantly more often than others, with the main causes being physical overexertion, impacts against stationary objects while the worker is in motion and collisions with moving objects. These forms of contact are closely associated with the most common tasks performed by TEA workers.
- All of these conclusions are based on official sources and are further supported by data from ANMAT.

A key takeaway is the crucial role of ANMAT data in enabling a meaningful comparison of accident rates between workers placed by TEAs and those hired directly under temporary contracts.

7. Recommendations

As a general recommendation, efforts should be made to harmonise statistical sources across SEPE, SIQETT and MITES to allow for the proper integration of the fixed-discontinuous contract category and a clear distinction between direct temporary employment and TEA-managed placements.

Specific recommendations include:

First, incorporate data from mutual insurance associations (AMAT) to allow for deeper, more detailed and robust analyses.

Second, consider introducing a complementary incidence rate for workplace accidents in the TEA sector alongside the standard metric. As proposed in the next section, this new index would be based on initial contract registrations recorded by SEPE, providing a more accurate comparison between TEA-managed and directly hired temporary employment.

Third, avoid stigmatising the TEA sector as one that neglects accident prevention protocols or disproportionately contributes to high accident rates. The findings clearly indicate that accident incidence is consistently higher in direct temporary contracts than in those managed by TEAs. In some years, this difference exceeds twice the rate recorded by TEAs.

8. Methodological proposal: A new approach to calculating the incidence rate and reflecting on labour relations

This report presents an in-depth analysis of workplace accident data using various databases available to CEPREDE, notably those from the National Institute for Safety and Health at Work (INSSST), the Ministry of Labour and Social Economy (MITES) and the Association of Mutual Insurance Companies for Work Accidents (AMAT). Based on this analysis, a new methodological approach is proposed to develop a complementary incidence rate that more accurately reflects the actual situation regarding workplace accidents in the temporary employment agency (TEA) sector.

Using the methodology adopted by the INSSST as a reference, a more accurate way to assess the incidence rate in the case of TEAs is through the analysis of effective employment relationships, understood as placement contracts (PCs), or temporary assignments agreed with user companies. In the specific context of TEAs, these employment relationships have a distinctive feature: the same worker may enter into multiple fixed-term contracts with different user companies, resulting in repeated exposure to risk within a defined period.

This reasoning is based on the understanding that each new assignment to a user company represents a new risk scenario, since the working environment, tasks performed, equipment used and safety conditions can vary significantly between assignments and occupations. Therefore, it is not sufficient to simply count Social Security-registered workers or individual contracts. Rather, the total number of assignments should be considered a more accurate indicator of actual exposure to occupational risk. This approach is aligned with a more precise

understanding of the concept of “occupational risk exposure”, which is key to studying accident rates in the context of temporary employment.

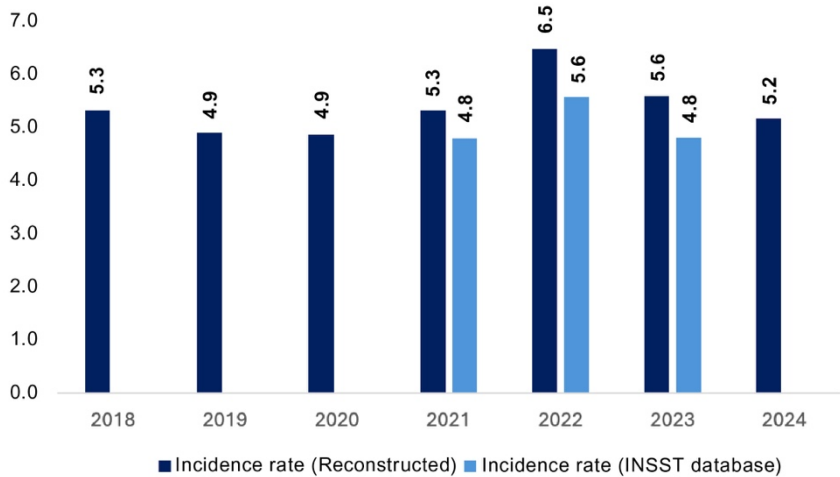
Since 2021, the INSST has revised the calculation method for the incidence rate of workplace accidents among TEA workers. Instead of calculating the number of accidents per 100,000 Social Security-registered workers, as was done under the traditional (monthly) methodology, the new approach measures the incidence per 1,000 employment relationships – in other words, per 1,000 PCs formalised. This change has significant statistical implications, already discussed in earlier sections of this report – particularly regarding consistency across data sources and the risk of duplications in registration records.

