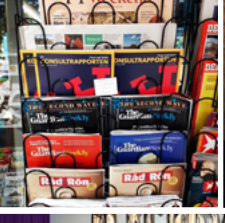
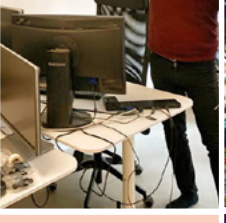
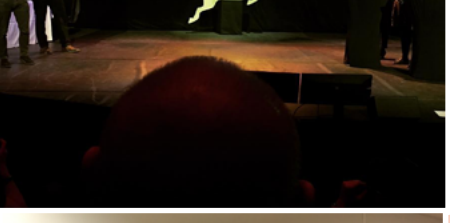
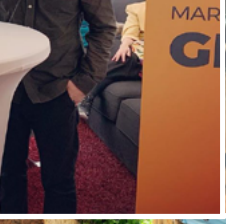
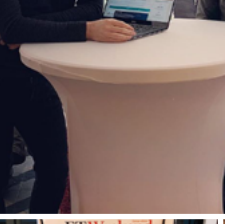
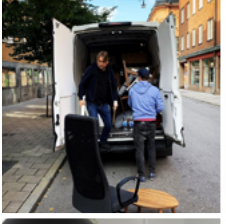
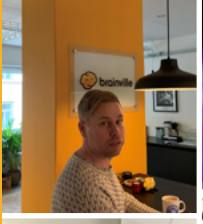
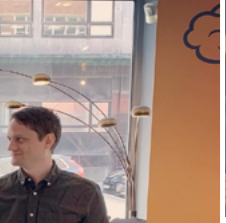
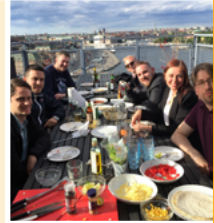




#9

Second half 2021

# KONSULTRAPPORTEN





## A Letter from Brainville

Welcome to yet another issue of Konsultrapporten! The second half of 2021 continues to show ambiguous signs in the market. During the spring 2021 we saw a distinct increase in the number of available assignments. That trend continued and this fall we've seen numbers reaching new all-time highs. At the same time we've seen a slight increase in the number of available consultants. The juxtaposition of these curves creates an interesting conundrum.

The omicron version of Covid has caused countries to revert to their previous regulations regarding how citizens should behave. Surprisingly, this hasn't changed the number of available assignments to the worse - we can hardly see any difference at all. One part of the explanation for this might be that we still see very high number of assignments allowing teleworking.

The labor market is screaming for more competent people to employ within IT/Tech, but it's more often than not for permanent positions. In our data we can see a clear trend - more and more people become freelancers. We've gone from 62 % in 2019 to almost 75 % in 2021! And when someone switches from a permanent position to freelancing they disappear from the traditional labour market, thus deepening the rift. We don't think it's too farfetched to draw the conclusion that the individuals who become freelancers are among the most skilled - otherwise they probably wouldn't dare to take that step. We think it's high time for the labour market to face reality.

This report is based on data from Brainville if not stated otherwise. If you think that Konsultrapporten is a good idea, please do help us out. It's easy - just post your assignments in Brainville.

## Celebrating **10** years!

Brainville was registered as a company in May 2012, but the decision to start up was made in January. The platform first opened in the fall of 2014 under the name RESRC, a totally unpronounceable name. We discussed a name change for a long time and multiple suggestions were rejected before we realized that we already had a great name - our company name: Brainville, inspired by a Flaming Lips' song.

Our goal is to make it easier to be a freelancer or consultant. Since everything in a market is intertwined, this usually leads to improvements for consultancies, staffing companies, buyers of consulting services and consulting agencies as well.

We hope you find Brainville useful, and we promise to keep improving and evolving to fit your needs!

Sincerely  
Manuel, Nils and Magnus



# The Nordics

Brainville continued to grow in the second half of 2021, for the sixth straight half year period. The total number of assignments hit yet another all-time high and is edging ever closer to the 20 000 mark at Nordic level.

At the same time, the number of advertisers decreased. This was mainly driven by the development in the Swedish market as it in this respect recoiled from a boom in the first half of the year.

## Overall growth - Ework strengthened dominant position

The timing of assignments made available followed the familiar pattern from previous years. The number of assignments increased during summer and early autumn to peak in October/November, and then dropped off slightly with the holidays in December.

Also worth noting: The leading consulting broker Ework strengthened its dominant position and now holds a third of the market at Nordic level. The closest competitor AFRY on the other hand lost a significant part of its previous 10 percent market share.

### Roles on the Rise

Scrum Master

UX designer

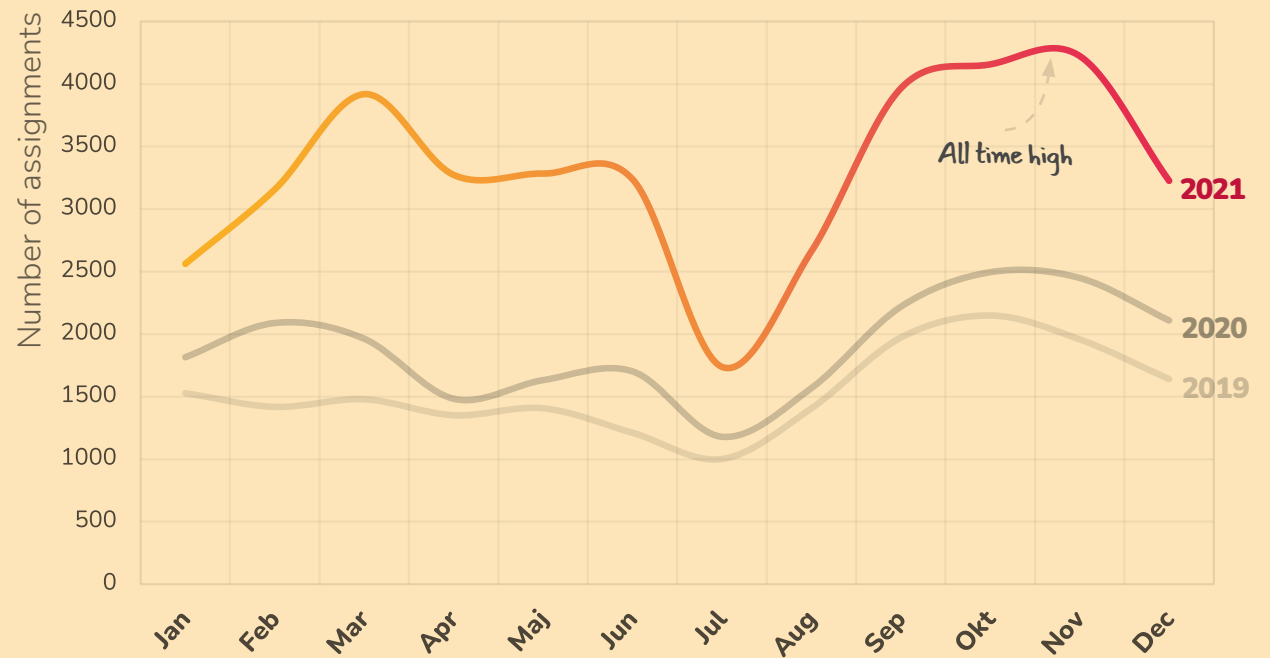
Technical tester

System integrator

Product owner

### Assignments in the Nordics

The demand for experts exceeded previous levels every single month of 2021.

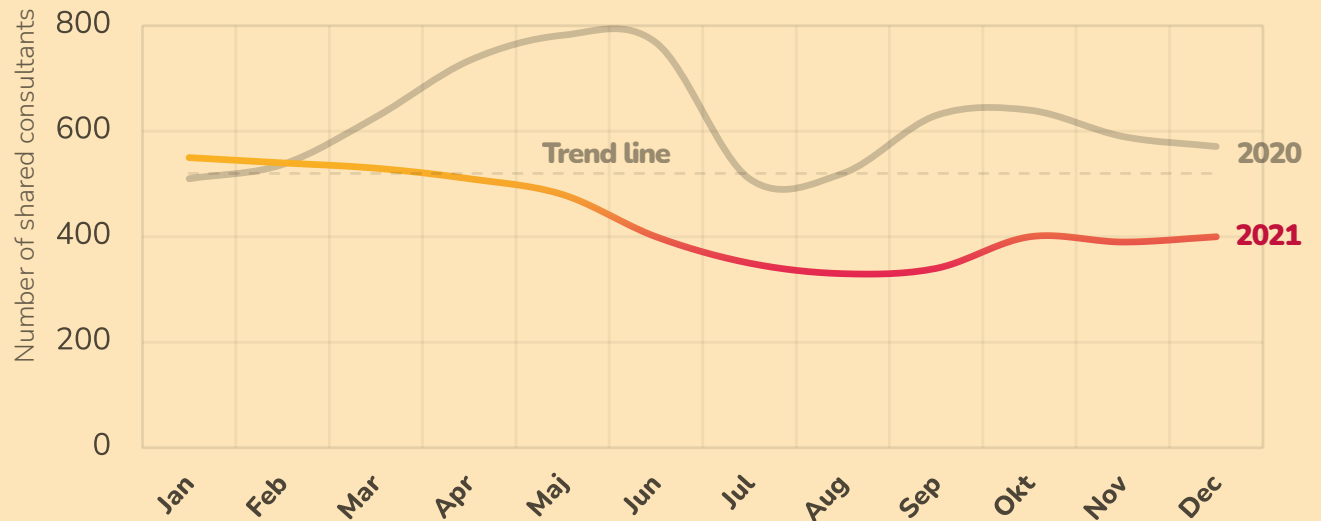


## Sellers' market as pandemic effects wore off

The number of available freelancers and consultants was consistently lower during the second half of 2021 compared to pre-pandemic levels. The apparent effects of the pandemic that saw higher-than-normal levels during 2020 wore off completely, confirming the decreasing trend from the first half of the year. However, a slight increase towards the end of the year marked a break with that trend heading into 2022, albeit with levels still significantly lower than the pre-pandemic normal.

### Available freelancers and consultants

The trend seems to have turned and the number of available experts is slowly increasing.



**Share your profile in Brainville and let 20.000 companies see it!**

**Login, slide the switch, done!**

Login

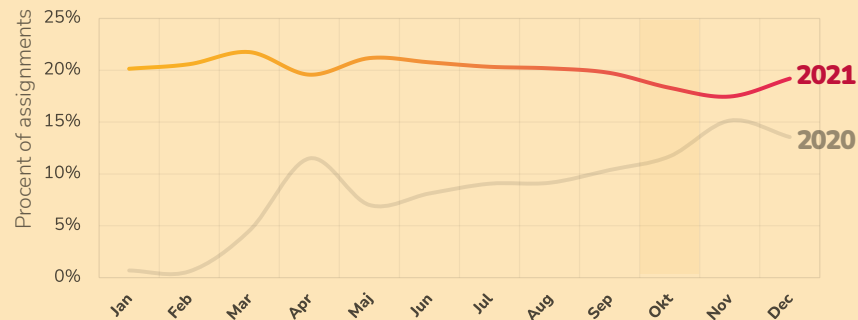
## More freelancing in "the new normal"

The share of assignments allowing for remote work was at a historic high throughout 2021. The rise from previous levels well under 1 percent started in the first half of 2020, a clear effect of the pandemic, and looks to have stabilized with levels around 20 percent being "the new normal".

In a similar development, the share of freelancers among the consultants took a leap to a higher level coinciding with the start of the pandemic early 2020. That level was confirmed in 2021.

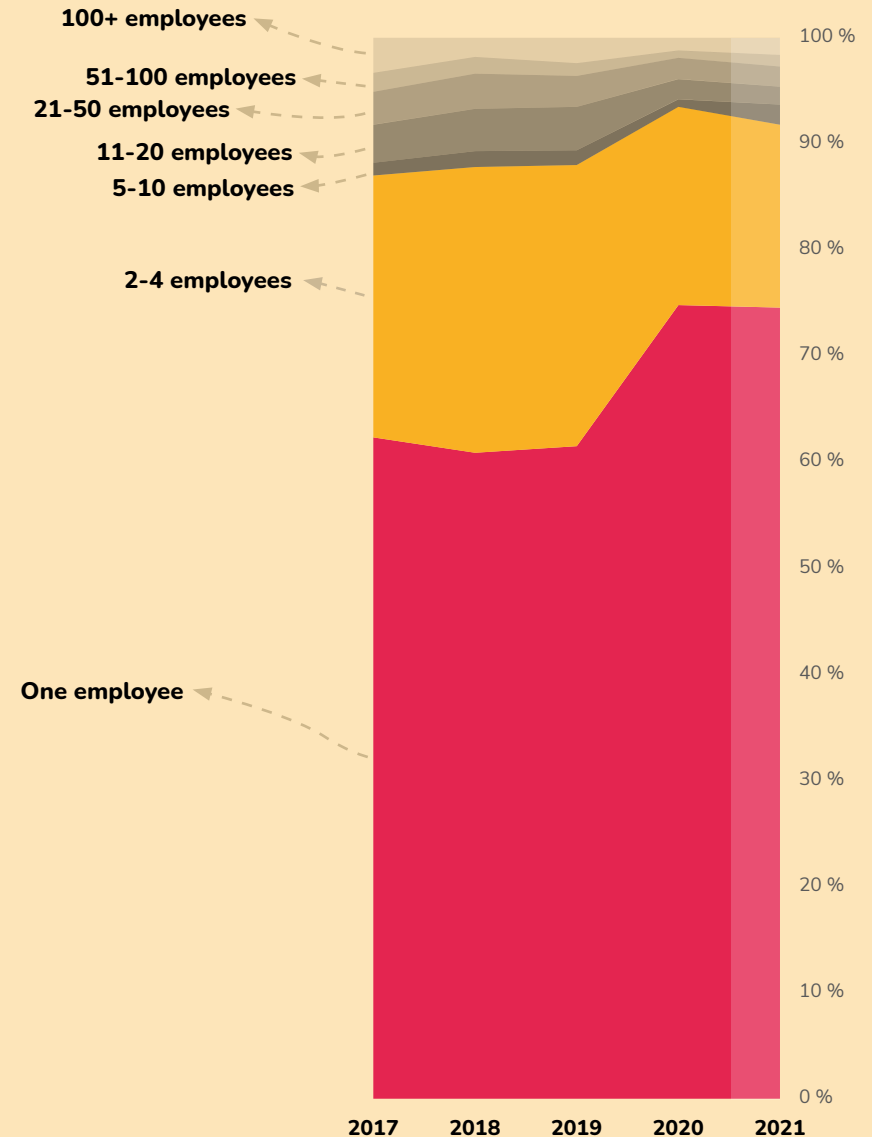
### Remote work

The share of assignments allowing remote work is still well above our previous normal level.



### Registered companies per year, grouped by size

The pandemic has boosted the number of freelancers in Brainville. In 2020 and 2021 almost 75 % of all newly registered companies had one employee.



