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(dead-end job)  
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(Mayall, 1995;  
Mangum et al., 1985).  
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## II

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(contingent work) (alternative employment)  
, (ILO, 1994) ‘ 가  
35  
30  
37 , 35  
( , 1994). 36  
36 , 36  
(Polivka, 1996a).  
1985 (Audrey Freeman) , ‘  
가 ,  
(Parker, 1993) ,  
, (guest worker), ,  
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, BLS “  
” (Polivka, 1996a: 4).  
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, , , . 1995 CPS(Current  
Population Survey) , (on-call worker),  
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(Polivka, 1996a; Cohany, 1998).  
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(Sørensen and Kalleberg, 1981; Sørensen, 1983, 1987).

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((Sørensen and Kalleberg, 1981: 57).

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( , 1999).

(Smith et al., 1998;

Walwei, 1998; Tilly, 1996).

(buffer zone)

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(Segal and Sullivan, 1995; Polivka and Nardone, 1989; Walwei, 1998; Hakim, 1995).

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가 (Ginn et al., 1996; Walsh, 1999).

( , 1998; , 1995).



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4,010 가 956 (30.7%) .<sup>3)</sup>

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3) 2 , 4,012 , 가  
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956 276

1,232 . 4,010 1,232 (30.7%)

2,778 (69.3%) .

55 3,955 , 가

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(60.3%), (51.4%) (63.0%),

(70.5%) .

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4) ( ) 1998

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		( ) ( ) (%)	( ) ( ) (%)	( ) ( ) (%)
I		336 (69.4)	148 (30.6)	484 (100.0)
II		580 (82.9)	120 (17.1)	700 (100.0)
I		13 (29.5)	31 (70.5)	44 (100.0)
		145 (37.0)	247 (63.0)	392 (100.0)
		322 (73.9)	114 (26.1)	436 (100.0)
		71 (39.7)	108 (60.3)	179 (100.0)
		87 (48.6)	92 (51.4)	179 (100.0)
		638 (51.9)	592 (48.1)	1,230 (100.0)
II		236 (78.9)	63 (21.1)	299 (100.0)
		181 (74.5)	62 (25.5)	243 (100.0)
		252 (80.8)	60 (19.2)	312 (100.0)
		195 (75.3)	64 (24.7)	259 (100.0)
		240 (74.3)	83 (25.7)	323 (100.0)
		84 (80.0)	21 (20.0)	105 (100.0)
	1,181 (77.1)	353 (22.9)	1,541 (100.0)	
		2,742 (69.3)	1,213 (30.7)	3,955 (100.0)

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 51 3,959  
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 , (62.9%) 가 , (46.3%) ,  
 (43.7%) .  
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5) (Tobler, Horan, and Beck, 1980) (Beck, Horan, and Tolbert, 1978)

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		( )	( )	( )
		( ) (%)	( ) (%)	( ) (%)
I	가	42 (87.5)	6 (12.5)	48 (100.0)
		308 (88.3)	41 (11.7)	349 (100.0)
		459 (75.1)	152 (24.9)	611 (100.0)
		726 (87.9)	100 (12.1)	826 (100.0)
		1,535 (83.7)	299 (16.3)	1,834 (100.0)
II	가	256 (56.3)	199 (43.7)	455 (100.0)
		274 (53.7)	236 (46.3)	510 (100.0)
		497 (73.3)	181 (26.7)	678 (100.0)
		179 (37.1)	303 (62.9)	482 (100.0)
		1,209 (56.8)	919 (43.2)	2,125 (100.0)
		2,714 (69.2)	1,218 (30.8)	3,959 (100.0)

가

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		( )	( )	( )
		( ) (%)	( ) (%)	( ) (%)
		1,301 (73.3)	473 (26.7)	1,774 (100.0)
		164 (44.3)	206 (55.7)	370 (100.0)
		67 (61.5)	42 (38.5)	109 (100.0)
		97 (46.2)	113 (53.8)	210 (100.0)
		32 (46.4)	37 (53.6)	69 (100.0)
		1,662 (65.6)	871 (34.4)	2,532 (100.0)
		1,115 (75.5)	361 (24.5)	1,476 (100.0)
		2,778 (56.8)	1,232 (43.2)	4,008 (100.0)

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55.7% 가

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26.7%

가 , 38.5% 가  
(1997)

