

Table 2:

(1 denotes typically strong possession of the relevant attribute; 0.5 denotes typically variable or inconsistent possession; 0 denotes typically weak or non-possession)

	Self-employed entrepreneur	Task-oriented/ gig worker	On-demand/ casual worker	Orthodox employee
Control over allocation of human capital ('on the job')	1	0.5	0	0
Capacity for diversification of human capital	1	0	0	0
Immunity from residual risk of business	0	0	0	1
Immunity from human capital-redeployment costs	0	0	0	1
Entitlement to appropriate residual business profit	1	0	0	0
Capacity to determine risk appetite of business	1	0	0	0