

# Membership policy



**WORLD  
EMPLOYMENT  
CONFEDERATION**

The Voice of Labour Market Enablers

**GA meeting**

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# 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

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## 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

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National Federation Membership: towards an inclusive model (2020)

HR SERVICES REPRESENTED BY FEDERATION							
	Agency Work	Direct Recruitment	MSP	RPO	Career Management	Other HR services	Multi-HR Services Membership (Cap fee)
NATIONAL FEDERATION	AW fees based on 5 classes (see table)	5K€	5K€	5K€	5K€	10K€	AW fees according to 5 class table

# Final version of Membership fees – NF Agency Work

Criteria used to define level of contribution (2020)

Size of Staffing Market size (€ billions)		GDP per capita \$		Total population		Budget of National federation (€ millions)	
< 0.5	1 point	< 10,000	1 point	< 20 million	1 point	< 0.1	0 point
0.5 to 0.99	3 points	10,000 to 14,999	2 points	20 to 99 million	2 points	0.1 to 0.99	2 points
1 to 4.99	4 points	15,000 to 29,999	3 points	100 to 199 million	3 points	1 to 1.99	3 points
5 to 15	5 points	30,000 to 50,000	5 points	200 to 500 million	4 points	2 to 4.99	5 points
> 15	7 points	> 50,000	7 points	> 500 million	5 points	> 5	7 points

# Revision of Membership fees

Federations representing Agency Work: New model for 2020

	<b>A Federations</b>	<b>B Federations</b>	<b>C Federations</b>	<b>D Federations</b>	<b>E Federations</b>
<i>Number of points</i>	4 to 7	8 to 10	11 to 14	15 to 18	19 to 25
<i>Annual fees in €</i>	<b>3,000€</b>	<b>5,500€</b>	<b>10,000€</b>	<b>35,000€</b>	<b>50,000€</b>