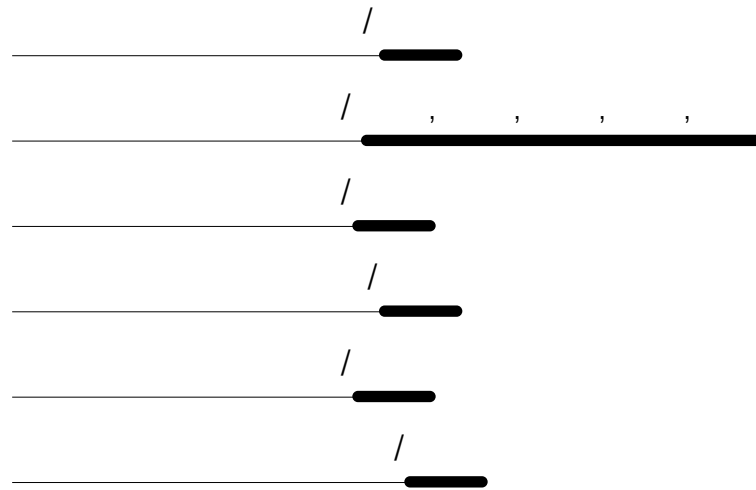
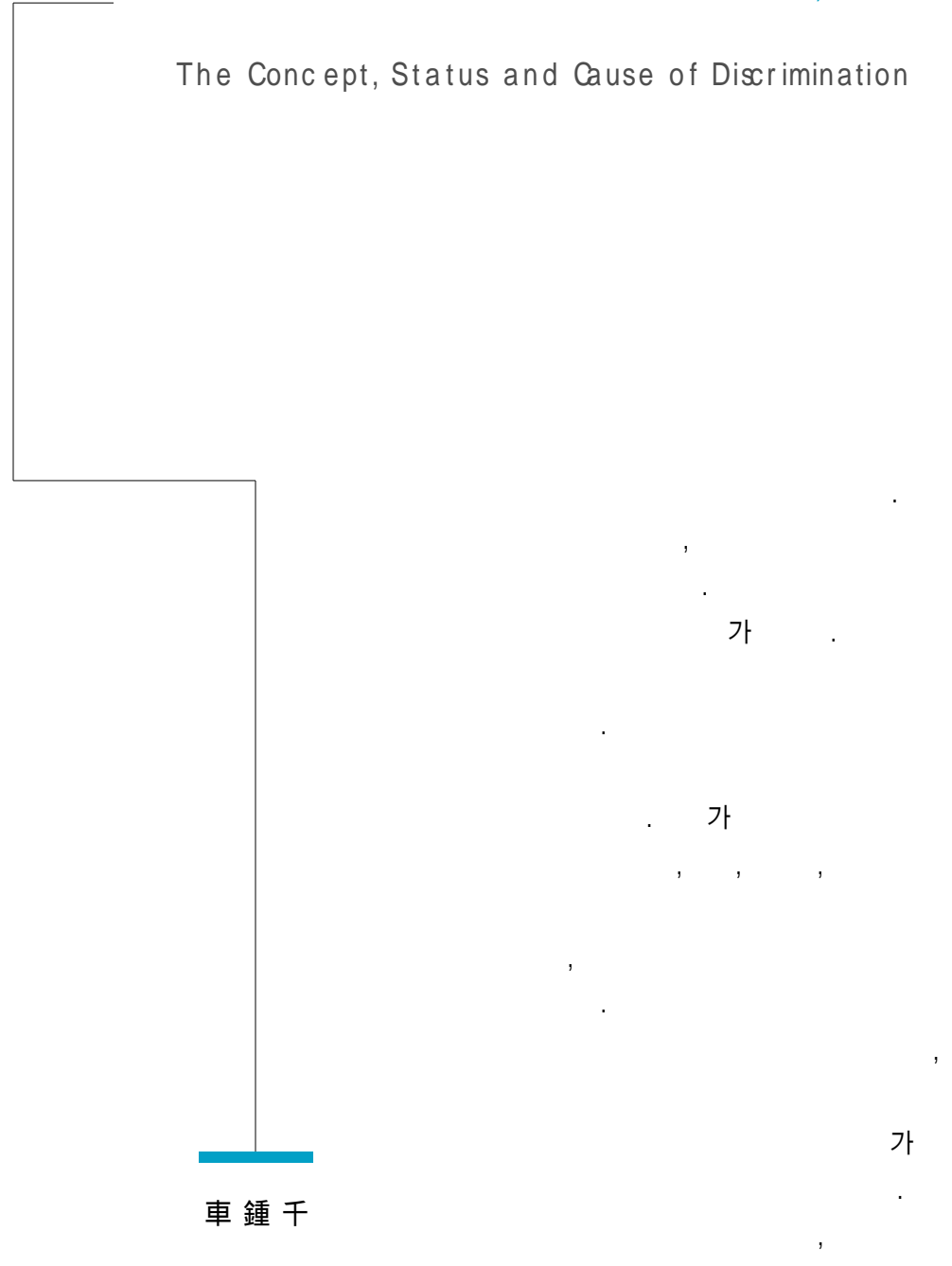


차별해소를 위한 적극적 우대조치 (Affirmative Actions)



1)

The Concept, Status and Cause of Discrimination



1)

5

(chiasm)

牛)

1.

