

2022 Membership Fees for National Federations

Clustering based on HR Service represented

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 (see next slides)

Membership fees – National Federation Agency Work

Criteria used to define level of contribution (2021)

Size of National Staffing Market (€ billions)	
< 0.5	1 point
0.5 to 0.99	3 points
1 to 4.99	4 points
5 to 15	5 points
> 15	7 points

Country's GDP per capita (\$)	
< 10,000	1 point
10,000 to 14,999	2 points
15,000 to 29,999	3 points
30,000 to 50,000	5 points
> 50,000	7 points

Country's Total population	
< 20 million	1 point
20 to 99 million	2 points
100 to 199 million	3 points
200 to 500 million	4 points
> 500 million	5 points

Budget of National Federation (€ millions)	
< 0.1	0 point
0.1 to 0.99	2 points
1 to 1.99	3 points
2 to 4.99	5 points
> 5	7 points

2022 Membership fees

Federations representing Agency Work

	A Federations	B Federations	C Federations	D Federations	E Federations
Number of points	4 to 7	8 to 10	11 to 14	15 to 18	19 to 25
Annual fees in €	3,060€	5,600€	10,200€	35,700€	51,000€
Countries	Argentina Baltic States (Estonia + Latvia + Lithuania) Bulgaria Chile Columbia Croatia Indonesia Morocco Peru Philippines Russia Slovakia Slovenia Turkey	Czech Republic Greece India Luxembourg Mexico Romania Portugal South Africa South Korea	Australia/New Zealand Austria Brazil Canada China Denmark Finland Ireland Norway Spain Sweden Poland	Belgium Italy Japan Switzerland	France Germany Netherlands UK USA