The previous method, based on worker headcount, failed to capture how frequently TEA workers are exposed to new working conditions. The new PC-based approach improves the representation of real activity in the sector, although it still presents some limitations unless supported by robust data consolidation and assignment traceability.

Thanks to the information provided by ANMAT and databases from the Ministry of Labour, it has been possible to reconstruct the historical time series of the incidence rate calculated per 1,000 employment relationships (PCs) from 2018 to 2024. This reconstruction used consolidated data on placement contracts provided by MITES, along with workplace accident records from ANMAT. The resulting series offers a consistent and stable timeline, providing a solid basis for year-on-year comparisons, trend analysis and, above all, improvements in the quality of accident rate assessments for the TEA sector.

As shown in the following chart, the use of a new consolidated database (combining accident data from ANMAT with employment relationship data based on PCs provided by MITES) marks a significant shift in the trend of the workplace accident incidence rate for TEAs. This change becomes particularly clear from 2022 onwards – the year the labour reform came into effect.

Comparison of the incidence rate trend using the INSST methodology vs the newly reconstructed rate. Own compilation based on ANMAT data and consolidated PC data from 2018–2024



Source: Own compilation based on MITEs, ANMAT and INSST data

Number of accidents and employment relationships according to INSST methodology

	Annual accidents	Employment relationships
2021	19,474	4,067,093
2022	20,127	3,614,852
2023	17,701	3,682,582

Source: Own compilation based on INSST data

Number of accidents and employment relationships according to ANMAT methodology and consolidated PCs (MITEs)

Annual accidents	Employment relationships
------------------	--------------------------

2021	21,870	4,119,203
2022	23,737	3,666,128
2023	20,548	3,682,582

Source: Own compilation based on ANMAT and MITES data

As can be seen, despite the spike in the accident rate per 1,000 PCs in 2022 – coinciding with the implementation of the labour reform – this rate has started to decline progressively in the following years. This trend must be interpreted in the context of the regulatory and statistical changes brought about by the reform, particularly in relation to contract types within TEAs.

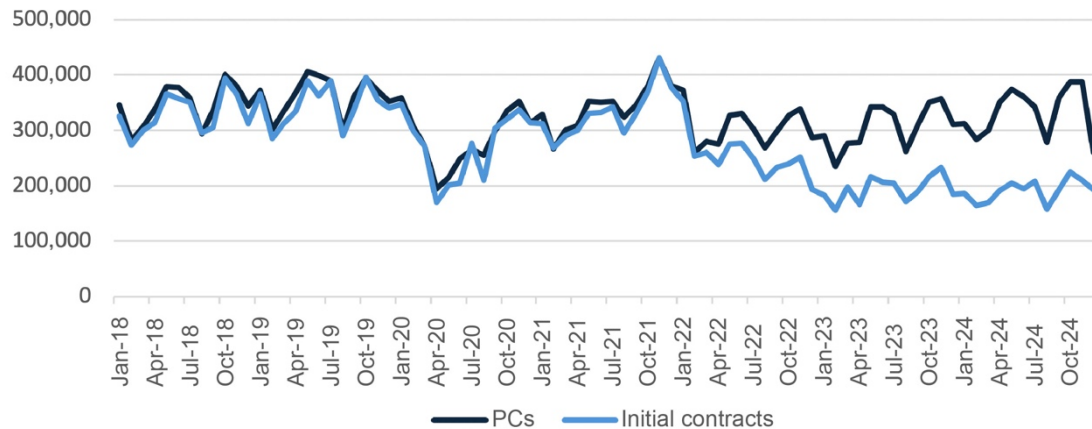
The labour reform, enacted by Royal Decree-Law 32/2021 of 28 December, introduced major changes to Spain's contracting framework, with a strong emphasis on temporary employment. For TEAs, the reform notably encouraged the adoption of fixed-discontinuous contracts as an alternative to traditional temporary contracts, with the aim of reducing turnover and promoting greater job stability.

