

Good example of an essay on emerging freelance workforce in essay

[Literature](#), [Russian Literature](#)



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Nonprofit organizations

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Emerging freelance workforce in nonprofit organization

Introduction

Generally, indentified as autonomous contractors, temporary workers and part timers, the freelance workers are those which do not engage themselves in a permanent/long term bond and still work as a situational resource, whenever required by their firms. With a rise in this class of workers in United States, the current percentage of people who classify themselves as freelance workers is close to 35% (Hasan, 2015). The above figure is assumed to grow at a rate of 40% for the coming years and will be significant contributor to the GDP and hence, the economy (Hasan, 2015). As most of social sector tasks involve volunteers from different segments of the society, the freelance workforce is often perceived to be a byproduct of nonprofit organizations.

Differences between freelance workforce and full timers

The federal laws have clear segregation as far as those for the freelance workforce are concerned. Most of the state and federal legislative rules are invariable of any safeguarding features over the payments to be received from freelancers from their clients. The labor wages laws are only applicable for W-2 employees in US and freelancers are not granted this status (Hasan, 2015). The lack of a legal association with the employer gets to a severely disadvantageous situation when some dispute occurs between the parties involved. In absence of concrete work norms and payment rules designed for this class of workers, they land up fighting for their rights in petty claims courts (Hasan, 2015). However, in case of nonprofit organizations, where revenue generation is a means of channelizing resources more into social welfare, this doesn't pose enough issues.

With more of organized players opting in for hiring the freelance workforce, it seems that very soon the commercial players will implore the possible insights and amendments in current labor laws, for inclusion of freelancers. Amazon has been recently acknowledged of deploying freelance service providers for transporting its packages to appropriate destinations. The equality wheel secludes violence from the household environment to ensure healthy relationships. So the inclination of organized profit oriented organizations can actually drive in concrete advocacy to formulate rules for freelance workforce (Hasan, 2015).

Nonprofit organizations: their staffing issues and freelancers

Although the general perceptions evaluate nonprofit organizations in stark contrasting features with that of profit driven ones, the realms of organizational management and vision attainment imply same sort of staffing measure for both of them (Hasan, 2015). A nonprofit organization has to be equally decisive over decisions like what personnel traits to be vouched for, what specific qualities to be promoted and which aspects need to be carried forward (in terms of exaltation and accretion) for organizational benefits. In either case, the chances of failure in recognizing the potential and rendering capabilities can be less inimical incase of freelancers. The quality of decisions made determine the overall yield and productivity of the organization, specifically in case of social sector where expectations are overwhelmingly high (Hasan, 2015).

Conclusion

The need of nonprofit organizations to have a prolific workforce, with minimum dispute scenario and least restrictions can be aptly justified by staffing freelance workforce. Also, freelance workforce association with profit driven organizations can be transformed into more profitable linkages by incorporating customized regulations (Hasan, 2015). Although, recent issues in context of freelance worker's payments for a leading philanthropic magazine Hudson MOD, where freelancer writers raised a claim of payments in return of article written for the magazine.

References

Hasan, S.(2015). No “ Free” in Freelancer: Nonprofits Take on Problems of the Emerging Workforce. Retrieved from <http://nonprofitquarterly.org/2015/06/23/no-free-in-freelancer-nonprofits-take-on-problems-of-the-emerging-workforce>