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( )	( ) (%)	( )	( ) (%)	( )	( ) (%)
1,879	(74.3)	651	(25.7)	2,530	(100.0)
899	(60.7)	581	(39.3)	1,480	(100.0)
1,968	(67.7)	938	(32.3)	2,906	(100.0)
810	(73.4)	294	(26.6)	1,104	(100.0)
1,479	(75.2)	488	(24.8)	1,967	(100.0)
400	(71.1)	163	(29.0)	563	(100.0)
489	(52.1)	450	(47.9)	939	(100.0)
410	(75.8)	131	(24.2)	541	(100.0)
20	(28.6)	50	(71.4)	70	(100.0)
156	(44.6)	194	(55.4)	350	(100.0)
257	(53.1)	227	(46.9)	484	(100.0)
1,185	(69.3)	526	(30.7)	1,711	(100.0)
319	(81.6)	72	(18.4)	391	(100.0)
709	(84.1)	134	(15.9)	843	(100.0)
132	(82.0)	29	(18.0)	161	(100.0)
2,778	(69.3)	1,232	(30.7)	4,010	(100.0)
	S.D.		S.D.		S.D.
36.1	(10.5)	39.4	(12.1)	37.2	(11.1)
20.4	(12.1)	25.8	(14.9)	22.0	(13.2)

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Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-
.898	.666	1.017	.944	.995	.982	.994	.978	.992	.975	.990	.967
2.404	.020	2.922	.007	2.864	.008	2.900	.007	2.874	.009	2.535	.026
1.443	.625	2.527	.231	2.384	.265	2.407	.259	2.252	.302	2.419	.263
2.203	.080	2.413	.062	2.324	.076	2.375	.071	2.498	.061	2.541	.057
.401	.043	.321	.305	.302	.281	.303	.283	.366	.370	.370	.374
		.306	.000	.305	.000	.305	.000	.312	.000	.313	.000
				1.196	.467	1.306	.404	1.282	.449	1.313	.410
						.994	.667	.990	.525	1.501	.026
								1.666	.464	74.408	.017
								.940	.872	38.072	.029
								1.800	.046	6.331	.003
								.902	.833	.265	.069
								1.435	.276	.371	.145
										.659	.023
LL=- 292		LL=- 276		LL=- 276		LL=- 276		LL=- 271		LL=- 268	
N=484		N=484		N=484		N=484		N=479		N=479	

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II

I		II		III		VI		V		VI	
Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-
.822	.497	.898	.650	.880	.596	.855	.518	.758	.262	.762	.273
2.560	.013	2.605	.013	2.590	.014	2.509	.018	2.142	.054	2.228	.044
6.891	.000	8.042	.000	7.699	.000	7.223	.000	6.960	.000	7.149	.000
3.216	.021	3.891	.009	3.698	.013	3.233	.029	2.942	.049	2.755	.068
2.005	.255	1.840	.326	1.748	.374	1.591	.464	1.289	.692	1.179	.799
		.437	.000	.428	.000	.429	.000	.502	.004	.486	.003
				1.151	.562	.905	.752	.930	.822	1.015	.964
						1.018	.227	1.012	.486	1.481	.037
								1.676	.608	51.540	.044
								1.151	.752	29.856	.040
								1.232	.501	3.723	.035
								.877	.743	.258	.063
								.335	.010	.963	.002
								1.010	.990	.034	.066
										.683	.042
LL=- 307		LL=- 300		LL=- 300		LL=- 299		LL=- 294		LL=- 292	
N=700		N=700		N=700		N=700		N=700		N=700	

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I		II		III		VI		V		VI	
Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-
.632	.000	.650	.002	.603	.000	.633	.000	.624	.001	.615	.001
2.318	.000	2.312	.000	2.156	.000	2.126	.000	1.644	.017	1.647	.017
.886	.717	.959	.900	.742	.381	.685	.274	.731	.387	.732	.389
1.969	.335	2.056	.003	1.638	.045	1.448	.142	1.257	.384	1.260	.382
3.971	.003	3.710	.006	2.856	.028	2.370	.076	1.713	.284	1.688	.300
		.725	.008	.687	.003	.696	.004	.920	.534	.896	.416
				2.083	.000	.960	.823	.991	.961	1.029	.883
						1.049	.000	1.202	.009	1.412	.001
								4.851	.005	85.828	.000
								2.572	.000	43.240	.000
								2.105	.000	5.332	.000
								.449	.003	.169	.000
								.413	.000	.140	.000
								.259	.038	.011	.000
										.726	.003
LL=- 813 N=1230		LL=- 766 N=1230		LL=- 795 N=1230		LL=- 774 N=1230		LL=- 734 N=1230		LL=- 730 N=1230	