# Top Buyers in the Nordics



**Ework**



**AFRY**



**Upgraded People**

**4** ProData Consult

**5** Shaya Solutions

**6** Sverek

**7** Enmanskonsulterna

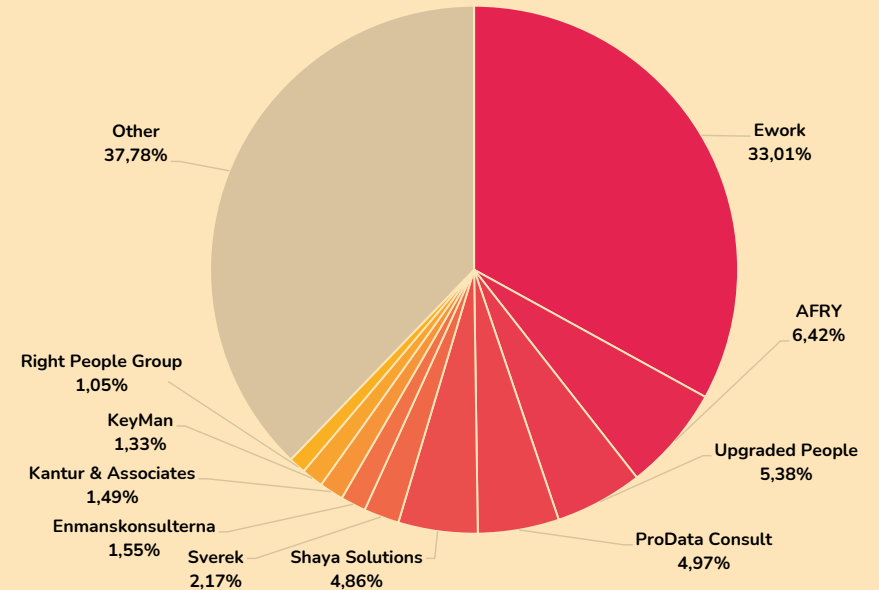
**8** Kantur & Associates

**9** KeyMan

**10** Right People Group

## Top Buyers in the Nordics

Based on assignments published in the second half of 2021.



### What do we mean by "Top buyers"?

Well, simply put it's the companies with the largest number of job postings i.e., assignments in Brainville.



### How do I improve my company's position?

There's only one way to do that - post more assignments. You can either do this directly in Brainville or you can use our API, enabling you to publish assignments from your own system. You can do this free of charge and as always, we never take part of any deals made.

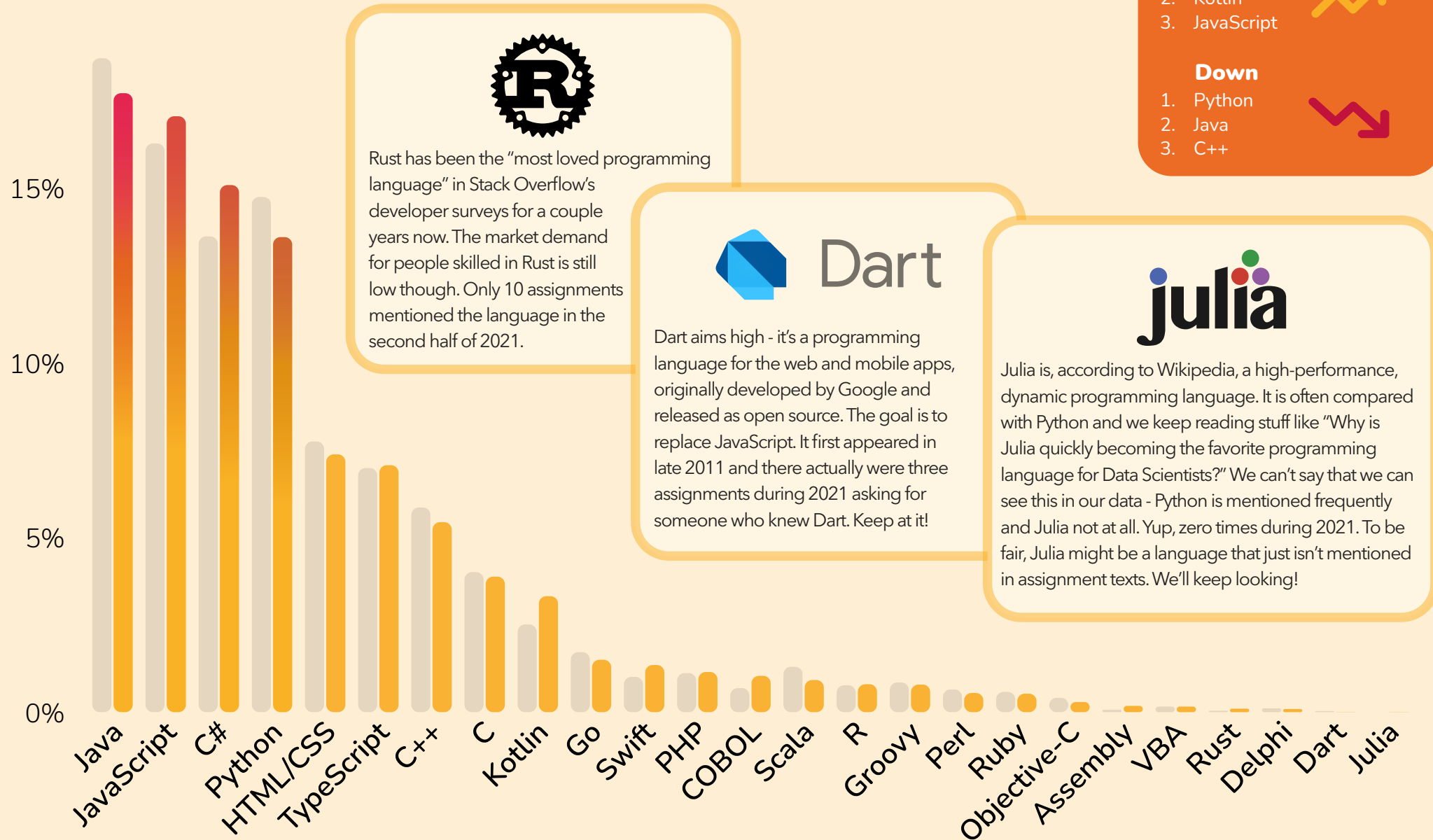
We also provide a service importing assignments.

[Contact us if you want to know more!](#)




### Programming languages sorted by demand in the Nordics

Based on assignments within IT in Brainville. Functional programming languages such as Clojure, Haskell, OCaml, Elixir and F# are unusual in assignment texts, but they do pop up sometimes.




**Up**

- C#
- Kotlin
- JavaScript



**Down**

- Python
- Java
- C++





# Best reply frequency



**Techfactory**



**Seequaly**



**Castra Group**

- 4 Gisys
- 5 Tingent
- 6 Envoi
- 7 Avalon Innovation
- 8 Randstad Technologies
- 9 Nexer
- 10 Westmere Access & Communication

## What is "reply frequency"?

Imagine that someone asks you something and you reply. To your surprise the person asking the question doesn't even acknowledge your reply. It's as if you weren't even there. That's not OK, is it?

Reply frequency is simply how often companies posting jobs reply to applications. We think it's common courtesy to reply and that's why we display this parameter on company profiles and assignments in Brainville. If you're in it for the long run, consider always replying to applications.



## How do I improve my company's reply frequency?

Answer more applications. It's as simple as that. The reply frequency displayed on company profiles covers that last six months. If you started off in a bad way you have always have a chance to improve. At least until you reach 100 %.



**Best job posting quality H2 2021**

*"We know that there are a lot of assignments to choose from for freelancers in today's market. In order to stand out and to show our respect and commitment, we strive to give them the best possible specifications, making it simple for them to instantly tell whether this is interesting or not. The silver lining you get by putting that extra into your assignment description is that we can use our time on candidates that truly are interested in the assignment, making it a smoother process."*



**Sandra Jarsäter**  
Tingent



# Best job posting quality



**Tingent**



**Biolit**



**Nikita**

- 4 Accuro
- 5 Randstad Technologies
- 6 Levigo
- 7 Hire Quality
- 8 Wise IT Konsult
- 9 Techfactory
- 10 House of skills



Best job posting quality H2 2021

*"We always strive to keep our job descriptions as accurate as possible when posting on Brainville. It is important to us because we've experienced that having detailed and precise job descriptions heavily reduces our lead times finding the right match. We don't want to waste anyone's time, especially not our clients."*

*Brainville is a great market place where we can expand our network and connect with new consultants and partners. This award is an honor and a confirmation that we are professional and take our job very seriously!"*



**Marita Asklund**

Account Manager IT Consulting Services @ Biolit

## What is "job posting quality"?

Have you ever read an instruction that is far from complete? Did you manage to follow it anyway or did you lose interest?

Job posting quality is a measurement based on a number of different parameters, in fact almost all parameters you can think of when describing an assignment. The title, role, description, rate, location, start and end date etc. The more complete your assignment form is, the better the job quality. But there's more to it!



## Why do we measure job posting quality?

We want to help both sides of the deal to understand each other. A job posting with a high quality is more intelligible for the recipient. This leads to twice as many matching applications compared to a low-quality job posting. Both sides save time: win-win!



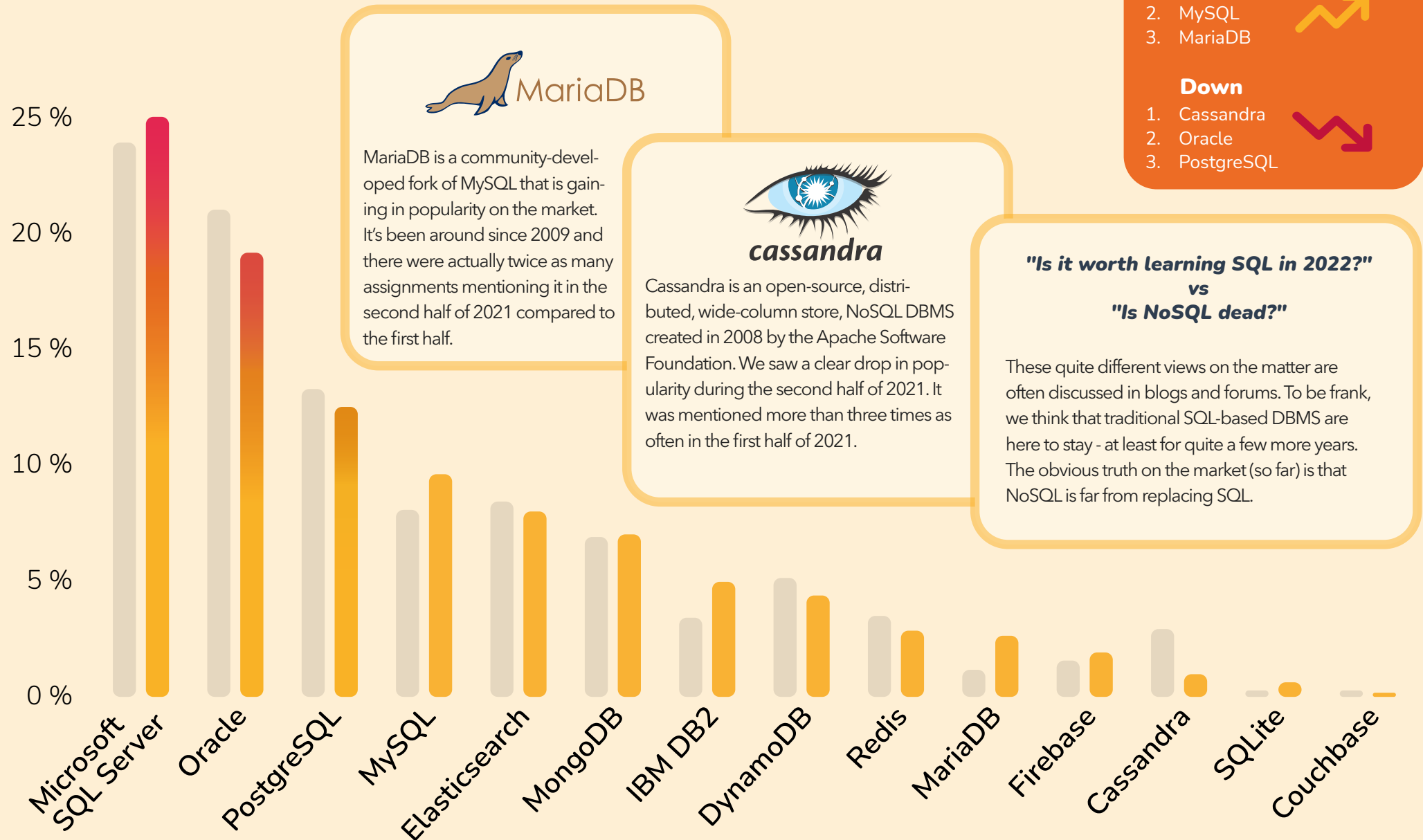
## How do I improve my company's job posting quality?

1. Write a descriptive title. For instance, you're probably not just looking for a "developer", but you might be looking for a ".NET developer with a keen eye for UI".
2. Check your text. One or two rows simple doesn't cut it. Make sure the text mentions relevant methodologies, tools, or technologies that the freelancer/consultant is expected to work with.
3. Add a rate. Job postings with a suggested rate gets 50 % more applications.
4. Make sure you complete the form. There's an indicator showing your progress.



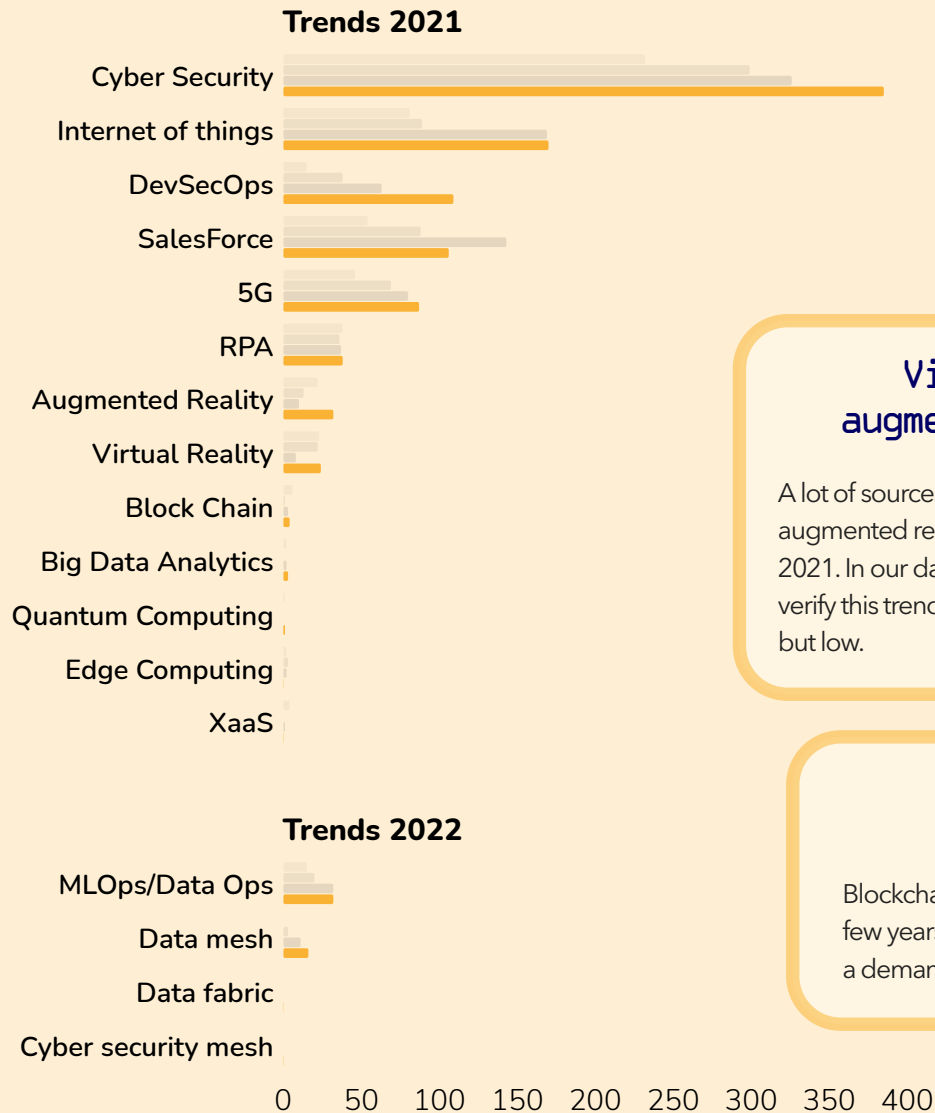
### Databases and related tech sorted by demand in the Nordics

Based on assignments within IT in Brainville



### Tech trends and market adoption 2021

We've tried to follow-up on a number of tech trends that were frequently discussed at the beginning of, and during 2021. Quite often new trends don't show up in the demand on the market until they've been around for some time – that is when they're hardly new anymore. We've scavenged the web for the top trends for 2021 and made a list of things we thought might show up in the data in Brainville. Here's a sample of what we found:



### XaaS

XaaS, or "everything-as-a-service", is hardly ever mentioned in assignment texts.

