



Ju-youl Yang

Partner

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Ju-Youl Yang is a partner at Shin & Kim, mainly practicing in the areas of labor and employment matters and labor disputes.

He has represented leading Korean conglomerates and public enterprises in a broad range of labor and employment cases, including major collective labor-management issues such as illegal labor dispatching related to in-house contracting, ordinary wages, collective bargaining, and unfair labor practices. Mr. Yang has also handled significant litigation and advisory work involving corporate personnel systems, human resource management, and compliance. As a former in-house counsel at a major corporation, he possesses a deep understanding of workplace operations and has accumulated specialized knowledge and extensive experience in key manufacturing sectors, including automotive, parts, shipbuilding, steel, and pharmaceutical manufacturing.

Professional Career

2025-Present	Executive Director, Korean Society of Social Law
2025-Present	Shin & Kim LLC
2023-2026	Public Interest Commissioner in Charge of Adjudication, National Labor Relations Commission
2023-Present	Adjunct Professor, Hankuk University of Foreign Studies Law School
2019-2025	Yoon & Yang LLC
2012-2019	Legal Counsel, Legal Affairs Office, Hyundai Motor Company

Key Experience

- Advised Korean automobile manufacturers on illegal labor dispatch litigation and disputes, and legal

subcontracting practices

- Represented and advised Korean automobile manufacturers in ordinary wages disputes
- Advised Korean automobile parts manufacturers on illegal labor dispatch litigation and disputes, and legal subcontracting practices
- Represented and advised Korean automobile parts manufacturers in ordinary wages disputes
- Represented and advised Korean automobile parts manufacturers in labor relations disputes
- Represented and advised Korean shipbuilding, steel, and heavy equipment manufacturers in litigation and disputes related to illegal labor dispatch and legal subcontracting practices
- Advised Korean distribution companies on illegal labor dispatch issues related to in-house subcontracting
- Represented and advised Korean manufacturers in the automotive, parts, ready-mix concrete, and steel industries in disputes related to labor relations
- Represented and advised major Korean public corporations, such as Korea Expressway Corporation and the Korean Broadcasting System, in illegal labor dispatch disputes
- Represented and advised major Korean public enterprises, such as the Korea Railroad Corporation and the Korea Minting, Security Printing and ID Card Operating Corporation, in disputes related to wages and allowances
- Represented and advised Korean public enterprises and their subsidiaries in labor union-related disputes
- Represented and advised foreign-invested companies in Korea in labor relations and labor union-related disputes
- Represented and advised Korean financial institutions in labor relations, labor union, and employee status-related disputes
- Advised Korean financial institutions on performance-based bonuses and compensation systems
- Advised major Korean heavy equipment manufacturers and distribution companies on industrial safety and health practices

Education

2021	Hankuk University of Foreign Studies, Law School (PH.D., Labor Relations Law)
2009-2012	Hankuk University of Foreign Studies, Law School (J.D.)
2001-2009	Hankuk University of Foreign Studies, Department of Law (LL.B.)

Qualifications

2012	Admitted to bar, Korea
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Languages

Korean, English

Professional Activities

Thesis

- A Study on the Constitutional Recognition of Management Rights in Labor Relations Law (Korea University of Foreign Studies, Ph.D., 2021)

Academic Papers

- A Study on the Improvement of Criteria and Methods for Determining Labor Dispatch (Foreign Law Journal, Vol. 47, Korea University of Foreign Studies Law Research Institute, August 2023)
- The Significance of the Principal's Provision of Computer Systems in the Determination of Illegal Dispatch: A Study Based on the Supreme Court Decision of July 28, 2022 (Case No. 2016Da40439, POSCO) (Labor Law Forum, Vol. 38, Labor Law Theory and Practice Society, March 2023)
- A Study on the Wage Nature of Management Performance Bonuses: Focusing on Lower Court Rulings (Labor Law Forum, Vol. 38, Labor Law Theory and Practice Association, March 2023)
- A Study on the Constitutional Significance of Management Rights in Labor-Management Relations (Social Security Law Research, Vol. 48, Korean Association of Social Security Law, December 2022)

Professional Accolades

- "Best Lawyer" for Labour and employment, JoongAng Ilbo, Korea In-house Counsel Association, 2024
- "Leading Lawyer" for Labor, Legal Times, 2024
- "Rising Star" for Labour and employment, JoongAng Ilbo, Korea In-house Counsel Association, 2023
- "Rising Star" for Labor, Legal Times, 2023