Membership policy

WORLD EMPLOYMENT CONFEDERATION
The Voice of Labour Market Enablers

GA meeting
Dublin
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www.wecglobal.org
@WECglobal
Final version of new Membership policy
National Federation membership: 2020 Principles & Criteria

Principles

- Only National Federations can join WEC: international federations are not allowed, they have to join via their national members
- A National Federation can be a WEC member for one HR service only or several ones
- Several National Federations from the same country can join WEC as long as they do not represent the same HR service
- In case of the existence of several National Federations representing the same HR Service at national level, the general WEC principle remains the same: only one National Federation is eligible for membership for the HR service it represents
- However, membership status will be granted to more than one National Federation per country, if the candidate member (which fulfills all other applicable criteria) covers a larger market share than the cumulative market share of the then current National Federation Members in said country for the HR service it represents

Governance

- “Pure Player” National Federations can join the respective taskforces covering the HR Service they represent (MSP, Career Management etc.)
- National Federations that are currently involved in taskforces (MSP, Career Management etc.) but are not yet WEC Members can stay as such for 12 months: after that deadline, either they join or they leave
Final version of new Membership policy
National Federation membership: 2020 Membership fees

Principles
• Fees are set according to the HR service(s) the National Federation wants to be active within WEC (see table)
• For National Federations representing Agency Work, the membership fee to WEC is based on a separate table comprising 5 different clusters (based on 4 criteria): one merged table for Europe and Rest of World
• If a National Federation representing Agency Work meets criteria to become a member, total fees to be paid cannot exceed those for agency work (cap fee)

Clustering in 5 groups
• Minimum fees for Group A amount to 3,000€ (reduced from 5,200€ compared to current WEC-Europe)
• When significant increase of fees, all members have agreed (e.g. USA, Japan, Brazil, Australia) but with 3 exceptions (discussion in progress to solve the issue)

Impact on total budget (Europe & Global)
• 2018: total contribution from NFs= 515,800€
• 2020: total contribution from NFs= 637,000€ (+20% compared to 2018)
• New fee system to enter into force into 2020 but National Federations can (voluntary) start increasing fees in 2019
## Final version of new Membership policy
National Federation Membership: towards an inclusive model (2020)

### HR SERVICES REPRESENTED BY FEDERATION

<table>
<thead>
<tr>
<th>HR Services</th>
<th>Agency Work</th>
<th>Direct Recruitment</th>
<th>MSP</th>
<th>RPO</th>
<th>Career Management</th>
<th>Other HR Services</th>
<th>Multi-HR Services Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>NATIONAL FEDERATION</td>
<td>AW fees based on 5 classes (see table)</td>
<td>5K€</td>
<td>5K€</td>
<td>5K€</td>
<td>5K€</td>
<td>10K€</td>
<td>AW fees according to 5 class table</td>
</tr>
</tbody>
</table>

AW fees based on 5 classes (see table): 5K€, 5K€, 5K€, 5K€, 10K€.
## Final version of Membership fees – NF Agency Work

Criteria used to define level of contribution (2020)

<table>
<thead>
<tr>
<th><strong>Size of Staffing Market size (€ billions)</strong></th>
<th><strong>GDP per capita $</strong></th>
<th><strong>Total population</strong></th>
<th><strong>Budget of National federation (€ millions)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 0.5</td>
<td>&lt; 10,000</td>
<td>&lt; 20 million</td>
<td>&lt; 0.1</td>
</tr>
<tr>
<td>0.5 to 0.99</td>
<td>10,000 to 14,999</td>
<td>20 to 99 million</td>
<td>0.1 to 0.99</td>
</tr>
<tr>
<td>1 to 4.99</td>
<td>15,000 to 29,999</td>
<td>100 to 199 million</td>
<td>1 to 1.99</td>
</tr>
<tr>
<td>5 to 15</td>
<td>30,000 to 50,000</td>
<td>200 to 500 million</td>
<td>2 to 4.99</td>
</tr>
<tr>
<td>&gt; 15</td>
<td>&gt; 50,000</td>
<td>&gt; 500 million</td>
<td>&gt; 5</td>
</tr>
</tbody>
</table>

- 1 point
- 2 points
- 3 points
- 4 points
- 5 points
- 6 points
- 7 points
## Revision of Membership fees
**Federations representing Agency Work: New model for 2020**

<table>
<thead>
<tr>
<th></th>
<th>A Federations</th>
<th>B Federations</th>
<th>C Federations</th>
<th>D Federations</th>
<th>E Federations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of points</strong></td>
<td>4 to 7</td>
<td>8 to 10</td>
<td>11 to 14</td>
<td>15 to 18</td>
<td>19 to 25</td>
</tr>
<tr>
<td><strong>Annual fees in €</strong></td>
<td>3,000€</td>
<td>5,500€</td>
<td>10,000€</td>
<td>35,000€</td>
<td>50,000€</td>
</tr>
</tbody>
</table>