### Salesforce

More and more companies and organizations have felt the need to optimize and automate their business flows during the pandemic. Building solutions on Salesforce infrastructure is becoming very common. Though the trend in Brainville is currently declining and it peaked in the spring of 2021.

### Virtual and augmented reality

A lot of sources mention virtual and augmented reality as clear tech trends for 2021. In our data we haven't been able to verify this trend - it's more like an even flow, but low.

### DevSec Ops

IBM explains DevSecOps as "short for development, security and operations - automates the integration of security at every phase of the software development lifecycle". The demand for DevSecOps in Brainville has grown every half-year for a few years now.

### Blockchain

Blockchain has been on our radar for a few years now. We still can't see much of a demand in the market.

### Tech trends 2022

We've check a few trends for 2022 too, and it's still a bit early to come to any conclusions. We do see some demand for MLOps or DataOps.

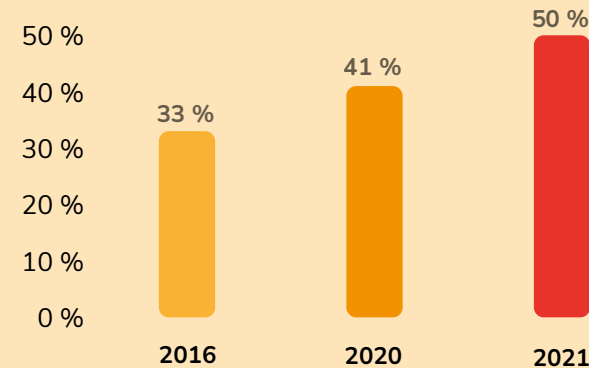
## Trenden tydlig: allt fler vill starta eget - så här kommer du enkelt igång

Kan 2022 bli året när fler än någonsin startar egen verksamhet? Mycket möjligt, i alla fall om vi ska tro en färsk undersökning som visar att nästan varannan svensk är intresserad av att starta eget.

Sedan 2016 har marknadsinstitutet Nepa på uppdrag av Frilans Finans följt intresset för att starta eget företag. I den senaste studien, som gjordes i december 2021, är andelen av svenska befolkningen som funderat på att starta egen verksamhet, antingen som heltidssysselsättning eller som bisyssla, rekordhöga 50 procent. Toppnoteringen är ett led i den positiva trend som varit tydlig alltsedan undersökningens start 2016, när motsvarande siffra var 33 procent. Det kan också vara värt att notera att, utöver dessa 50 procent, anger 12 procent att de

### Intresset för att starta eget

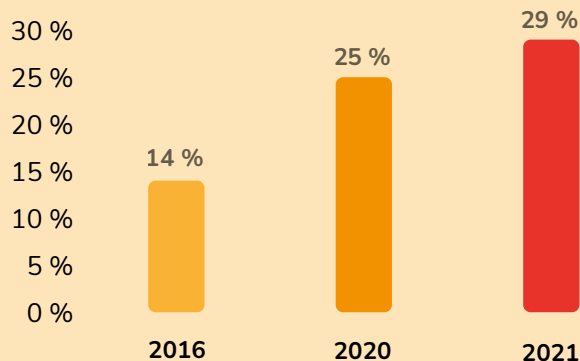
Andel som funderat på att starta egen verksamhet, antingen som heltidssysselsättning eller som bisyssla



redan har en egen verksamhet. Slutsatsen? 2022 kan bli ett nytt rekordår för frilansande och egen företagsamhet.

### Intresset för egenanställning

Andel som uppger sig vara intresserade av egenanställning



### Kom igång med din verksamhet som egenanställd

När det är dags att göra slag i saken av en affärsidé, hobbyverksamhet eller frilansdröm behöver du ta ställning till om man ska använda sig av egenanställning eller eget företag. Egenanställning innebär att du är anställd av ett egenanställningsbolag under den tid du utför uppdrag. På så sätt slipper du löpande administration som har att göra med exempelvis bokföring, redovisning, och momsinsbetalningar och kan få personlig rådgivning om du har frågor. Till skillnad från att starta ett eget företag krävs inte heller några förberedelser, utan du kan börja fakturera direkt. Det kostar inget att ansluta sig till ett egenanställningsföretag och finns inga fasta avgifter som måste betalas löpande. I stället

betalar du en administrativ avgift när du fakturerar.

Vill du veta mer om hur du kommer igång med egenanställning? Läs mer om hur det fungerar hos Frilans Finans, Sveriges största organisation för egenanställda.

### Egenanställning lockar allt fler

Den nya Nepa-studien finner även att allt fler är intresserade av egenanställning. Från 2016, när 14 procent uppgav sig vara intresserade av egenanställning, har andelen klättrat till 29 procent. Den senaste tidens ökning tycks bland annat drivas på av en vilja att slippa den administrativa bördan. Andra faktorer som driver intresset kring egenanställning är att det är ett smidigt sätt att komma igång, är enklare än eget företag och att man i högre grad slipper ansvar och risker.

### Navigera rätt i frilansdjungeln

Eget företag och egenanställning har sina olika för- och nackdelar. En bra början är därför att identifiera vad som är viktigt för en själv, läsa in sig på de olika alternativen och fatta beslut därefter. Har du några frågor kan du alltid vända dig till Frilans Finans klientstöd så hjälper vi dig.

Läs mer:

Frilans Finans hemsida





# Sweden

Sweden remains the biggest market for Brainville in terms of volume. As a consequence, the Swedish market development strongly influences the numbers on a Nordic level.

In other words, similar developments, patterns, and trends will to a large extent be mirrored in this section. And the overall story for the Swedish market in the second half of 2021 was one of continued growth and another all-time high.

## Growth in the north, south and west - negative trend break in Stockholm

The second half of 2021 saw growth in both Västra Götaland and Skåne, in number of assignments as well as in terms of market share, while the opposite was the case for Stockholm - a reversal of the trend we observed from the first half of the year.

Outside the three larger metropolitan regions, the most significant growth in demand was in Västerbotten and Västernorrland, most likely driven by the establishment of state agencies.

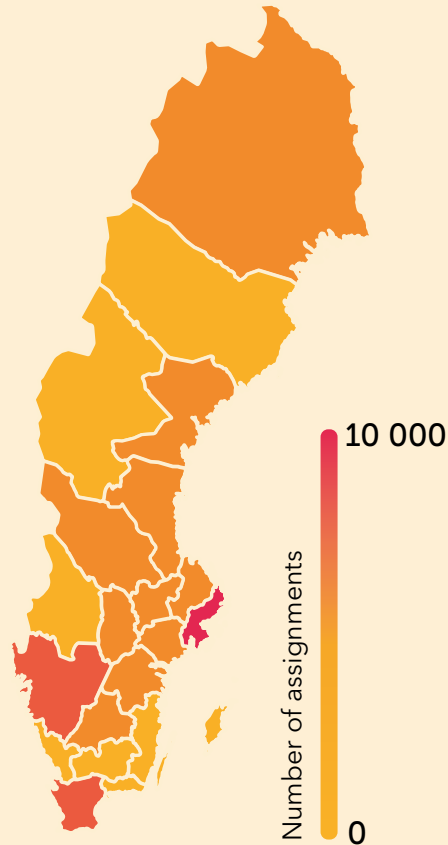
### Up

1. Skåne län
2. Västernorrlands län
3. Västra Götalands län



### Down

1. Stockholms län
2. Kalmar län
3. Gävleborgs län



Län	% of assignments	Difference from H1 2021
Blekinge län	0,5%	-0,0%
Dalarnas län	0,5%	-0,2%
Gotlands län	0,2%	0,1%
Gävleborgs län	0,9%	-0,2%
Hallands län	0,2%	-0,1%
Jämtlands län	0,4%	0,0%
Jönköpings län	1,5%	-0,1%
Kalmar län	0,1%	-0,3%
Kronobergs län	0,4%	-0,1%
Norrbottns län	0,9%	0,2%
Skåne län	8,8%	1,2%
Stockholms län	58,1%	-3,0%
Södermanlands län	0,7%	-0,1%
Uppsala län	2,6%	-0,1%
Värmlands län	0,4%	-0,1%
Västerbottens län	1,2%	0,6%
Västernorrlands län	2,2%	1,0%
Västmanlands län	2,0%	0,4%
Västra Götalands län	15,6%	0,8%
Örebro län	0,8%	-0,1%
Östergötlands län	2,3%	0,1%

## A double all-time high

The total value of available assignments on Brainville has increased with every half year report since 2017. The second half of 2021 was no exception. The number of assignments was also at a new all-time high. After a boom of rapid growth in the first half, the latter part of the year saw a historically more familiar growth rate.

However, the number of advertisers decreased. This was primarily the to-be-expected recoil as a number of one-off advertisers from the boom in previous months became more cautious.

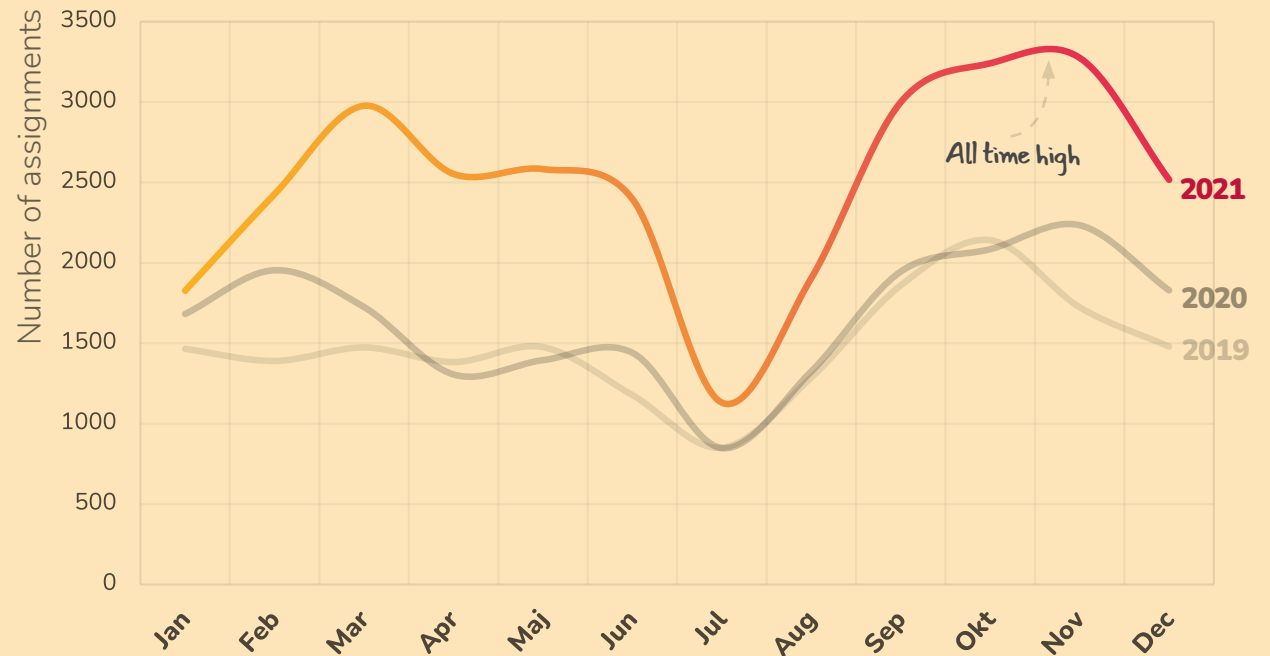
### Top Buyers in Sweden

Ework Group grew even stronger and now has more than 30 % of the Swedish market

Buyers	% of assignments	Difference from H1 2021
Ework Group	31,5%	3,1%
AFRY	8,5%	-1,5%
Upgraded People	6,8%	1,1%
Shaya Solutions	6,5%	0,1%
Sverek	4,4%	1,5%
ProData Consult	2,7%	-0,5%
Enmanskonsulterna	2,3%	-1,5%
Kantur & Associates	2,1%	2,1%
KeyMan	2,0%	0,4%
Nexer	1,2%	-0,4%
Other	32,0%	-2,2%

### Assignments in Sweden

The number of assignments in Sweden exceeded 15.000 for the first time in second half of 2021, making the total of the year almost 30.000 assignments.



**Do you have preferred suppliers?**

No problem, we've got that covered too!

[Read more](#)

Brainville | **Partner network**

## Growth across most areas - with noticeable exceptions

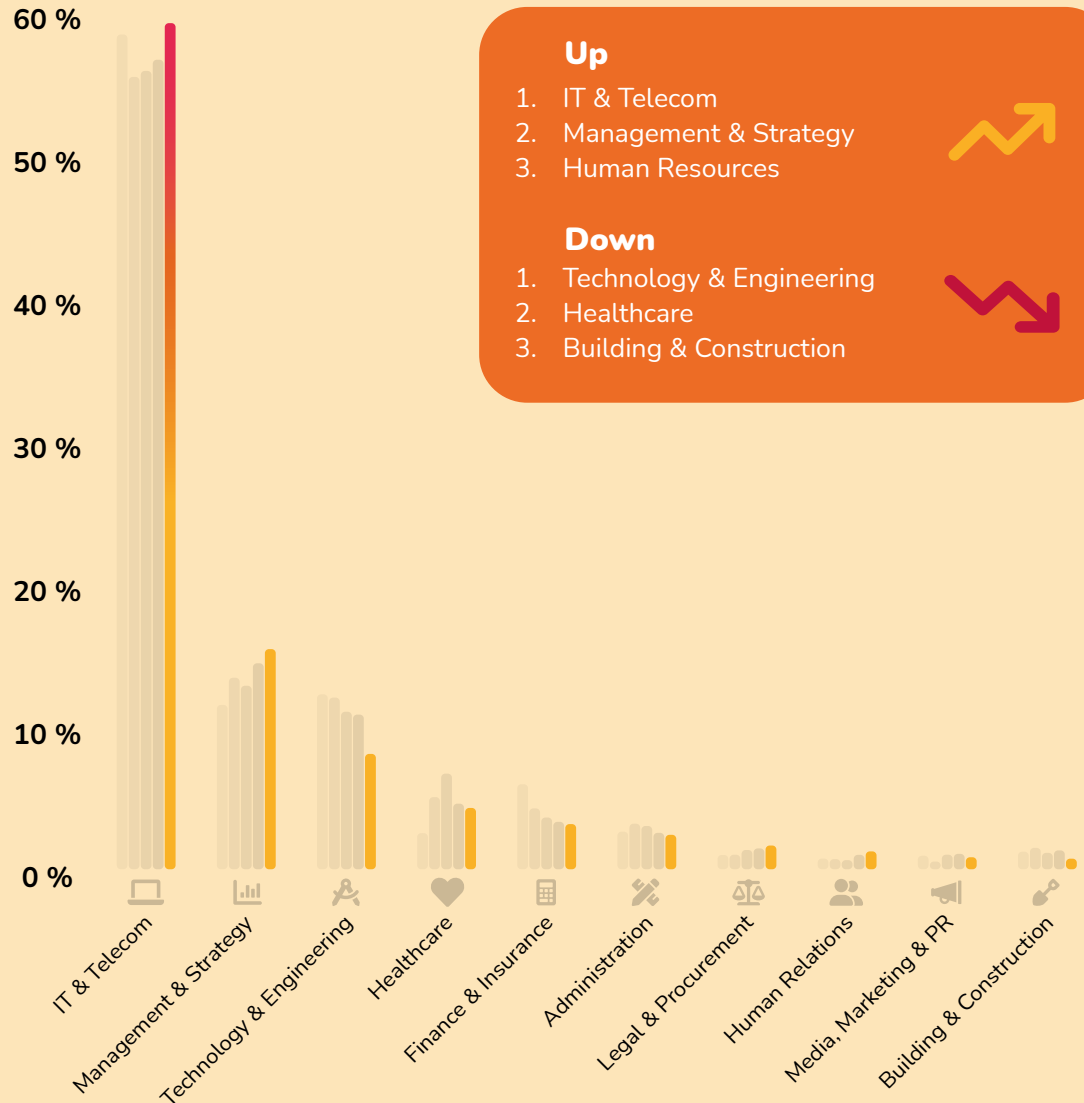
The overall growth during the second half of 2021 was noticeable across most competence areas. IT & Telecom, the largest area by far, continued to grow. Other eye-catching increases in relative terms include Sales, Education, Human Resources and Legal & Procurement.