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II

I		II		III		VI		V		VI	
Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-
2.260	.000	2.468	.000	2.530	.000	2.416	.000	2.142	.000	2.128	.000
5.478	.000	5.706	.000	5.718	.000	5.361	.000	4.655	.000	4.565	.000
2.229	.029	2.647	.009	2.755	.007	2.520	.015	2.692	.010	2.631	.012
5.460	.000	7.267	.000	7.493	.000	6.549	.000	5.135	.000	5.102	.000
5.894	.000	6.396	.000	6.652	.000	5.827	.000	4.706	.001	4.720	.001
		.468	.000	.480	.000	.449	.000	.480	.000	.480	.000
				.874	.370	.626	.012	.621	.013	.623	.014
						1.022	.002	1.004	.600	1.119	.147
								1.655	.387	4.437	.103
								1.739	.045	4.543	.040
								1.531	.079	2.083	.025
								.443	.000	.317	.001
								.453	.000	.315	.000
								.988	.963	.329	.183
										.897	.161
LL=- 783		LL=- 766		LL=- 765		LL=- 761		LL=- 739		LL=- 739	
N=1541		N=1541		N=1541		N=1541		N=1541		N=1541	

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I		II		III		VI		V		VI	
Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-	Odds Ratio	p-
1.336	0.040	1.450	0.010	1.465	0.008	1.455	0.009	1.464	0.009	1.457	0.010
4.172	0.000	4.125	0.000	4.092	0.000	4.038	0.000	3.822	0.000	3.745	0.000
1.520	0.300	1.832	0.140	1.965	0.102	1.814	0.153	1.982	0.102	1.957	0.109
2.564	0.008	3.068	0.002	3.241	0.001	3.002	0.003	3.156	0.002	3.142	0.002
5.318	0.001	5.566	0.001	6.028	0.001	5.595	0.001	5.774	0.001	5.761	0.001
		0.448	0.000	0.478	0.000	0.453	0.000	0.462	0.000	0.462	0.000
				0.826	0.190	0.658	0.025	0.653	0.024	0.653	0.024
						1.018	0.045	1.009	0.347	1.092	0.256
								3.205	0.047	6.475	0.038
								1.389	0.377	1.751	0.197
								0.699	0.094	0.550	0.058
								0.866	0.361	0.668	0.176
								1.559	0.071	0.715	0.675
										0.924	0.303
LL=- 793		LL=- 775		LL=- 774		LL=- 772		LL=- 762		LL=- 762	
N=1834		N=1834		N=1834		N=1834		N=1832		N=1832	

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I		II		III		VI		V		VI	
Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-	Odds Ratio	P-
0.747	0.007	0.791	0.031	0.761	0.013	0.764	0.015	0.744	0.008	0.748	0.010
2.379	0.000	2.416	0.000	2.377	0.000	2.297	0.000	2.198	0.000	2.216	0.000
1.650	0.060	1.981	0.011	1.806	0.030	1.746	0.041	1.827	0.028	1.821	0.029
2.199	0.000	2.519	0.000	2.312	0.000	2.111	0.000	2.043	0.000	2.040	0.000
1.689	0.065	1.533	0.138	1.416	0.230	1.305	0.363	1.197	0.542	1.171	0.594
		0.488	0.000	0.501	0.000	0.503	0.000	0.557	0.000	0.549	0.000
				1.394	0.004	0.983	0.902	1.006	0.968	1.075	0.622
						1.021	0.000	1.012	0.044	1.392	0.000
								2.113	0.014	38.719	0.000
								1.299	0.088	21.810	0.000
								1.296	0.040	3.301	0.000
								0.760	0.215	0.274	0.000
								0.826	0.409	0.253	0.000
										0.726	0.000
LL=- 1404		LL=- 1375		LL=- 1371		LL=- 1363		LL=- 1355		LL=- 1347	
N=2125		N=2125		N=2125		N=2125		N=2121		N=2121	

