

An eDev.one White Paper:

The Evolution of Workforce

A Freelancing Journey

Abstract

Today, out-of-office or remote work is a common reality. That introduces to a total evolution of workforce, the Freelancers, and the art of Freelancing.

Freelancing has become a new trend and it produces huge domination of workforce. And freelancers are projected to triple that domination by 2020.

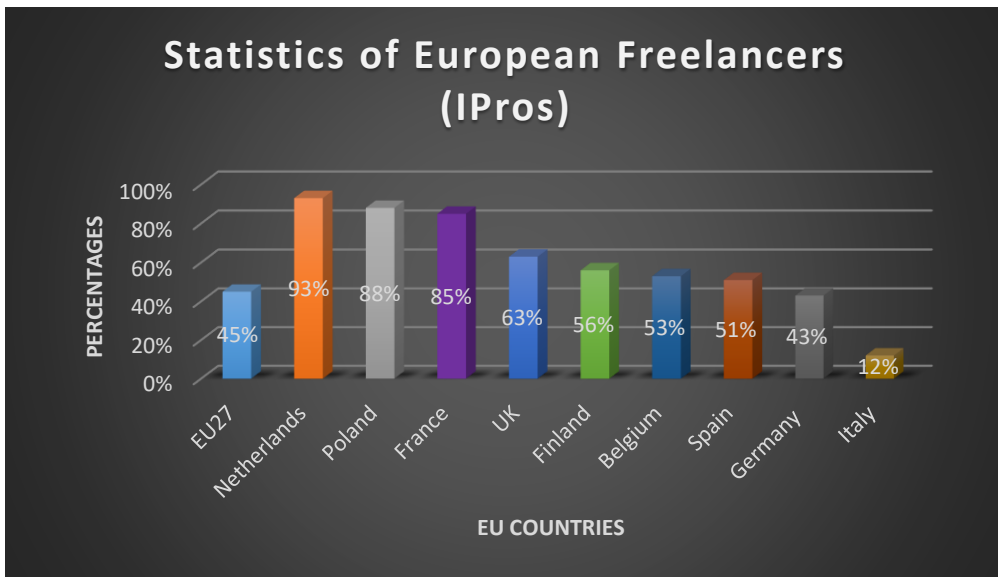
The term freelancing was first seen and introduced in the 18th century. It was said to be a mercenary willing to join a cause and offer their skills in exchange for a certain amount of money in a short period of time. Freelancing today opened a new way of working conveniently anytime and anywhere. **But Freelancers does have problems that they encounter and that includes the worry of not getting paid.**

Introduction

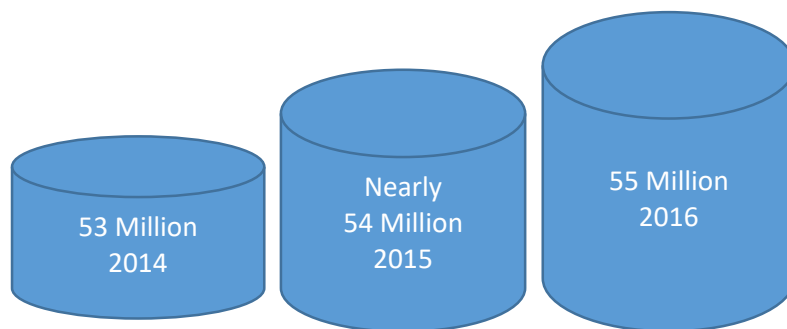
Freelancing is growing - and it grows way too fast.

European Freelancers has grown from 6.2 million to nearly 9 million in a span of 9 years, while U.S workforce grew from 53 million last 2014 to 55 million in year 2016.

Freelancers, also known as IPros ("Independent Professionals") in English work jargon, has grown from 6.2 million to nearly 9 million from 2004-2013 in Europe, making them the fastest growing group in the EU labour market. EU27 with 45%; Netherlands, 93%; Poland, 88%; France, 85%; UK, 63%; Finland, 56%; Belgium, 53%; Spain, 51%; Germany, 43%; and Italy with 12%.



While in U.S statistics shows that last year, 2016, the freelance economy grew to 55 million Americans, gathered the 35% of total U.S workforce compared to the 53 million in 2014 and nearly 54 million in 2015.



There are different freelancing job platforms and one of them is eDev.one who aims to set this job trend into an improved and revolutionized one. eDev.one is a platform on top of OpenLedger and integrates Blockchain technology.

How does a Freelancing Platform Works?

A freelancing platform contains two major type of users – the clients and the freelancers. The *clients* are those who post projects, tasks, or jobs that need an individual or group of individuals to get the job done. While freelancers are individuals who browse for works within the platform or hire freelancers like themselves for some activities.

Both users need to create their own accounts. Clients post projects or jobs with complete details, expected timeline of the project, and the amount they are willing to pay for it. Freelancers can then browse for projects or jobs through job listings, bid for it, and wait until chosen. The client will then choose a preferred freelancer, open up the project details, raise the terms and job agreement, and once both sides agree, the freelancer will then start to work on the project.