Technology & Engineering, the third largest area, continued its decreasing trend. Healthcare, an area that more than doubled during the first phase of the pandemic, lost ground throughout 2021, and will if the trend continues be back to pre-pandemic levels in 2022.

Competence area	% of assignments	Difference from H1 2021
IT & Telecom	59,7%	3,1%
Management & Strategy	15,3%	0,9%
Technology & Engineering	7,9%	-2,9%
Healthcare	3,6%	-1,0%
Finance & Insurance	3,4%	0,0%
Administration	2,6%	0,0%
Legal & Procurement	1,6%	0,2%
Other	1,2%	0,2%
Human Resources	1,2%	0,2%
Media, Marketing & PR	1,0%	-0,0%
Design & Media	0,8%	-0,0%
Building & Construction	0,7%	-0,6%
Transport & Logistics	0,5%	-0,1%
Education	0,3%	0,1%
Sales	0,2%	0,1%
Retail & Warehouses	0,0%	0,0%

### Competence areas

The largest competence areas in Sweden from H2 2019 to H2 2021.



#### Up

1. IT & Telecom
2. Management & Strategy
3. Human Resources



#### Down

1. Technology & Engineering
2. Healthcare
3. Building & Construction



## Price increases mean good news for consultants

In the second half of 2021 prices generally increased across roles. In other words, good news for freelancers and consultants!

The roles within the area “Developer – stack” broke with the trend and lowered their prices during the period. For some of the roles this meant that the seemingly illogical situation occurred, where the seller’s asking price is lower than the price offered by the buyer.

Notably, consultants in management roles generally raised their prices while buyers by contrast lowered their offers in spite of increasing demand.

### SELLER’S RATES

#### Up

1. UX researcher
2. C developer
3. Data scientist



#### Down

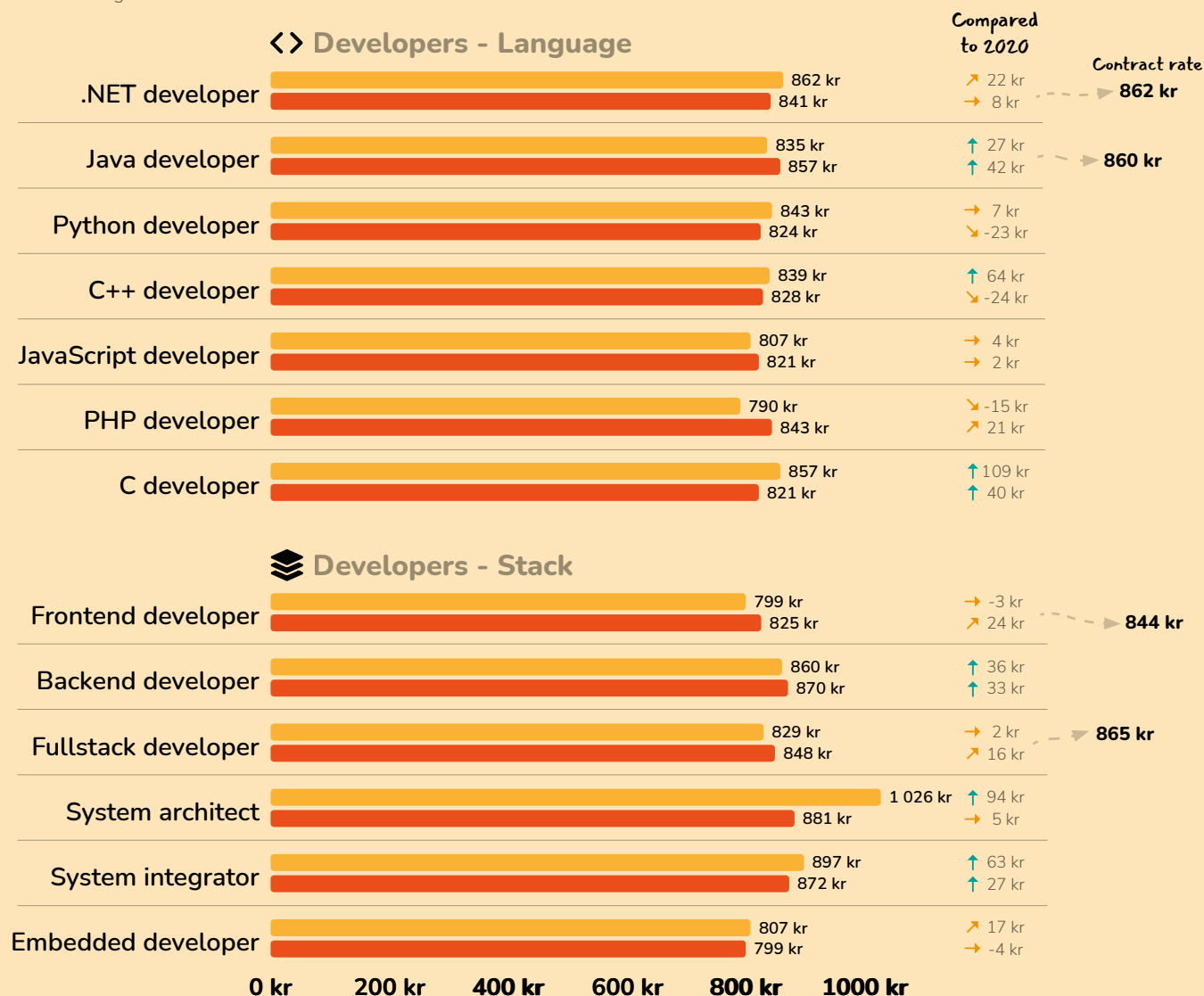
1. Systems technician
2. DBA
3. Business developer



### Comparison: Buyer and seller rates

● Seller’s rate ● Buyer’s rate

We’re comparing the initial offer from the buyer, as defined by the job posting, and the suggested rate from applying suppliers. Contract rate refers to the final rate. Bear in mind that the statistical volume of data for the contract rate is not adequate. It’s presented for the curious and should be taken with a grain of salt.







## Optimize your occupancy

Plan assignments free of charge

[Read more](#)

Brainville | **Resource planning**

### BUYER'S RATES

#### Up

1. UX researcher
2. Technical tester
3. Agile coach



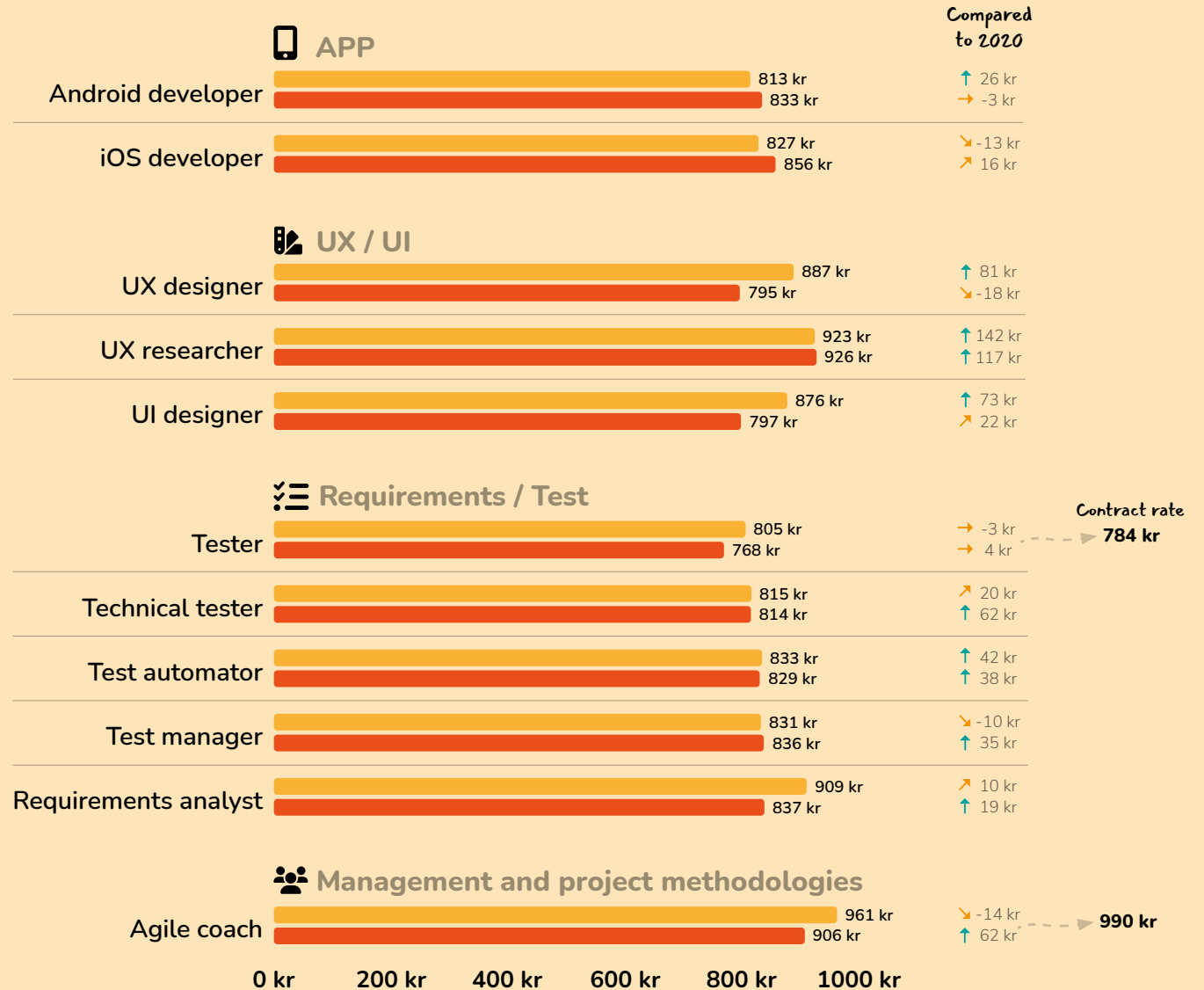
#### Down

1. DBA
2. Business developer
3. Product manager



## Comparison: Buyer and seller rates

● Seller's rate ● Buyer's rate



Coming soon



Manage all your leads  
in Brainville

Brainville | Leads

Beta



Looking for competent  
people to employ?

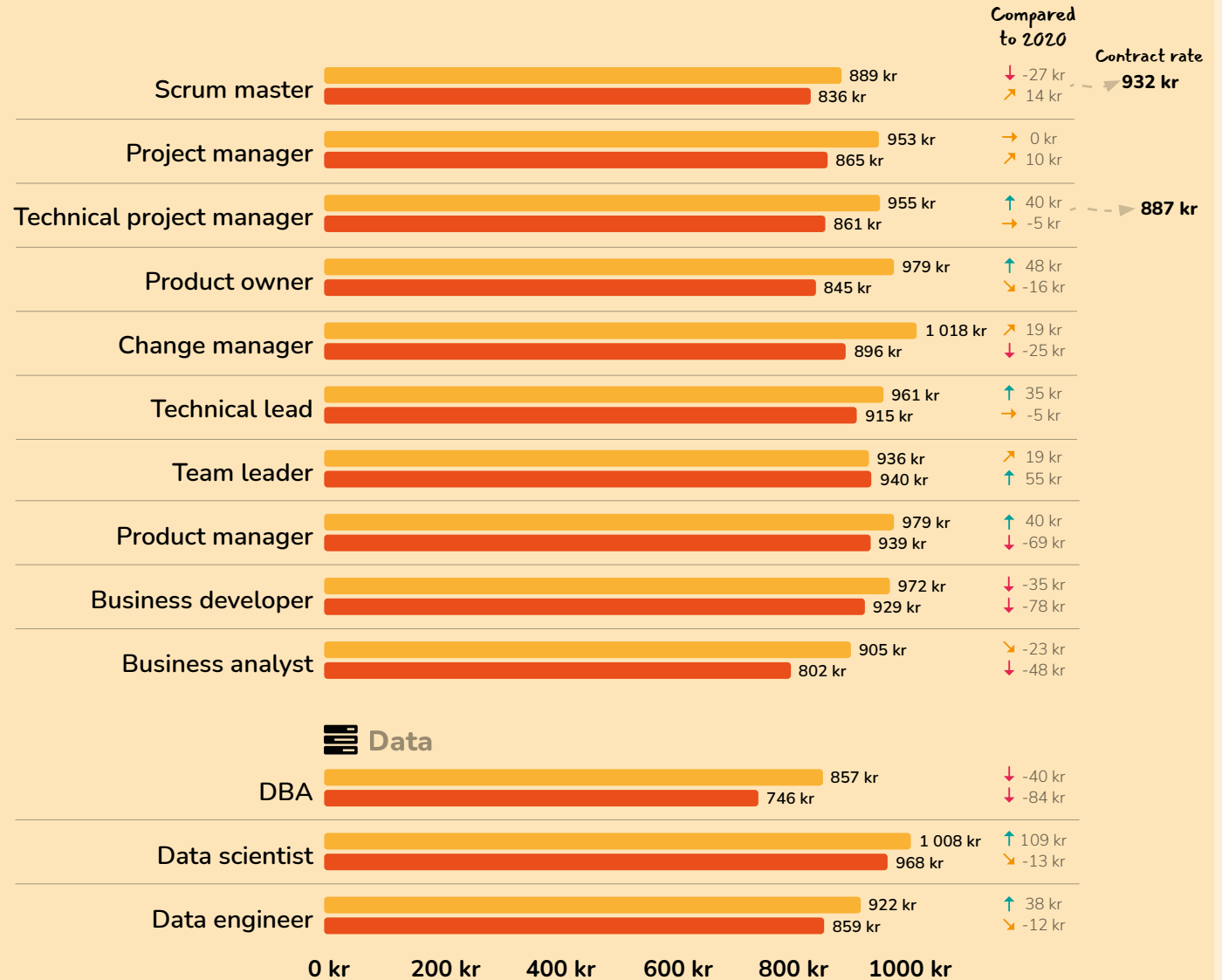
Check out job seekers

Read more

Brainville | Recruitment

### Comparison: Buyer and seller rates

● Seller's rate ● Buyer's rate





**Set up your company's resumes**  
Free of charge

[Read more](#)

