

SHIN & KIM



Se Woong Oh

Certified Labor Consultant

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Mr. Se Woong Oh is currently a labor consultant at Shin & Kim, and his practice focuses on labor and employment, labor relations, and labor disputes.

Mr. Oh is an expert in labor law. He has a doctorate degree in labor law, the qualification of a certified labor consultant, and a wealth of research and practical experience in the field of labor law. In particular, he has advised on issues arising in the process of human resources management within companies and provided consulting on collective labor relations. He has also successfully represented clients in labor disputes such as unfair dismissal and unfair labor practices.

Mr. Oh graduated from Hankuk University of Foreign Studies College of Law (LL.B.), earned his LL.M. and LL.D. in labor law from Korea University, and became a certified labor consultant in 2008. Prior to joining Shin & Kim, Mr. Oh worked as a certified labor consultant at the Ministry of Education and the labor law firm Seojeong, and he lectured on labor law at Korea University Graduate School of Labor Studies and Kangwon National University Graduate School of Law.

Mr. Oh has written on various legal issues related to labor law, including human resource management, labor relations, and labor disputes, and he has participated as a presenter or panelist at various conferences in Korea.

Professional Career

2018-Present	Shin & Kim LLC
2015-2017	Labor Attorney, Seojeong Labor Law Firm
2012-2013	Labor Attorney, HiHR Labor Law Firm
2009-2011	Teachers and Lecturers Relations Officer, Cooperation Team for Association of Teachers and Lecturers, Ministry of Education, Science and Technology

Professional Affiliations

2015-2017	Lecturer, Graduate School of Labor, Korea University
2015-2016	Lecturer, Graduate School of Law, Kangwon University
2012-2014	Adviser, Support Center for Teachers and Lecturers Relations
2012-2013	Adviser, Government Employee Relations Consulting Group, Ministry of Security and Public Administration
2011-2017	Lecturer, Employment & Labor Training Institute
2010-Present	Adjunct Professor of Labor Law, Seoul Cyber University

Key Experience

- Represented Samsung Fire & Marine Insurance in a collective labor relations case involving the Labor Relations Commission
- Conducted research on the amendment of the Trade Union and Labor Relations Adjustment Act for the Korean Chamber of Commerce and Industry
- Provided consulting on labor relations for Shin Il Global
- Advised Lotte Chemical on the restructuring of labor relations
- Advised KT&G on illegal dispatch
- Examined contracted services for SK Broadband
- Advised Kakao Mobility on labor relations
- Conducted the collective bargaining process for CJ Telenix
- Responded to ad-hoc labor inspections for Lifegoeson
- Advised Studio Dragon on the Labor Standards Act
- Advised Hanwha Life Insurance on its new HR system
- Handled workplace harassment investigations at an accounting firm

Education

2009-2014	Korea University, Graduate School, Department of Law (LL.D.)
2003-2009	Korea University, Graduate School, Department of Law (LL.M.)
1999-2003	Hankuk University of Foreign Studies, College of Law (LL.B.)

Qualifications

Languages

Korean, English

Professional Activities

1. Academic Theses

- “Study on Legal Principles of Determining Terms of Employment for Government Employees,” Ph.D. Thesis submitted to Korea University, 2014
- “Study on Benefits of Relief in Requests for Relief of Unfair Dismissal,” Master’s Thesis submitted to Korea University, 2009

2. Contributed Articles to Academic Journals

- “Employer’s Obligation to Rehire Laid-off Workers,” Korean Journal of Industrial Relations, Korea Industrial Relations Association, 2017
- “Study on Exceptions to Limited Employment Period of Temporary Workers under Fixed-term Workers Act,” Labor Law Forum, The Society of Labor Law Theory and Profession, 2016
- “Standard of Determining Unfair Labor Practices Based on Union Expense Support,” Korean Journal of Industrial Relations, Korea Industrial Relations Association, 2016
- “Study on User’s Obligation of Direct Employment of Dispatched Workers,” Kangwon Law Review, The Kangwon National University Institute of Comparative Legal Studies, 2016
- “Study on Merger of Trade Unions,” Journal of Labor Law, The Korea Society Of Comparative Labor Law, 2016
- “Collective Actions of Government Employees,” Ajou Law Research, The Law Research Institute of Ajou University, 2015
- “Scope of Teachers under the Teachers’ Trade Union Act and Eligibility for Union Membership,” Labor Law Forum, The Society of Labor Law Theory and Profession
- “Employment Terms and Collective Agreement of Government Employees,” Journal of Labor Law, The Korean Society of Labor Law, 2015
- “Study on Overtime Work of Part-time Workers,” Journal of Labor Law, The Korea Society Of Comparative Labor Law, 2015
- “Study on Status of Fixed-Term Teachers under Labor Laws,” Law Review, The Law Research Institute of Chungbuk

National University, 2014

- “Whether to Acknowledge Reinstatement of Female Government Employees from Maternity Leave for Birth Leave,” Labor Law Forum, The Society of Labor Law Theory and Profession, 2014
- “Study on Determination and Estimation of Continuous Service under Labor Laws,” HUFS Law Review, The HUFS Law Research Institute of Hankuk University of Foreign Studies, 2012

3. Commentaries on Court Judgments

- Interpretation on Period of Application for Childcare Allowances, Journal of Labor Law (Volume 64, 2017)
- Scope of ‘Employers of Major National Defense Companies’ Subject to Restriction of Strike Actions, Monthly Labor Review (September 2017), Korea Labor Institute
- Remedial Order for Government Employees’ Collective Agreement, Journal of Labor Law (Volume 61, 2017)
- Whether Accident Caused Mainly by Drinking in Excess of Alcohol Tolerance Constitutes Accident on Duty, Journal of Labor Law (Volume 57, 2016)
- Time-off System and Unfair Labor Practice, Monthly Labor Review (June 2016), Korea Labor Institute
- Effects of Change of Worker Dispatching Business Owner in Applying Legal Provision on User’s Obligation of Direct Employment of Dispatch Workers, Monthly Labor Review (January 2016), Korea Labor Institute
- Whether It Is Reasonable Under Social General Social Norms to Amend Employment Rules in Disfavor, Monthly Labor Review (October 2015), Korea Labor Institute
- Interpretation on Eligibility of Disciplinary Committee Member In Case Where the Collective Agreement Fails to Include Any Provision on Such Eligibility, Journal of Labor Law (Volume 55, 2015)
- Extent of Unfair Profit That Should Be Returned to the Government Employee Who Continued to Work Even After the Event of Natural Retirement, Journal of Labor Law (Volume 55, 2015)

4. Miscellaneous

- General Critique on 2017 Certified Public Labor Attorney Exam (on Labor Laws) (Labor Law Journal, Sep. 2016 Volume)