가

가

가

가

가

가

(unintended consequences)

가

가

가

(矯角殺

가

(social closure)
 .
 .
 . “ ”
 .
 (status situation)
 . 가
 . 가
 . “ ” 가
 . 가
 . 가
 . 가
 . 가
 . 가
 . 가
 . (,
) (restrictions on social
 intercourse)
 .
 . (endogamous closure)

6) Weber , 1968, p.932

.
 .
 . “ ” 가
 .
 . 가
 . 가
 . 가
 . (neo-Weberians) Frank Parkin
 . 가
 . 가
 . 가
 . 가
 . 가
 . 가
 . 가
 . 가

7) Weber , 1968, p.933
 8) , G, 「 : 」 , 2003.
 9) Parkin, Frank, Class Inequality and Political Order, London: Paladin, 1972;
 . 「 」 , 1987.
 -----, Marxism and Class Theory: A Bourgeois Critique, London: Tavistock.
 10) Parkin , 1979, p.46

가 ” ¹¹⁾ “ ”
 .
 가
 “ ¹²⁾ ” ¹³⁾
 .
 가
 .
 and usurpation)
 (exclusion
)
¹⁴⁾ 가 ,
 가 ,
 가 .

11) Parkin 1987, p.47
 12) Parkin , 1979, p.44
 13) Parkin , 1979, p.44
 14) Parkin , 1979, pp.44 ~ 46

가 . 가
 가 가 ,
 가 가
 가
 2.
 가 가
 가
 1)
 가 가 86.5%가
 가 85.1%
 28.4%(181) 4.1% 7
 15 ~ 29 43 ~ 55%
 58%가
 (300 2%)가

1. ()

(: ,%)

			가		
	486	31.4		465	30.1
	857	55.3	가	851	55.0
	171	11.0		171	11.1
	35	2.3		59	3.8
	1549	100.0		1546	100.0

: , 「 , 2000.

, 2000 0.95%, 가
 1.48% 가
 53% , 6% , 가
 (26.6%), (15.7%), (38.0%),
 (19.7%) 가
 2000 23.2%가
 64.5%가
 2001 263 가 ()가
 28.9% 76
 2)
 가
 가
 가 가 , 가

2.

		2002
		5.9(16)
	5	3.9
		30
		62.6
		15.2
	가	48.8
	()	67.9
	(4 . .)	5.9
		14.5
	(100)	7.2
		62.9
		30.7

: , 「 2 p. 22

3)

가

가

가 . 1999 1 3
 561 202 (36%), 47 (8.4%), 43
 (7.7%) .16 273 104 (38%),
 35 , 17 .2000 7
 1,191 689 (49%), 233 (20%), 84 (7%)

가
 80~90% 가 3 2

3.
 (stereotyping) (prejudice) 가
 가 , (attitude component)
 , (cognitive) , (affective)
 가 . 가
 , (discriminatory actions) , ,
 , ,
 (behavioral)
 [1]

1. , ,

: Shaver, Kelly G., Principles of Social Psychology, Cambridge, MA: Winthrop Publishers, 1977.

Merton¹⁵⁾ (belief about equal opportunity)

2.

1:	+	+
2:	+	-
3:	-	+
4:	-	-

: + , -
 : Merton, Robert K., "Discrimination and the American Creed." pp. 189~216 in Sociological Ambivalence and Other Essays, New York: Free Press, 1976.

가 1 (nonprejudiced nondiscriminators)
 (all-weather liberals) 가 2 (nonprejudiced discriminators)
 가
 (fair-weather liberals)
 3 (prejudiced nondiscriminators)
 가
 (timid bigots) 가 4 (prejudiced

15) Merton, Robert K., "Discrimination and the American Creed." pp. 189~216 in Sociological Ambivalence and Other Essays, New York: Free Press, 1976.

discriminators) , (active bigots) .
 , 5
 (ascriptive) (achievement)
 , , ,
 ,
 (individual discrimination)
 ,
 가
 (institutionalized discrimination)
 가
 , ,
 , 16)
 , / ,
 ,
 ,
 Jencks¹⁷⁾
 가
 (economically rational and irrational reasons for discrimination)
 ,
 (principled) ” “ (myopic) ” .
 가 ,

16) , 「 , 1992.
 17) Jencks, Christopher, Rethinking Social Policy: Race, Poverty, and the Underclass. HarperPerennial, 1992.

가 가
 가 .
 , “ (consumer-
 driven), ” “ (worker-driven), ” “ (statistical) ”
 . 가 , 가
 가
 가 가 가
 가 , 가 .
 가 .
 4.
 가 . (mechanism)
 , 1) 가
 , 2) , 3)
 , ,
 ,
 가 Turner¹⁸⁾ (depersonalization) .
 , ,
 , ,
 .

18) Turner, J. C., “ Toward a Cognitive Redefinition of the Social Group ”, H. Tajfel(ed.), Social Identity and Intergroup Realions, Cambridge University Press, 1982.

(realist conflict theory)

19)

20)

(categorization biases)가

(perceptual distortions), (memory distortions), (self-fulfilling prophecies) (confirmatory biases)

21)

가

가

(virile-group image) (moral-group image) (diabolical-enemy image), (perceptual biases)

22)

19) “ ” , 『 』 1988, pp.63-78.

20) McCauley, C. C., L. Stitt, & M. Segal, “ Stereotyping: From Prejudice to Prediction.” Psychological Bulletin, 1980, 87: 195-208.
Miller, A. G., “ Historical and Contemporary Perspectives on Stereotyping.” In A. G. Miller (Ed.), In the Eye of the Beholder: Contemporary Issues in Stereotyping. New York: Praeger, 1982.

21) Forsyth, Donelson R., Group Dynamics. Pacific Grove, CA: Brooks/Cole., 1990.

22) Forsyth , pp.411 ~ 413