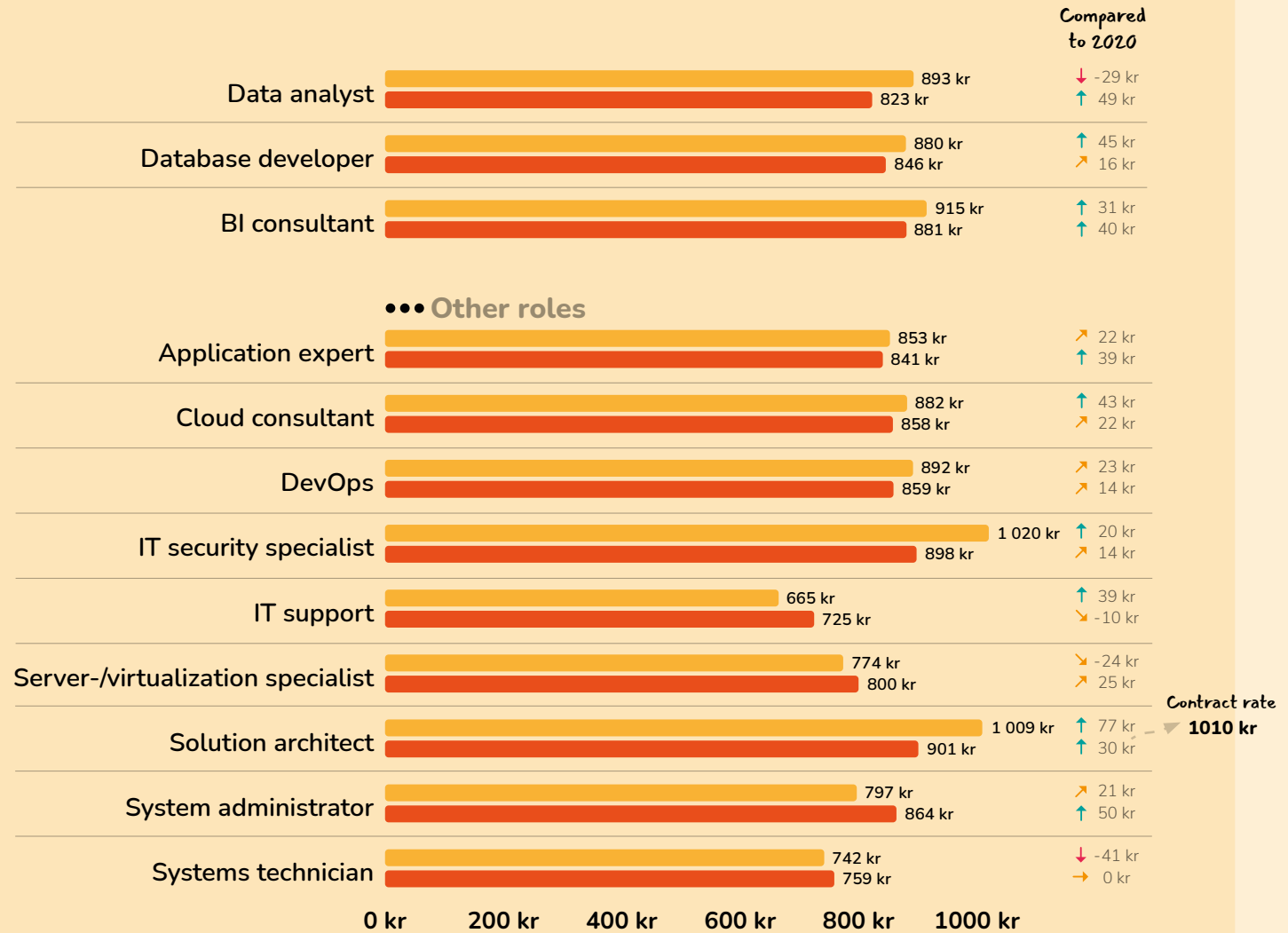
Brainville | **Consultant profiles**

**+1,8%**

**Sellers' rates increased in H2 2021. Buyers' rates also increased by 0.5%.**

**Comparison: Buyer and seller rates**

● Seller rate ● Buyer rate



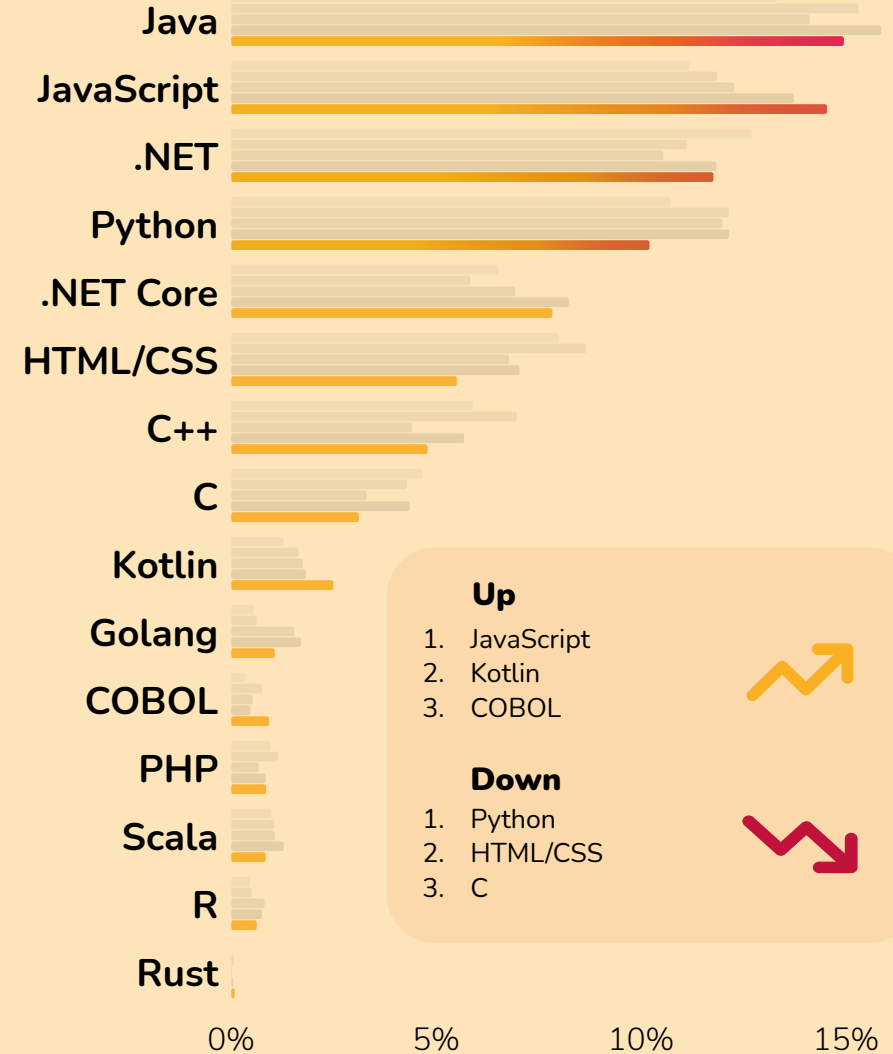
# Demand up in DevOps - but down in Database/QL

The most popular areas of expertise in the IT industry were Java, .Net and JavaScript, although demand decreased in relative terms. Demand for expertise in Golang and Python also rather surprisingly decreased, while demand for COBOL doubled(!).

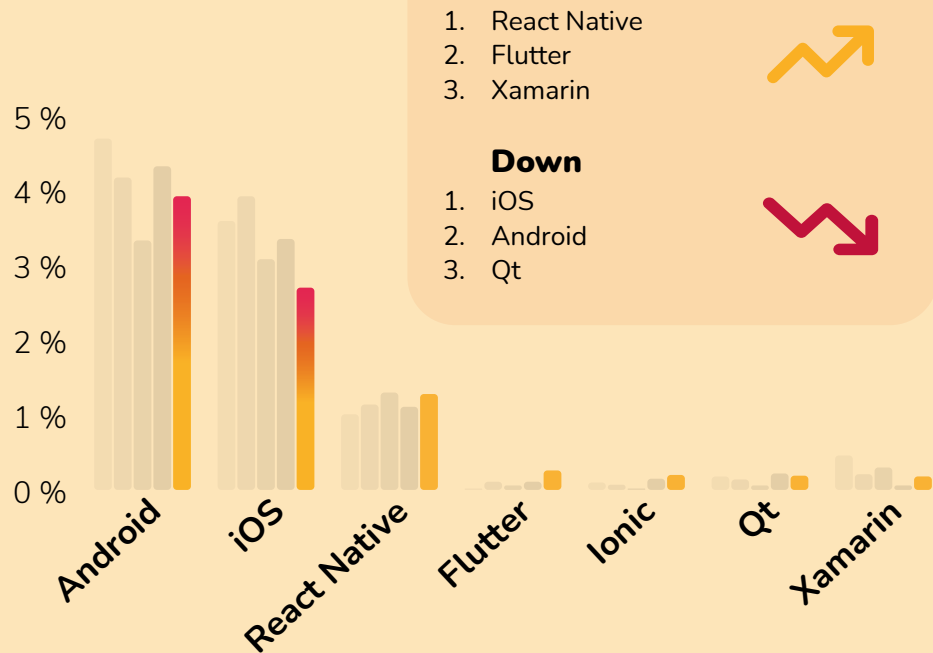
Demand for expertise in Database/QL was down significantly with the exception of SSAS. By contrast the demand for DevOps was up, with the noticeable exception of Hadoop.

Also worth noticing: Machine learning/AI continued to make up for ground lost at the start of the pandemic. And there are still no signs of demand for expertise in blockchain.

## Languages/markup/frameworks skills\*



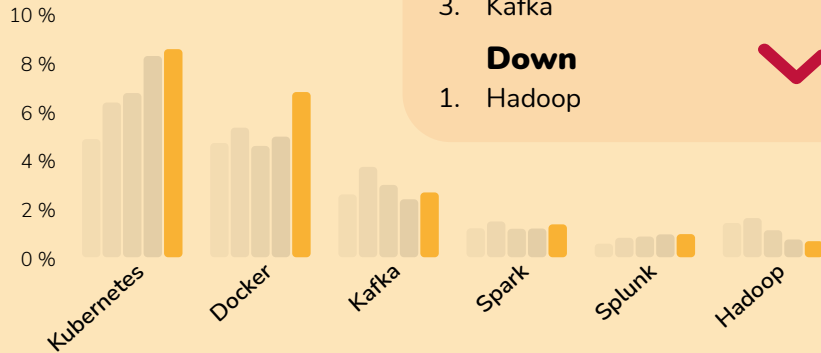
## App Development\*



Graphs showing how often a specific skill is mentioned. \* = within IT \*\* = within system development assignments \*\*\* = overall



### DevOps\*



#### Up

1. Docker
2. Kubernetes
3. Kafka

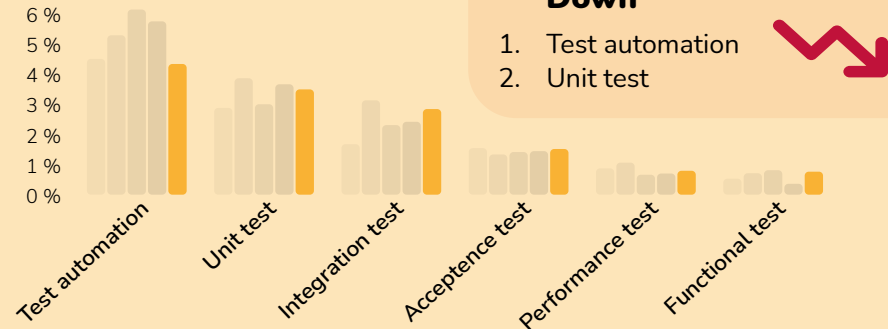


#### Down

1. Hadoop



### Tester\*



#### Up

1. Integration test
2. Functional test

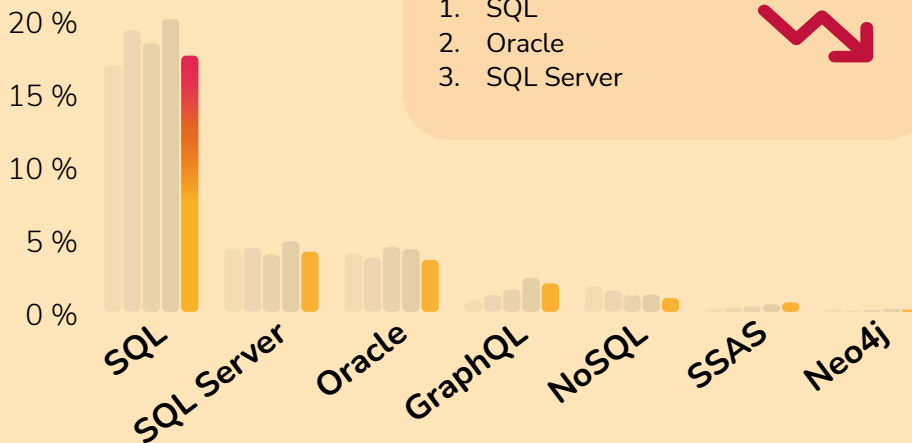


#### Down

1. Test automation
2. Unit test



### Databases\*



#### Up

1. SSAS

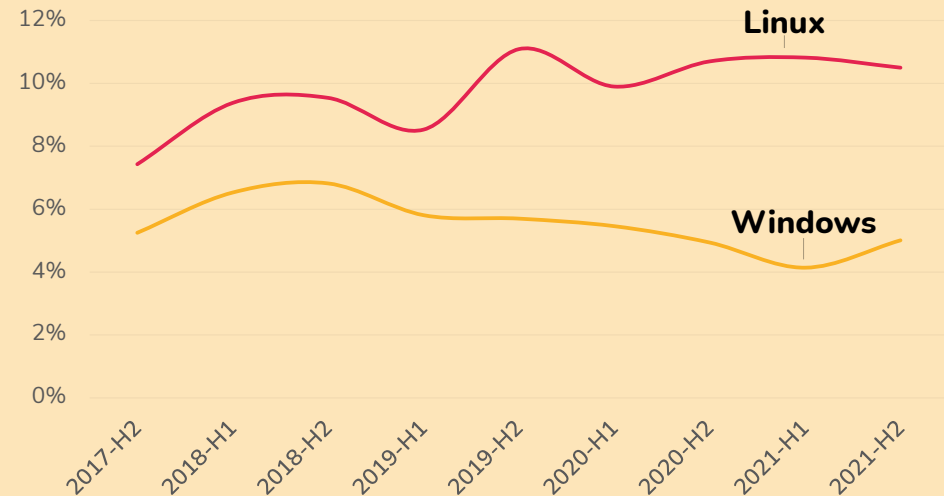


#### Down

1. SQL
2. Oracle
3. SQL Server



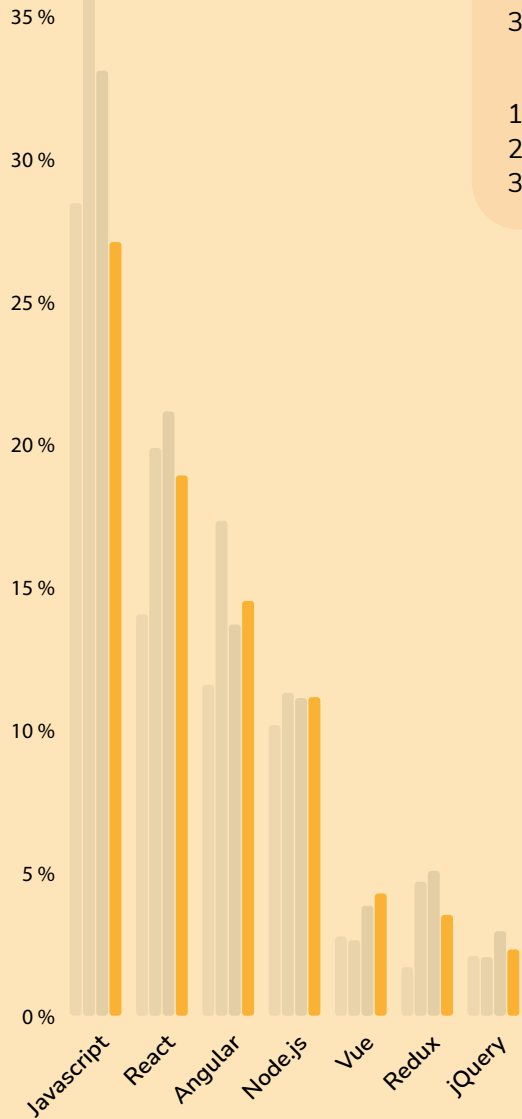
### Server/OS related\*



Graphs showing how often a specific skill is mentioned. \* = within IT. \*\* = within system development assignments. \*\*\* = overall