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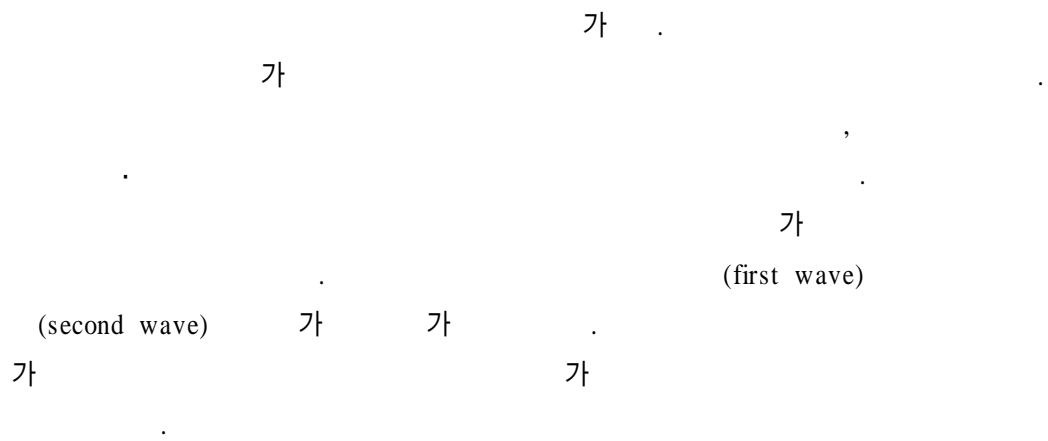
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- . 1992. 『 』 .
- . 1995. “ ” 『 . 』 .
- . 1996. “ : ” 『 』 30: 93- 124.
- \_\_\_\_\_ 1999. “ : , ” 『 』 33: 191- 225.
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			( * )
	( )	(%)	
.	552	9.0	(12.3)
I -	654	10.7	(19.5)
II -	651	10.6	(7.9)
	487	7.9	(7.9)
	1,153	18.8	(27.9)
	500	8.1	(10.0)
.	391	6.4	(10.0)
.	257	4.2	(10.0)
	403	6.6	(22.4)
	256	4.2	(22.4)
	379	6.2	(22.4)
.	118	1.9	(22.4)
.	338	5.5	(22.4)
	6,139	100.0	(100.0)

\* : ₩ 100,000, 1998

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			( * )
	( )	(%)	
.	56	1.0	(2.6)
가	375	6.4	(16.3)
가	784	13.4	(16.3)
	818	14.0	(12.1)
.	1,416	24.5	(23.7)
	524	9.0	(11.6)
	720	12.3	(23.2)
.	575	9.6	(23.2)
	570	9.8	(10.5)
	5,838	100.0	(100.0)

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	I			II			I			II		
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
	182 (72.8)	68 (27.2)	250 (100.0)	317 (86.6)	49 (13.4)	366 (100.0)	324 (63.2)	189 (36.8)	513 (100.0)	459 (74.2)	160 (25.9)	619 (100.0)
	18 (50.0)	18 (50.0)	36 (100.0)	28 (68.3)	13 (31.7)	41 (100.0)	57 (31.8)	122 (68.2)	179 (100.0)	58 (54.2)	49 (45.8)	107 (100.0)
	5 (62.5)	3 (37.5)	8 (100.0)	8 (44.4)	10 (55.6)	18 (100.0)	22 (55.0)	18 (45.0)	40 (100.0)	32 (74.4)	11 (25.6)	43 (100.0)
	12 (52.2)	11 (47.8)	23 (100.0)	12 (63.2)	7 (36.8)	19 (100.0)	33 (35.5)	60 (64.5)	93 (100.0)	38 (54.3)	32 (45.7)	70 (100.0)
	6 (85.7)	1 (14.3)	7 (100.0)	10 (71.4)	4 (28.6)	14 (100.0)	6 (21.4)	22 (78.6)	28 (100.0)	10 (50.0)	10 (50.0)	20 (100.0)
	223 (68.8)	101 (31.2)	324 (100.0)	375 (81.9)	83 (18.1)	458 (100.0)	442 (51.8)	411 (48.2)	853 (100.0)	597 (69.5)	262 (30.5)	859 (100.0)
	113 (70.6)	47 (29.4)	160 (100.0)	204 (84.7)	37 (15.4)	241 (100.0)	196 (52.0)	181 (48.0)	377 (100.0)	590 (86.6)	91 (13.4)	681 (100.0)

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	I			II		
	(%)	(%)	(%)	(%)	(%)	(%)
	640 (83.7)	125 (16.3)	765 (100.0)	646 (65.3)	343 (34.7)	989 (100.0)
	59 (62.1)	36 (37.9)	95 (100.0)	100 (37.2)	169 (62.8)	269 (100.0)
	36 (81.8)	8 (18.2)	44 (100.0)	29 (46.0)	34 (54.0)	63 (100.0)
	32 (72.7)	12 (27.3)	44 (100.0)	64 (39.0)	100 (61.0)	164 (100.0)
	8 (53.3)	7 (46.7)	15 (100.0)	24 (44.4)	30 (55.6)	54 (100.0)
Total	775 (80.5)	188 (19.5)	963 (100.0)	863 (56.1)	676 (43.9)	1439 (100.0)
	759 (87.2)	111 (12.7)	870 (100.0)	342 (58.4)	243 (41.5)	585 (100.0)