Although legally considered a permanent contract, the fixed-discontinuous contract effectively allows for temporary production needs to be met through successive call-ups. In the case of TEAs, these are formalised as temporary placement contracts. This dual nature has led to discrepancies between different statistical sources:

- For SEPE, the fixed-discontinuous contract is recorded as an initial permanent contract, without registering subsequent call-ups.
- For SIQETT (the Information Management System for Temporary Employment Agencies), which provides data for MITES, only the PCs associated with each call-up are recorded, allowing for a clearer picture of the actual temporary nature of fixed-discontinuous contracts.

A comparative analysis of the evolution of initial hiring and placement contracts reveals a consistent trend up until 2021. From 2022 onwards, the two series begin to diverge significantly, highlighting a statistical gap that had not previously been observed. This divergence can be explained, as previously noted, by the widespread adoption of the fixed-discontinuous contract as a frequently requested hiring method from TEAs.

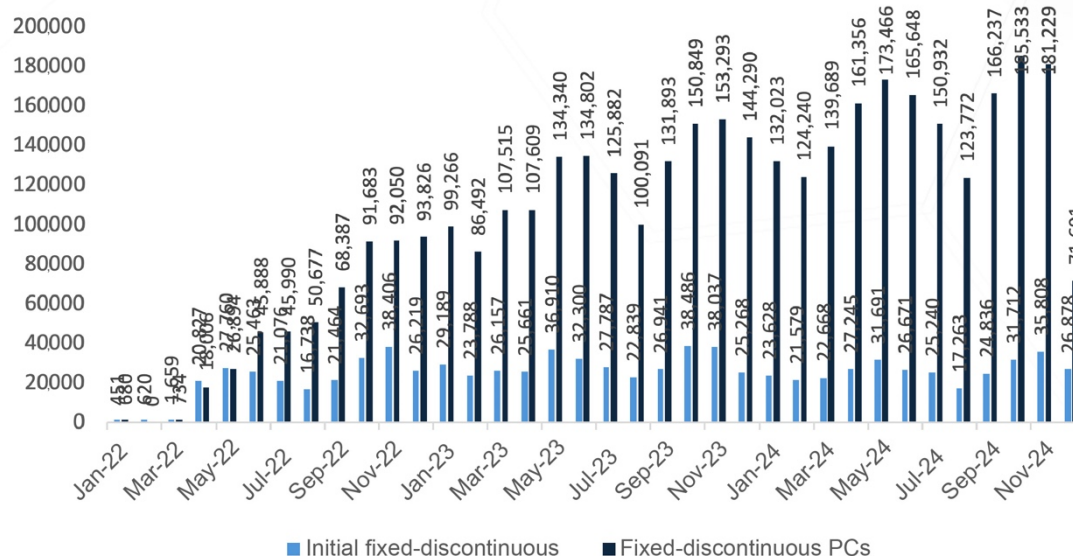
Monthly trend of placement contracts and initial TEA hiring



Source: Own compilation based on SEPE and MITES data

Each new fixed-discontinuous contract generates a series of call-ups, all of which are formalised as temporary PCs. According to current regulations, these call-ups must correspond to specific temporary needs within the user company, generating an additional volume of contracts that do not appear as temporary in SEPE statistics but are recorded in SIQETT.

Monthly trend of placement contracts and initial hiring under the fixed-discontinuous model in TEAs



Source: Own compilation based on SEPE and MITES data

As part of the regulatory adaptation process, significant changes have been introduced to the information that TEAs must report to MITES regarding PCs. Under Order TES/1324/2024, dated 20 November (published in the Official State Gazette on 25 November), a new reporting model for the Register of Placement Contracts (RCPD) came into force on 1 December 2024. This model includes specific fields that improve the traceability of call-ups linked to fixed-discontinuous workers and distinguishes between different types of temporary contracts:

Contract type codes in PCs:

- Type 1: Production-related circumstances (unforeseeable situations)
- Type 2: Production-related circumstances (foreseeable situations)
- Type 3: Replacement of workers
- Type 4: Training for gaining professional experience
- Type 5: Alternating training

In addition, it is now mandatory to specify whether the worker assigned holds fixed-discontinuous status within the TEA.