### JavaScript and frameworks\*\*



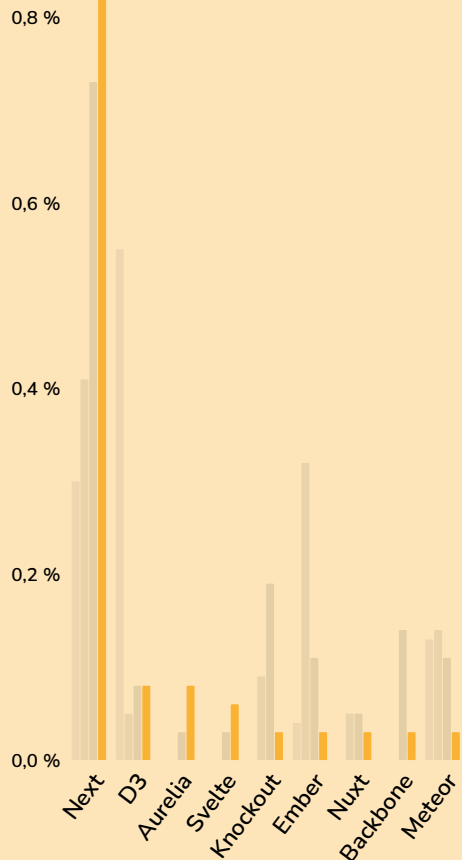
#### Up

1. Angular
2. Vue
3. Next

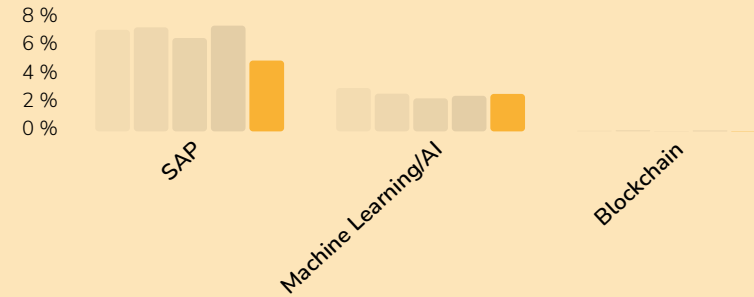


#### Down

1. Javascript
2. React
3. Redux

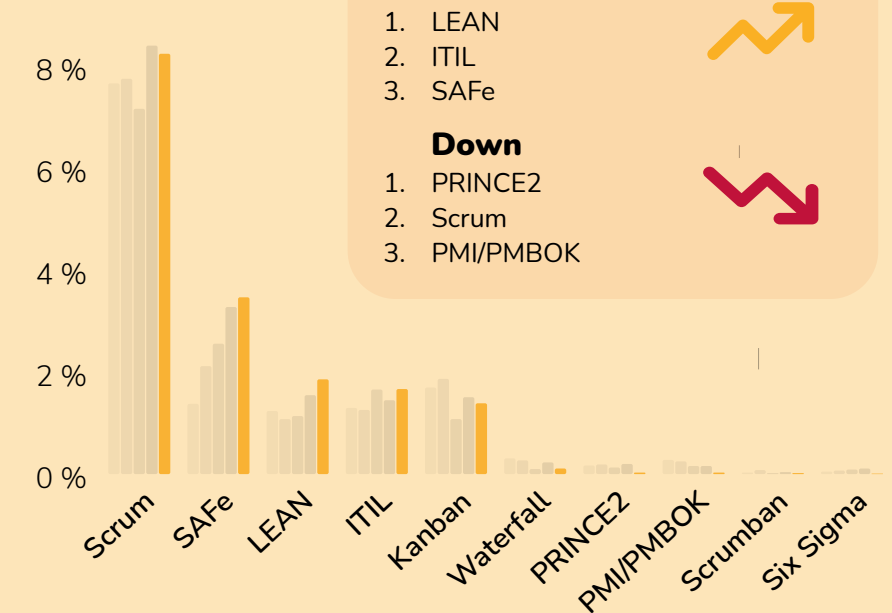


### Misc\*



### Methodologies and practices\*\*\*

10 %



#### Up

1. LEAN
2. ITIL
3. SAFe



#### Down

1. PRINCE2
2. Scrum
3. PMI/PMBOK

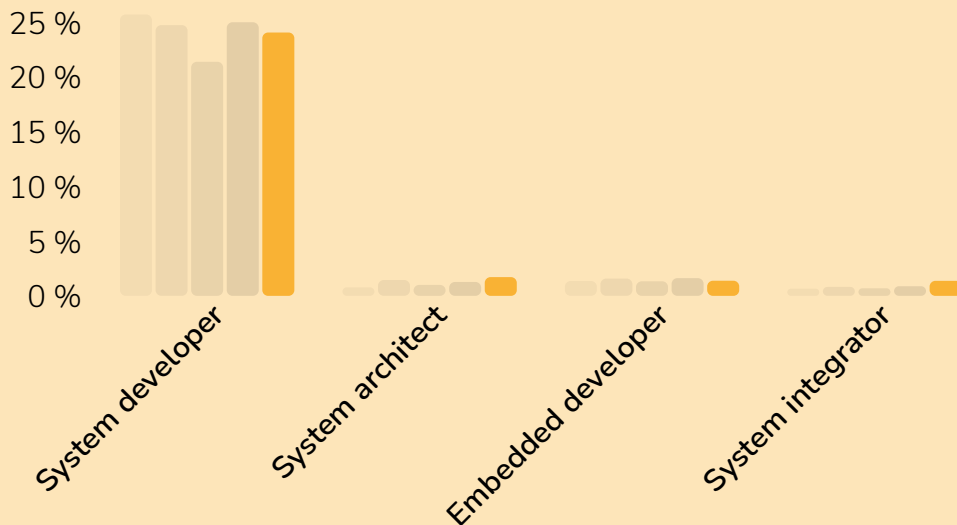


## Continued demand for strategic resources

The most sought after roles on Brainville are in the area of system development, and the demand for Systems architects and System integrators grew significantly. Other increases in demand include roles in the Management area, most noticeably Scrum master, Agile coach and Product owner. The role of Project manager retained and built on the massive increase in the first half of 2021.

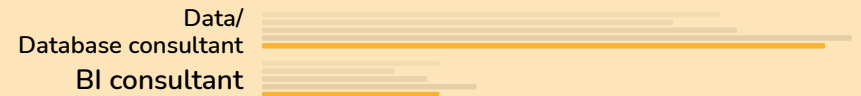
Engineers and Nurses continued their negative trends in relative terms, in line with the decreasing demand in the Technology & Engineering and Healthcare areas.

### System development roles

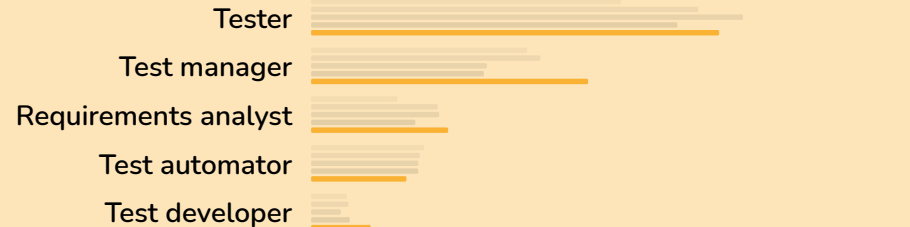


### Other roles

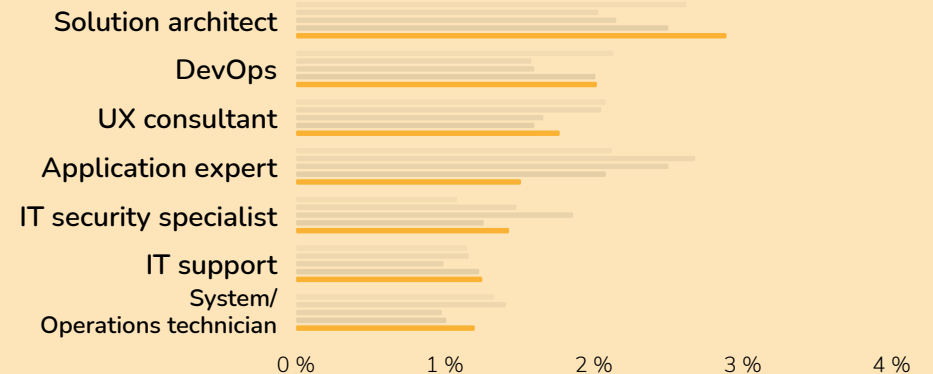
#### Data X and databases



#### Test and requirements



#### IT - Misc



**Up**

1. Scrum master
2. Agile coach
3. Test manager
4. Project manager
5. System integrator



**Down**

1. Engineer
2. Nurse
3. System developer
4. Application expert
5. BI consultant



Free of charge

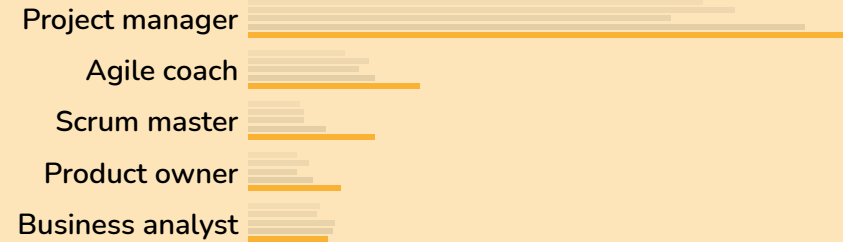
**Post assignments**  
Reach 20.000 companies

[Read more](#)

Brainville | **Buyer board**

**Other roles**

**Management**



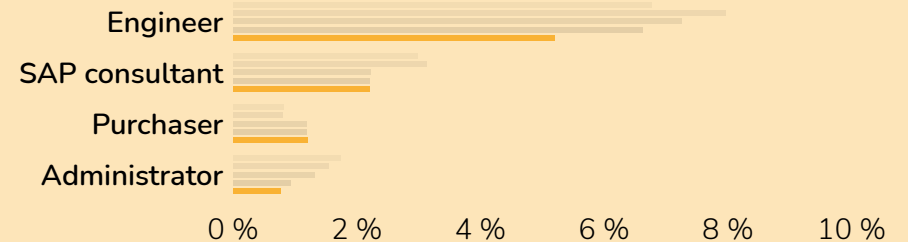
**Finance**



**Healthcare**



**Misc**



## Håll koll på timmarna - tjäna mer!

En timme hit och en timme dit. Någon kvart med övertid och så den där inarbetade lunchen. Det är lätt att tiden flyger iväg när man jobbar, men desto svårare att hålla koll på vart den verkligen gick. Men saken är ju, att när minutrarna försvinner minskar också arvodet och din fakturerbara tid. Brainvilles samarbetspartner Wint berättar om vikten av korrekt tidrapportering – och varför den bör synka direkt med din bokföring och fakturering.



### Hur kan en effektivare tidrapportering ge mig mer?

När du har koll på hur du jobbar är det enklare att förstå sig på sin egen verksamhet. Visst kan man göra sina egna antaganden men utan att ha det på papper är det svårt att veta helt säkert. Om du istället för att uppskatta din tid verkligen får kontroll kanske det visar sig att du ibland är effektivare än du trott, och ibland kanske behöver lite mer tid. Nästa gång du ska skriva en offert på ett jobb har du helt enkelt lite mer på benen, och kan enklare se till att få betalt för det du gör.



### Tidrapportera och fakturera direkt

Sätt en timpeng på ditt arbete, tidrapportera och fakturera sen direkt. Supersmidigt, och superpraktiskt för man slipper leta reda på den där himla post-iten med några hastigt nerkraftsade kråkfötter om halvtimmar hit och dit. Nej, gör det direkt istället. Enklare och bättre. Och uppdragsgivaren får se resultaten direkt. Om både tidrapportering och fakturering dessutom synkar med din bokföring kommer du spara massor med tid, som du kan lägga på nästa uppdrag istället för pappersarbete.



### Tänk om jag upptäcker att jag jobbar för mycket då?

Alla har varit där, när man tänker att "det tar bara några timmar" men sen står du där, när dagen är över och ja, timmarna räcker inte alls till. Men när det händer ofta, att jobb drar över tiden, då gäller det att se till att få betalt för den arbetstid du faktiskt lagt ner. Med tidrapporteringen som underlag är det enklare att dels få en överblick men också ett underlag att visa för kund.

### Läs mer:

Wints hemsida  
Medlemsförmåner



Summa Summarum finns det stora vinster med att ha koll på sin tid. Inte bara ekonomiskt, utan också personligt. Det där med att ingen önskar att de jobbat mer när de ser tillbaka på livet verkar stämma. Genom att effektivisera din administration kan du helt enkelt få mer tid att lägga där den gör störst nytta – i din verksamhet, eller med familjen. Det är därför Wint finns. Förutom att du slipper flera olika mjukvaror, pilla med bokföringen själv och hålla koll på momsens kan du enkelt både tidrapportera, fakturera och hitta rätt avtal för just dig, direkt i tjänsten.

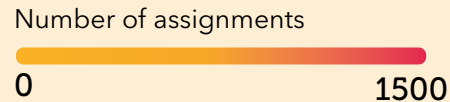
# Denmark

Breaking the overall Nordic trend, the number of available assignments decreased during the second half of 2021 in Denmark. However, it was still higher than during any report period in previous years.

The period also saw a shift in pattern. In previous years assignments have increased during the summer and early autumn to peak in October. 2021 by contrast saw peaks in September and November, with a slight dip in October.

## Work opportunities gravitating towards metropolitan areas

As is to be expected, the capitol region - the greater Copenhagen area - is extremely dominant in terms of volume. It alone accounts for around three quarters of the number of assignments, and the past six months was no different. Combined with the region of Midtjylland, which includes Aarhus, the two accounted for more than 92 percent of assignments. This is the highest number yet, confirming a long-standing trend of demand gravitating towards the metropolitan areas.



