



Labor and Employment

The Labor and Employment practice at Shin & Kim, with extensive professional expertise and experience, has been nationally recognized for its outstanding services. Our Labor and Employment team provides a one-stop full service approach to addressing a wide range of labor and employment issues affecting clients, such as those relating to individual employment relations, collective labor-management relations (e.g., labor unions), corporate restructuring, labor audits, illegal dispatch of employees, industrial safety, protection of trade secrets, discrimination of temporary employees and performance management. Combining expertise, teamwork and an emphasis on client satisfaction, the professionals in our Labor and Employment team offer unparalleled level of services with a focus on finding optimal solutions for clients.

The Labor and Employment practice at Shin & Kim holds an industry recognized reputation for providing outstanding advice to a diverse range of clients, including global companies, domestic large businesses, public institutes, government agencies and small and medium-sized companies, and is recognized for its exceptional expertise in the labor and employment area. As a result, our Labor and Employment practice continuously receives the highest praise from well-known domestic and foreign independent evaluation institutes such as Chambers.

Key Services

Shin & Kim offers the services in the following areas in relation to Labor and Employment:

- Implementation and improvement of standard contracts and policies including rules of employment and employment agreements
- Implementation and improvement of wage and benefit systems
- Corporate restructuring
- Outsourced and temporary employment, including dispatched workers
- Compliance with labor and employment related laws and regulations, including laws relating to the prevention of sexual harassment, workplace harassment, and protection of personal information
- Protection of trade secrets, non-competes, and other matters related to prevention of unfair competition
- Audits, investigations, and disciplinary procedures
- Stabilization and enhancement of labor-management relations
- Collective bargaining negotiations and collective agreements

- Labor disputes
- Civil and criminal lawsuits relating to employment relationships, and cases before the Labor Relations Commission
- Civil and criminal lawsuits, as well as pro-active advisory consultations relating to occupational safety and serious accidents
- All other legal issues relating to labor and employment

Experience

Various Wage Litigations

- Represented companies including K Corporation, H Company, S Company, D Company, H Company, S Company, D Company, and H Company in various regular wage Litigations
- Handled cases related to the wage nature of management performance bonuses on behalf of V Company, H Company, and others

Comprehensive Wage System Litigations

- Represented M Company, S Company, and others in cases concerning the validity of comprehensive wage systems

Employee Status Litigations

- Represented H Company, S Company, K Company, and others in cases disputing the employee status of entrepreneur-type branch managers, shop managers (department store consignment salespersons), and learning material teacher team leaders

Illegal Dispatch Litigations

- Represented K Company, H Company, and others in lawsuits filed by subcontractor employees seeking confirmation of employee status
- Represented K Corporation in a lawsuit seeking confirmation of employee status

Litigations Related to Layoffs

- Represented S Company, K Company, and others in lawsuits filed by laid-off employees seeking confirmation of dismissal invalidity, confirmation of employee status, and provisional disposition for wage payment

Advisory Services on Wage System Reform and Workforce Restructuring

- Provided advisory services on wage system reform for K Company, H Company, etc.
- Provided advisory services on workforce restructuring for K Company, S Company, H Company, etc.

Labor-Management Relations Consulting and Response to Unfair Labor Practices

- Advised S Company, C Company, L Company, etc., on responding to labor union disputes and actions
- Supported H Company, C Company, M Company, etc., in collective bargaining and concluding collective agreements
- Handled unfair labor practice relief petitions and criminal case responses for P Company, S Company, A Company, etc.

Consulting on Revision of the Labor Union Act (Yellow Envelope Law)

- Consulting for Companies K, S, H, D, etc. on the Yellow Envelope Law

Consulting on Industrial Safety and Health Act Compliance and Serious Accidents Punishment Act

- Response to criminal cases for Companies T, K, H, etc. on violations of the Industrial Safety and Health Act
- Consulting and advisory services for Companies H, L, K, S, etc. on the Serious Accidents Punishment Act

Workplace Harassment/Sexual Harassment Investigation and Case Response

- Workplace harassment case investigation and response for Companies B, T, S, etc.
- Workplace sexual harassment case investigation and response for Companies S, B, I, etc.
- Investigation and response to corporate misconduct for Companies G, C, etc.

Key Contacts

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Awards and Rankings

- Ranked Band 1 Law Firm for Employment
Chambers Asia 2024-2026
- Ranked Tier 1 Law Firm for Employment

Asia Pacific Legal 500 2025-2026

- Labour and Real Estate Law Firm of the Year
ALB Korea Law Awards 2017

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