This update marks a significant improvement in statistical transparency, allowing for a more precise classification of temporary contracts managed by TEAs and

facilitating more accurate comparisons with other forms of direct temporary employment.

In light of the limitations outlined in the previous sections, a new analysis is proposed for the incidence rate of workplace accidents in TEAs, this time based on initial hiring data recorded by SEPE. The aim is to provide a more accurate comparison between temporary employment managed by TEAs and direct temporary hiring.

The dataset used for this analysis is shown below:

	2018	2019	2020	2021	2022	2023	2024
PCs (TEA)	4,138,242	4,342,824	3,414,733	4,119,203	3,666,128	3,682,582	3,991,498
Initial TEA contracts	3,954,130	4,152,158	3,254,560	3,981,389	3,031,480	2,324,949	2,298,150
Permanent TEA contracts (excluding fixed-discontinuous)	4,726	2,295	399	1,038	7,496	6,668	6,416
Fixed-discontinuous TEA contracts	0	0	0	0	233,376	353,363	315,219
Temporary TEA contracts	3,949,404	4,149,863	3,254,161	3,980,351	2,790,608	1,964,918	1,976,515
Total temporary hiring (system-wide)	20,006,757	20,352,787	14,397,451	17,271,018	11,283,183	8,823,222	8,938,112
Estimated direct temporary hiring	16,057,353	16,202,924	11,143,290	13,290,667	8,492,575	6,858,304	6,961,597

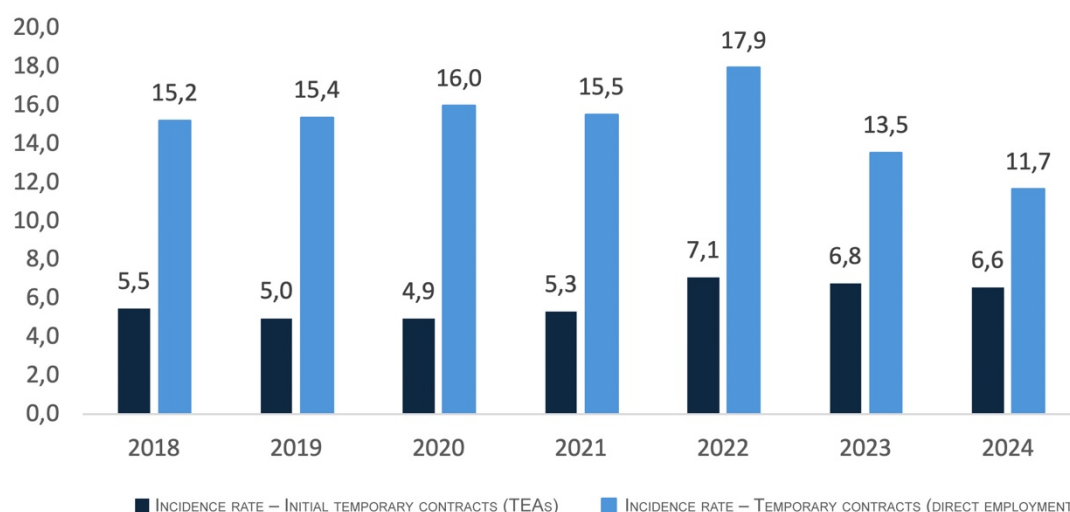
Source: Own compilation based on ANAT, SEPE and MITES data

This approach is based on a sound methodological assumption: any temporary contract not managed by a TEA can be considered a direct temporary contract. To

estimate the volume of direct temporary hiring, the total number of temporary contracts in the system (according to SEPE data) is taken, from which the volume of initial temporary contracts attributed to TEAs is subtracted. The estimate excludes both standard permanent contracts, by their very nature, and fixed-discontinuous contracts managed by TEAs, as their successive assignments make them difficult to integrate clearly into an analysis of direct temporary employment.

Using this new calculation base, a reconstructed (own analysis) series of comparable incidence rates has been developed for temporary contracts managed by TEAs versus those hired directly. The numerator used is the number of workplace accidents reported by ANMAT, both for the overall system and specifically for the TEA sector.