Region	% of assignments	Difference from H1 2021
Grønland	0,0%	0,0%
Hovedstaden	78,9%	0,5%
Midtjylland	13,4%	1,3%
Nordjylland	1,6%	0,3%
Sjælland	2,6%	-1,8%
Syddanmark	3,5%	-0,3%

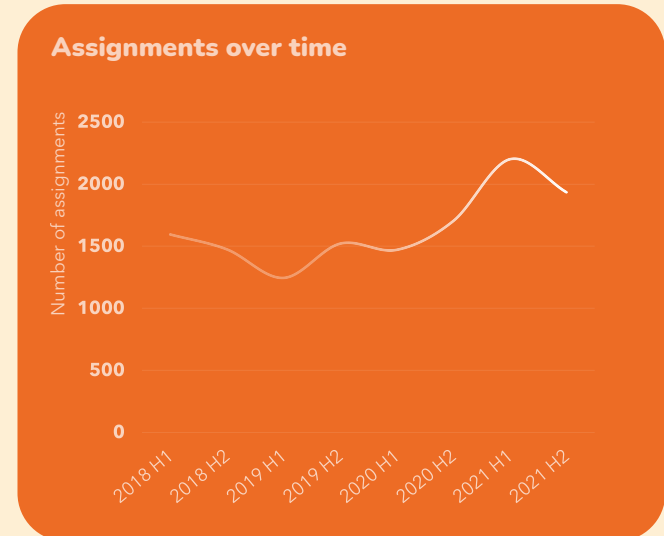
**Up**

1. Midtjylland
2. Hovedstaden
3. Nordjylland

**Down**

1. Sjælland
2. Syddanmark
3. Grønland





## Negative trend across larger competence areas

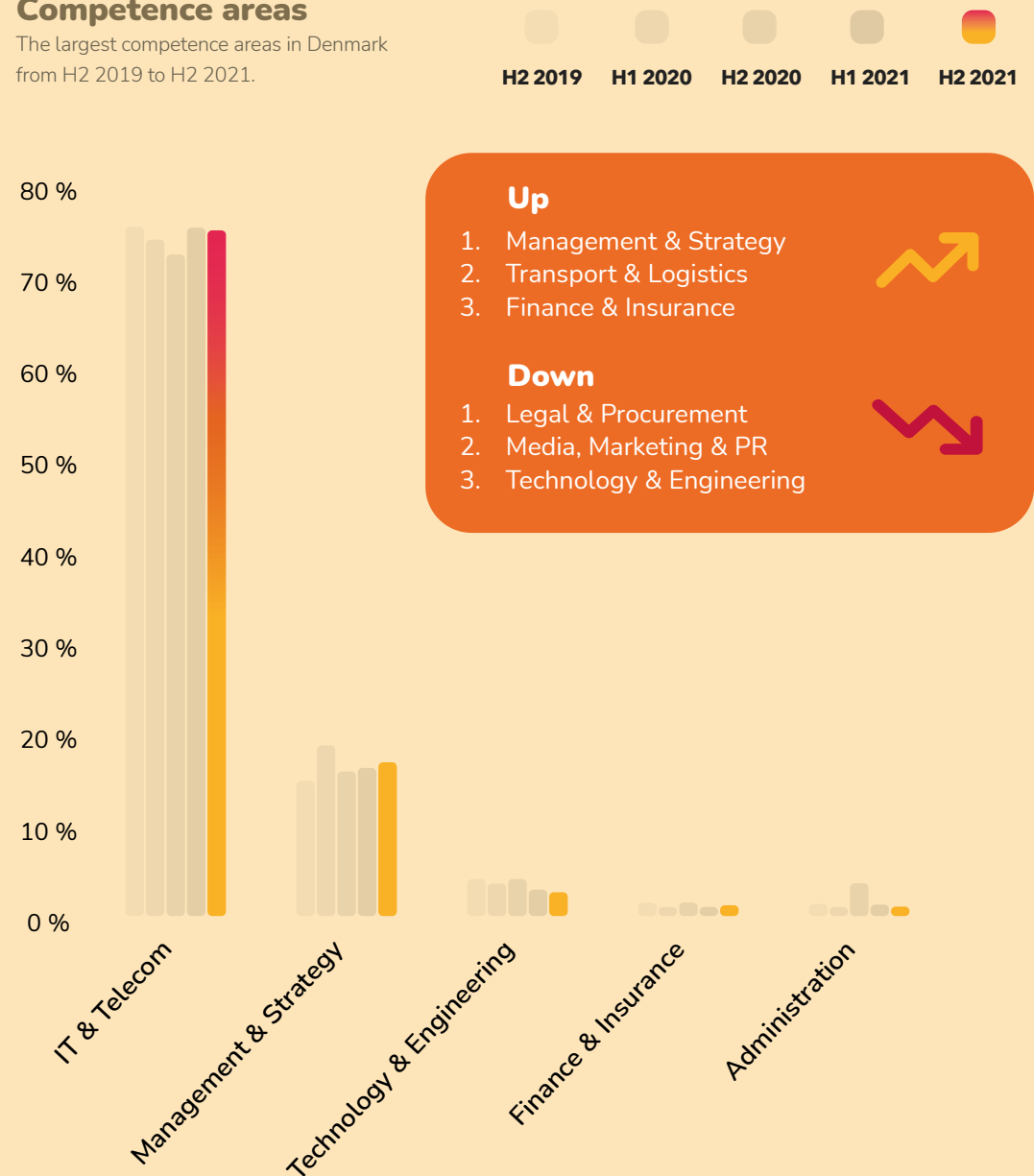
It stands to reason that the largest competence area by far among consultants on the Danish market - IT & Telecom - followed the overall national trend of a significant decrease during the last six months.

A decreasing number of assignments was seen in Management & Strategy, number two on the Danish market, and the third largest area, Technology & Engineering. For the latter area this was a development that we also saw on the larger Swedish market.

Competence area	% of assignments	Difference from H1 2021
IT & Telecom	75,0%	-0,3%
Management & Strategy	16,8%	0,6%
Technology & Engineering	2,6%	-0,3%
Finance & Insurance	1,2%	0,2%
Administration	1,0%	-0,2%
Design & Media	0,6%	0,2%
Other	0,6%	0,1%
Transport & Logistics	0,5%	0,4%
Media, Marketing & PR	0,5%	-0,3%
Legal & Procurement	0,5%	-0,3%
Human Relations	0,3%	0,0%
Education	0,2%	0,2%
Sales	0,1%	0,1%
Building & Construction	0,1%	0,0%
Healthcare	0,1%	-0,2%

### Competence areas

The largest competence areas in Denmark from H2 2019 to H2 2021.



## Database-related roles on the plus side

In a negative overall market trend, the Database-related roles retained the number of assignments in the second a half of 2021. A positive sign. The most sought-after roles, System developer and Project manager respectively, also fared relatively well in a weak market - these are two roles that also showed positive signs on the larger Swedish market.

At the other end of the scale, SAP-consultants, Testers and Application experts lost significant ground, in relative terms as well as in number of assignments.

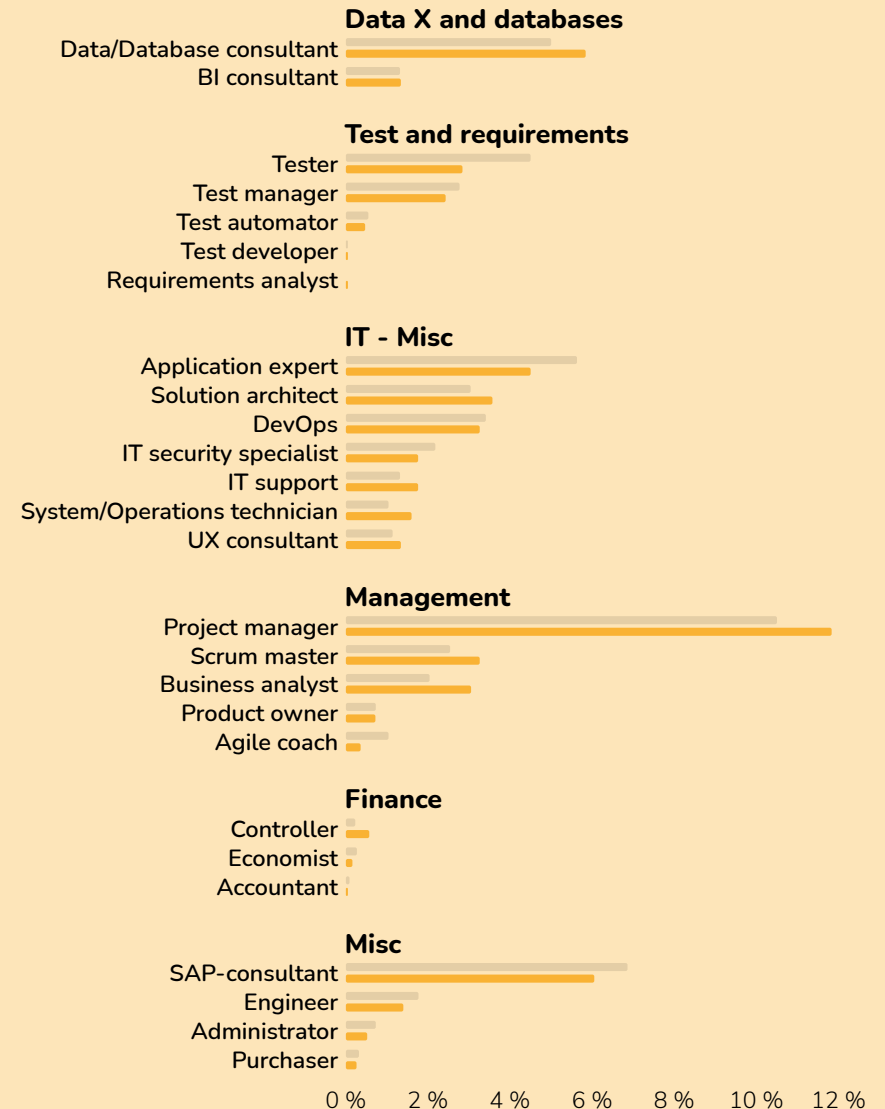
**Up**

1. Project manager
2. Business analyst
3. Data/Database consultant

**Down**

1. Tester
2. Application expert
3. SAP consultant

## Other roles

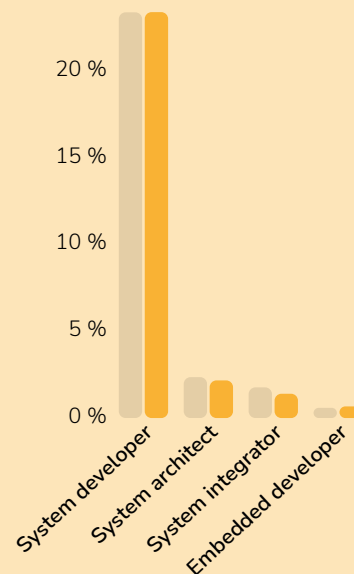


## Top Buyers in Denmark

ProData Consult's grip on the Danish market grew even stronger.

Buyers	% of assignments	Difference from H1 2021
ProData Consult	26,8%	2,1%
Ework Group	13,2%	0,1%
Right People Group	7,7%	1,1%
MIND4IT / Visma	7,2%	2,3%
SCR	5,0%	-2,3%
Avenida	4,8%	0,7%
Epico	4,1%	1,3%
dba consult	3,8%	0,8%
ZENIT Consult	3,0%	-1,0%
Nigel Frank International	2,0%	-1,3%
Other	22,4%	-3,7%

## System development roles



# Vem skyddar nystartade småföretag i osäkra tider?

## Nyföretagandet går framåt!

Trots de sista två årens mänskliga och ekonomiska utmaningar har antalet nystartade företag ökat med 7.1% under 2021 jämfört med 2020. Det är mycket glädjande att så många vågat välja nya vägar framåt och tro på sina idéer. Men som ny egenföretagare kan det vara lätt att glömma hur viktigt det är att vara rätt skyddad, speciellt när man står inför helt nya spelregler som en egen verksamhet innebär.

## Varför en företagsförsäkring?

Många konsulter startar och driver sin verksamhet från hemmet. Då är det viktigt att vara medveten om att hemförsäkringen aldrig ersätter skador i bolaget, dvs inget som tillhör eller är inköpt genom ditt företag. Därför är det viktigt att du tecknar en företagsförsäkring från dag ett.

## En företagsförsäkring täcker mycket mer än din egendom.

Du kan krävas på skadestånd, maskiner och annan utrustning kan gå sönder, du kan hamna i tvist med en kund, hyresvärd eller leverantör. En företagsförsäkring täcker så mycket mer än din egendom. Den skyddar hela ditt företag.

## Antal nyregistrerade företag på Bolagsverket

Företagsform	2021	2020	Förändring
Aktiebolag	62 782	57 682	8,8%
Enskilda firmor	13 733	13 427	2,3%
Handelsbolag	1 852	2 000	-7,4%
Kommanditbolag	344	352	-2,3%
<b>Totalt</b>	<b>78 711</b>	<b>73 461</b>	<b>7,1%</b>

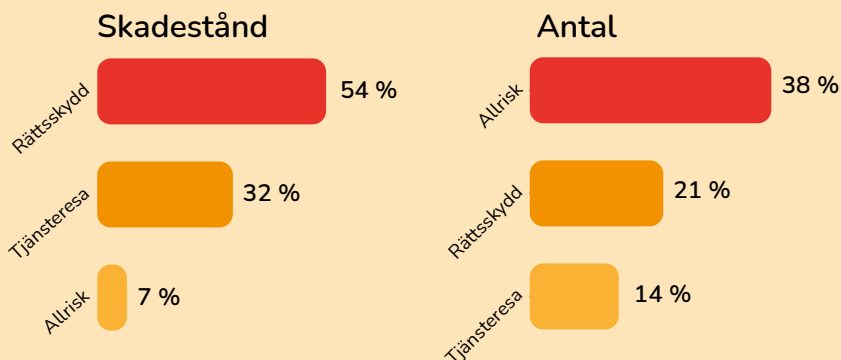
fysiska faror, men även de mer rättsliga som är svårare att förutse – och du kombinerar ditt skydd helt efter dina behov. Du svarar bara på ett antal enkla frågor, du guidas fram, tar besluten och sedan är allt klart. På detta sätt undviker du samtidigt att betala för något du inte behöver och kan känna dig säker på att det som betyder mest är bäst skyddat.

## Vilka skador är vanligast – och vilka kostar mest?

Det är en skillnad på vad småföretagare generellt är oroliga över i fråga om skador – och vad de borde vara oroliga över. En trasig dator går t ex att ersätta ganska lätt, men en rättstvist kan bli en både dyr, utdragen och ibland ödesdiger affär om ditt företag står utan försäkring. Se alltså till att även det nystartade företaget blir försäkrat från dag ett, oanade saker kan ju faktiskt inträffa redan dag två. För konsulter är det kostnaden för rättsskydd som är den alla dyraste typen av skadan, medan en förstörd dator eller telefon är den vanligaste.



## De tre vanligaste skadorna & de tre dyraste för konsulter\*



## En bra företagsförsäkring är anpassad efter dina risker.

Som småföretagare är det många saker man ska kunna och hålla koll på. Försäkring borde inte vara en av dem. Svedeas företagsförsäkring anpassas naturligtvis för uppenbara

Läs mer:

Medlemsförmåner



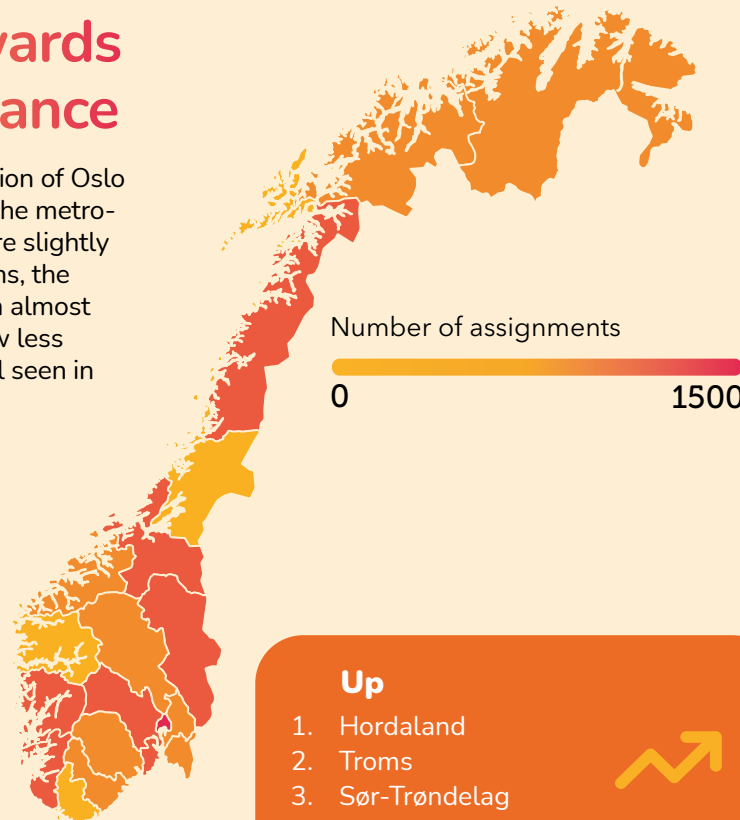
\*Data- och organisationskonsulter

# Norway

2021 saw a slight shift towards autumn in when assignments were being made available on the Norwegian market. Although this does not explain the development completely, it played its part in helping make Norway the fastest growing Nordic market during the second half of 2021, with a growth rate of more than 14 percent. The total value of available assignments grew even more than that compared to the first half the year, almost 17 percent.

## Long standing trend towards less metropolitan dominance

As with the other markets on Brainville, the capitol region of Oslo is the largest by far in terms of volume. And although the metropolitan areas combined strengthened their market share slightly compared to the rest of the county in the last six months, the overall trend seen over the last five years is clear: From almost complete concentration of demand their position is now less dominating than in Denmark and approaching the level seen in Sweden.