Types of Freelancers

Freelancers are increasingly using the internet to get and do business. These Freelancers are classified into different types according to their arrangements and work that they do, the *Independent Contractors*, *Moonlighters*, *Diversified Workers*, *Temporary Workers*, and *Business Owners*.



The *Independent Contractors* are those that do freelancing work for project basis temporarily, or as their supplemental work and these freelancers don't have one specific employer.

The *Moonlighters* are freelancers who have a steady job at daylight and freelance at night on a certain project or task.



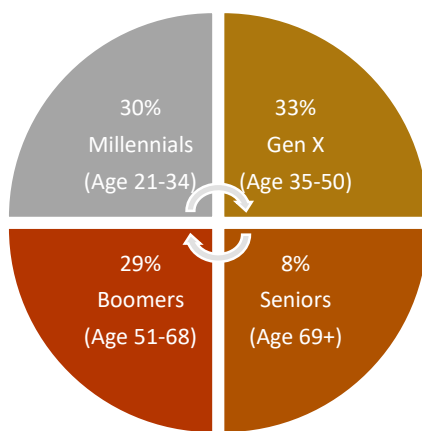
The *Diversified Workers* are those freelancers who have multiple part-time jobs, aside from their traditional work, and do freelance jobs at their spare time or over the weekend.

The *Temporary Workers* are individuals who were hired for temporary freelance jobs, tasks or projects in a longer timeframe.

The *Freelance Business Owners* are business owners who considered themselves as freelancers but have their own 1-5 freelance workers.

Freelancers' Age Group and Their Reasons

Clients have a wide range of freelancers in different ages to choose from; 30%, Millennials; 33%, Gen X, 29%, Boomers, and 8% of Seniors. These freelancers have lots of reasons why they opt to leave their traditional job and switched to freelancing works. They are able to control their schedule, have more flexibility, like being their own boss, loves the fact that they can do whatever they are good at, and especially to earn more income than what they received with their past traditional job.



- 61% Control my schedule
- 58% Have more flexibility
- 54% Like being my own boss
- 48% Do what I love
- 38% Earn more income

Problems Encountered by Freelancers

79% of freelancers see freelancing as a better job than a traditional one, that's because they greatly feel respected, empowered, and excited to start each day. More people have chosen to freelance and 54% of them earned more within a year.

There might be several good reasons on why workers chose to do freelancing job, but they still encounter problems along the way;

- The hard time of collecting payments, may it be a delayed or postponed payment or not getting paid at all.
- Not having any terms and job agreement.
- Challenging time management.
- Dealing with few currencies as payments.

- Dealing with the inefficient mode of payments.

The Evolution: eDev.one

Initially, eDev.one is a freelancing platform that serves as an engaging place where clients and freelancers meet. Clients hire freelancers that suit the skills and requirements they need while Freelancers browse for available jobs. eDev.one is not just a simple platform. It is a platform that leads in so many different ways.

*eDev.one secures every payment with
eDev Escrow System.*

eDev.one gives a strong protection to both freelancers and clients with proper handling of term and job agreements presented in every project or task and this works well with securing every transactions and payment with eDev Escrow System which serves as a neutral third-party between freelancers and clients.

Freelancers and clients agree to the terms and job agreement and that includes the amount of the job is worth. The client will then place the agreed amount to the eDev Escrow System. That gives an assurance to the freelancers that they are going to be paid. If the freelancer is done with the job, submitted the report and send a request for release of escrow funds, the client will then evaluate the job done. If satisfied and the client agreed with the releasing of funds. eDev will then release the funds for payment to the freelancer.

eDev.one makes it easier to send and withdraw funds with an eDev or an OpenLedger account. Withdrawals can be done with a debit or a bank account or even with a Bitcoin wallet and many other cryptocurrencies' wallet.

eDev.one has different mode of payments and a wide-range of currencies and cryptocurrencies.

eDev.one integrates Blockchain Technology and uses Smart Contracts in building trustworthy calculations.

eDev.one has powerful features that will benefit both the clients and their freelancers. And it will not stop to enhance these features and create more in the near future.

Conclusion

Freelancing introduced a new world for every worker. The evolution of workforce has been seen through the years and the number of freelancers grew pretty fast. There are different types of freelancers that chose to freelance because of different reasons. Even if these individuals chose to do freelancing job, they are still not free from the stress of the problems that they encounter. But these problems can be solved by choosing the right freelancing job platform that is dedicated to protect and assure the security of clients and their freelancers.

References

<https://benmatthews.com/freelance-statistics/>

<http://blog.payoneer.com/freelancers/industry-tips-2/freelance-statistics-the-european-freelance-economy-in-numbers/>

<https://blog.freelancersunion.org/2014/02/24/self-employment-growth-continues-rise-internationally-nearly-15-europeans-now-freelancing/>

<https://www.upwork.com/press/2016/10/06/freelancing-in-america-2016/>

<https://www.thebalance.com/types-of-freelancers-1360230>

<http://mumbaicoworking.com/freelance-problems-tips-advice/>