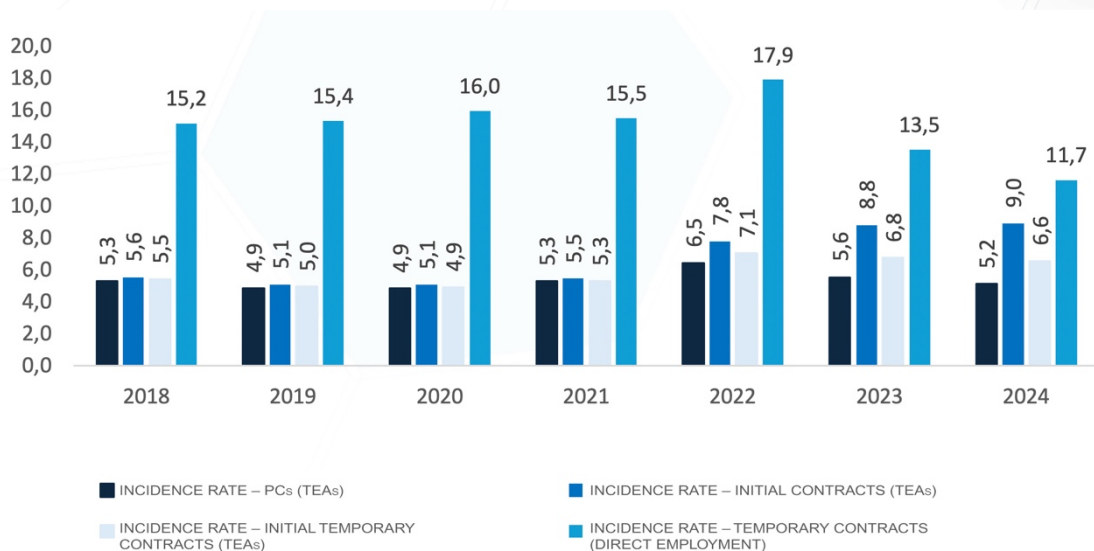
Trend in incidence rate: TEA vs direct temporary employment, based on new initial hiring data



Source: Own compilation based on ANMAT and SEPE data

The results show that the incidence rate of workplace accidents per 1,000 temporary contracts is consistently higher in direct temporary employment than in contracts managed by TEAs. In some years, this difference exceeds twice the rate recorded by TEAs.

Comparison of new incidence rates based on updated data sources, 2018–2024



Source: Own compilation based on ANMAT, SEPE and MITES data

These findings underscore the role TEAs can play in preventive management and the implementation of occupational safety protocols, as well as the potential under-reporting of minor accidents in sectors with high levels of direct temporary employment. In sectors such as agriculture, hospitality and construction – where direct temporary contracts are more common – there is systematic under-reporting of minor accidents. This is often due to workers' fear of not being renewed, informal pressure to avoid submitting accident reports and a weak safety culture. By contrast, TEAs tend to implement more systematic procedures for reporting accidents and conducting follow-ups, thanks to their specialisation, internal controls and contractual obligations with client companies. This difference results in greater visibility of minor accidents among TEA workers compared to those hired directly, which can lead to a distorted perception of risk depending on the type of employment.

Nevertheless, this analysis must be approached with methodological caution, as there are significant limitations that prevent a fully consistent comparison. On one hand, using MITES data (based on PCs) allows for analysis of the actual flow of temporary assignments but does not clearly distinguish what portion of all temporary contracts are managed by TEAs, making direct comparisons with non-TEA hiring more difficult.

On the other hand, using SEPE data enables a clearer comparison between initial direct hiring and initial hiring via TEAs, but it omits the full volume of call-ups linked to fixed-discontinuous contracts in TEAs, which are not recorded as new contracts in that data source and may account for over one million PCs annually.

Given this, it is advisable to move towards harmonising statistical sources across SEPE, SIQETT and MITES, so that fixed-discontinuous contracts can be properly integrated and the distinction between direct and TEA-managed temporary employment clearly defined. The current lack of harmonisation introduces significant distortions into comparative analyses and can lead to erroneous conclusions about the quality of temporary employment and the level of occupational risk exposure.

This comparative exercise should be viewed as a first step toward a more rigorous methodology, which will require improved integration of statistical sources, better traceability of TEA-related contracts and more detailed segmentation of workplace accidents by type of employment contract.

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