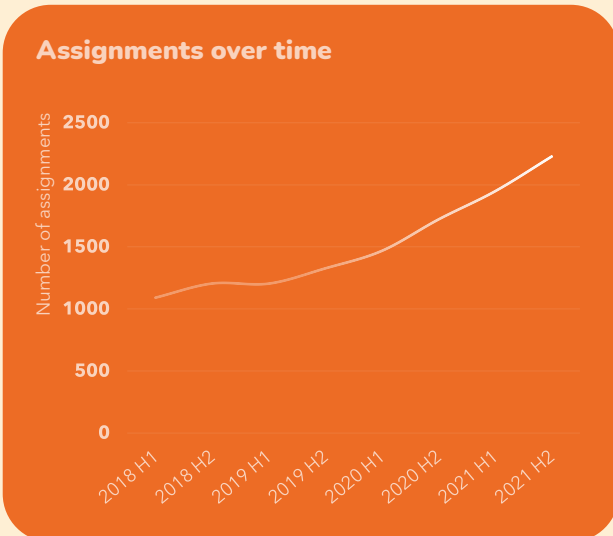


**Up**

- Hordaland
- Troms
- Sør-Trøndelag

**Down**

- Oslo
- Vestfold
- Rogaland



Region	% of assignments	Difference from H1 2021
Akershus	0,3%	-0,3%
Aust-Agder	0,5%	0,0%
Buskerud	2,6%	-0,4%
Finnmark	0,4%	0,1%
Hedmark	1,6%	-0,4%
Hordaland	5,5%	2,4%
Møre og Romsdal	0,3%	0,1%
Nordland	1,4%	-0,6%
Nord-Trøndelag	0,0%	0,0%
Oppland	0,3%	-0,6%
Oslo	68,1%	-1,3%
Rogaland	5,6%	-0,7%
Sogn og Fjordane	0,1%	0,1%
Sør-Trøndelag	8,8%	0,6%
Telemark	0,4%	-0,1%
Troms	2,2%	1,5%
Vest-Agder	0,4%	0,4%
Vestfold	1,5%	-1,0%
Østfold	0,1%	0,0%

## Differing development in three largest areas

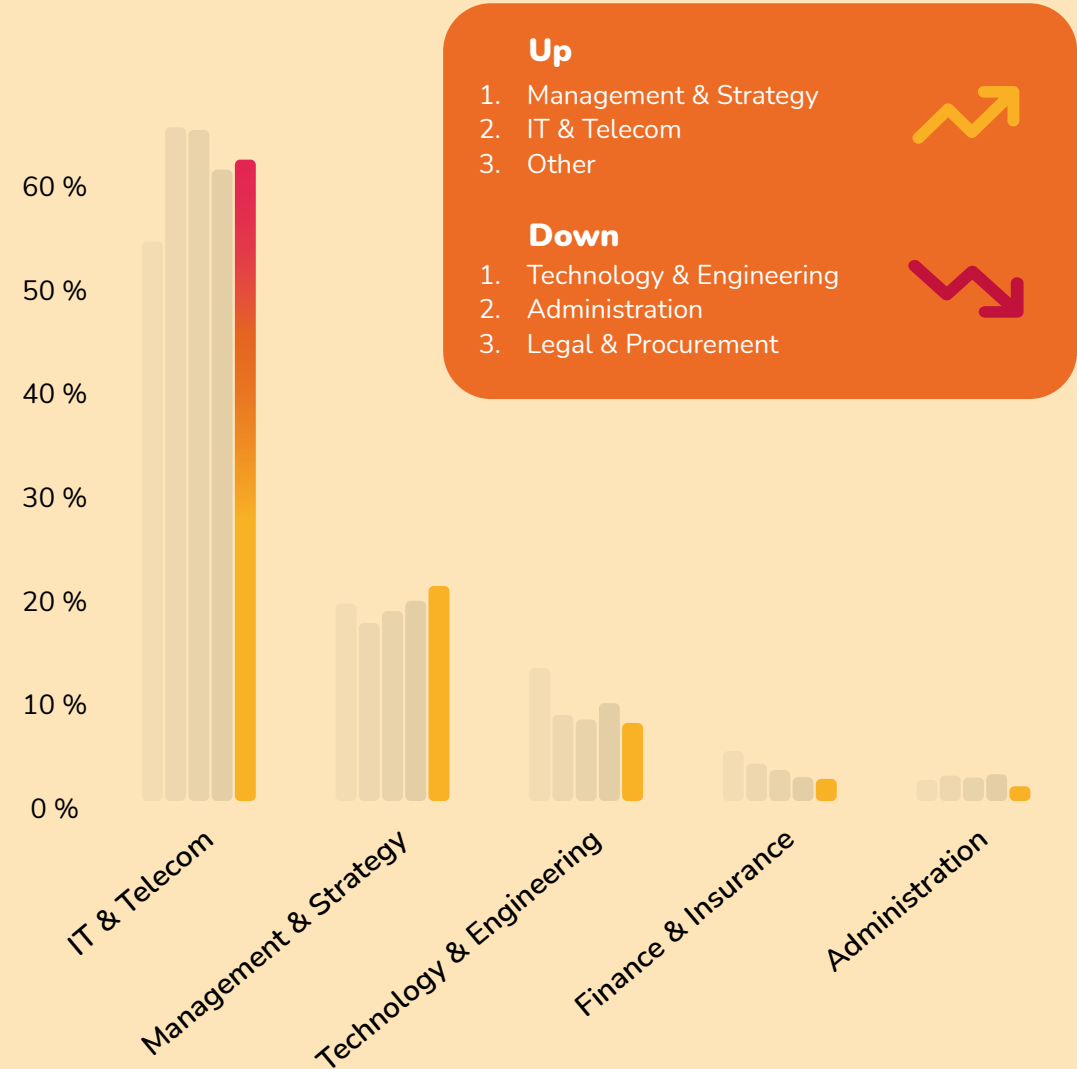
With Norway having the highest growth rate of the Nordic markets, it stands to reason that the two largest competence areas - IT & Telecom and Management & Strategy, with more than 80 percent of the total volume combined - both showed significant growth in second half of 2021.

Despite the positive general domestic development but in keeping with the overall Nordic trend, demand in Technology & Engineering, the third largest competence area, decreased markedly.

Competence area	% of assignments	Difference from H1 2021
IT & Telecom	61,9%	1,0%
Management & Strategy	20,7%	1,4%
Technology & Engineering	7,5%	-1,9%
Finance & Insurance	2,1%	-0,2%
Administration	1,4%	-1,2%
Other	1,2%	0,6%
Human Relations	1,1%	0,5%
Healthcare	1,1%	0,1%
Building & Construction	0,7%	0,2%
Legal & Procurement	0,7%	-0,6%
Design & Media	0,7%	-0,2%
Media, Marketing & PR	0,3%	-0,2%
Transport & Logistics	0,3%	0,1%
Sales	0,2%	0,1%
Education	0,2%	0,2%

### Competence areas

The largest competence areas in Norway from H2 2019 to H2 2021.



## Management and Database roles in demand

A trend we have seen in Sweden and Denmark was mirrored on the Norwegian market as the strategic roles in the Management category fared well, with Project managers seeing a significant increase in demand. Database-related roles experienced strong growth, a development in line with the Danish market where there also were positive signs in this category.

The decreasing demand in the Technology & Engineering area logically meant a drop in assignments for Engineers. And as in Denmark, opportunities for SAP-consultants were also down.

**Up**

1. Project manager
2. Data/Database consultant
3. System/Operations technician

**Down**

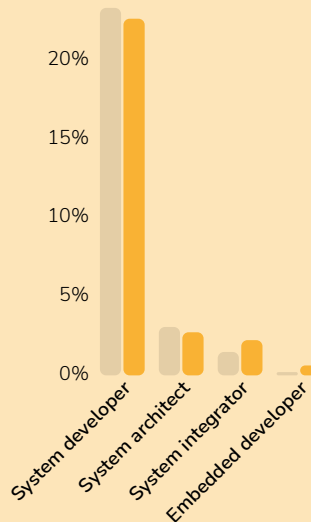
1. Engineer
2. DevOps
3. SAP consultant

### Top Buyers in Norway

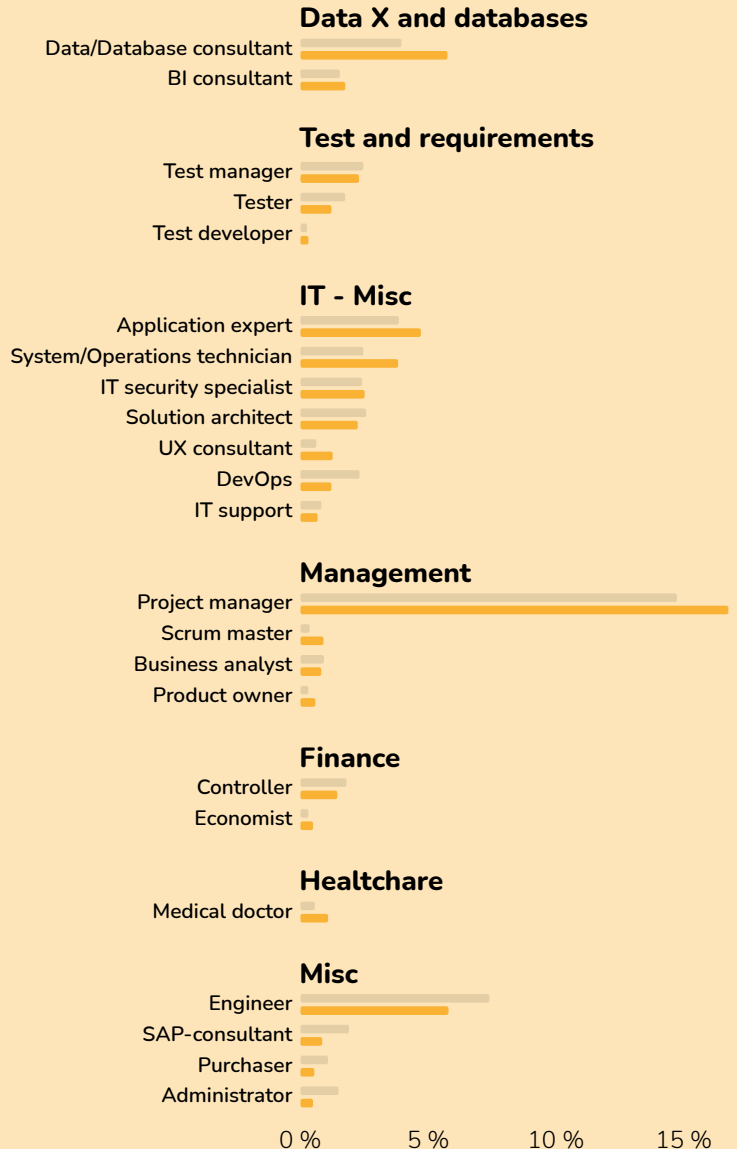
Ework Group dominates the market in Norway.

Buyers	% of assignments	Difference from H1 2021
Ework Group	52,1%	7,7%
Experis	6,7%	-0,4%
Cube IT	6,2%	-2,9%
Kons	6,0%	3,8%
ProData Consult	5,3%	-1,8%
TalentCo	5,1%	-0,3%
Technogarden magellan	3,9%	1,5%
Centerpoint	1,8%	-0,2%
Norway Consulting	1,7%	-3,2%
Nigel Frank International	1,4%	1,4%
Other	10,0%	-4,3%

### System development roles



### Other roles





## independent adjective

*free from the influence or control of others, separate, unconstrained, uncontrolled*

Since the inception of Brainville we've focused on being an *independent* marketplace. By that, we mean that there's no other company controlling our choices of how to develop and run the platform and we're completely independent from the *marketplace*. We're not a consultancy, not a broker and not buyer of consulting services. And most important of all – we never take part of the deals our users make.

One could argue that the word marketplace is enough. To be a marketplace all companies in the market must be open to exposing some business data to you. And if that's not the case, it's more like a *store*.

Our independence enables us to gather all freelancers, consultants, consultancies, brokers, and buyers of consulting services on one single platform. Welcome!



## How do I contribute to Konsultrapporten?

We frequently get this question and there are a number of simple ways you can help us out. For instance:

1. Post assignments (manually or via API) - and please do add a rate
2. Apply to assignments
3. Complete your and your colleagues' profiles
4. Contribute with content - submit an article
5. Share your statistics with us
6. Spread the word!

## Do you want to know when we release Konsultrapporten H1 2022?

Or



## Konsultavtal ger trygghet åt alla

Som konsult och egenföretagare är det alltid mycket att hålla ordning på. Kvitton ska sparas, offerter ska skickas, timmar ska rapporteras. Men en del som ofta glöms bort är avtal och kontrakt. Ett bra avtal mellan dig och din uppdragsgivare är en trygghet, men hur ska det skrivas? Och vad är viktigt att tänka på? Här får du svar på de tre kanske viktigaste frågorna när det kommer till konsultavtal.



### Varför är det bra att ha ett konsultavtal?

För det första bör ett avtal alltid skrivas mellan uppdragsgivare och konsult. Genom att sätta er överenskommelse på pränt är det enklare att undvika risken att hamna i en tvist. Rent allmänt är det också lättare att slippa missförstånd kring omfattning, immateriella rättigheter, ansvar, eventuellt konkurrerande uppdrag, kunder och sånt. För den anställde finns det i lagstiftningen tvingande regleringar att falla tillbaka på om man saknar avtal, men i ett förhållande mellan konsult och uppdragsgivare är det helt avgörande vad som står i avtalet.



### Vad ska ett konsultavtal innehålla?

Det viktigaste i ett konsultavtal är att reglera uppdragets omfattning (tid och inriktning) och hur arbetet ska ersättas. En annan viktig fråga är vem som äger resultatet och hur det får användas framöver.

Om något går fel är du som konsult mer exponerad för skadeståndskrav än som anställd. Det är därför bra att reglera hur kostnader för skador, fel, dröjsmål och liknande som kan uppstå inom uppdraget ska hanteras. Och så vill du som konsult ofta ha möjligheten till andra uppdrag inom ditt kompetensområde parallellt. Ska du ha rätt att utföra andra uppdrag för konkurrenter, under och efter uppdragsperioden, behöver det skrivas in i avtalet.

För interimskonsulter, som i stort sett utför samma arbete som anställda, är det särskilt viktigt att det finns ett konsultavtal. Annars är risken att uppdraget bedöms som en anställning, vilket leder till skattemässiga risker och även att konsulten omfattas av lagen om anställningsskydd.

I konsultavtal ska man inte ha med regleringar som är typiska för anställning, t ex rätt till semester.



### Vad finns det för andra avtal som kan vara bra att ha på plats för mig som konsult?

Eventuellt vill uppdragsgivaren skriva ett separat sekretessavtal knutet till dig som person. Det kan också vara aktuellt att skriva ett personuppgiftsbiträdesavtal om ditt konsultföretag ska behandla personuppgifter. Om du bortser från avtal i själva uppdragsförhållandet är du som konsult även företagare. Då kan det vara bra att ha vissa avtal kopplat till bolaget på plats samt säkra upp sina egna immateriella rättigheter.

Att veta vad som gäller innan man börjar jobba på ett projekt är helt enkelt en stor fördel. Att ha koll på sina timmar, sina fakturor och sin bokföring är en annan fördel, rentav en förutsättning för framgång. Det är därför Wint finns. Förutom att du slipper flera olika mjukvaror, pilla med bokföringen själv och hålla koll på momsens kan du enkelt både tidrapportera, fakturera och hitta rätt avtal för just dig.

### Läs mer:

Wints hemsida  
Medlemsförmåner



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#1 Konsultrapporten  
First half 2017



#2 Konsultrapporten  
First half 2018



#3 Konsultrapporten  
Second half 2018



#4 Konsultrapporten  
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#5 Konsultrapporten  
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#6 Konsultrapporten  
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#7 Konsultrapporten  
Second half 2020



#7.5 Konsultrapporten  
First quarter 2021



#8 Konsultrapporten  
First half 2021



#8.5 Konsultrapporten  
Third quarter 2021

