



2016 Jipyong Annual Report Social Responsibility and Sustainability

Pro Bono, Sharing for Public Interest

01

Pro Bono Policy & Pro Bono Activity Index in 2016

An attorney is a legal professional who is public in nature. Article 1 of the Attorney-at-Law Act prescribes that the mission of an attorney is to defend fundamental human rights and realize social justice. Under the motto of "SHARE, CARE, ACT", we aspire to make a just society that respects human rights, that is democratic and transparent, and one that cares for the weak, and accordingly established the Public Service Committee concurrently upon incorporation, which was the first of its kind among Korean law firms. We established public service activity regulations for the first time as a law firm, under recognition that that "systemiza-

tion" is necessary for continued and stable public service activities. Our members have continued to perform mandatory pro bono services, which was 50 hours per year at the time of incorporation, but later reduced to the current 20 hours per year. Jipyong began to require its lawyers to perform mandatory pro bono activities even before the Korean Bar Association.

For the last 17 years, the Public Service Committee at Jipyong has taken an initiating role in law firms' community services by developing and supporting the firm's pro bono strategy, and enters into partnerships with various public organizations to aid in

their purposes, allowing our lawyers to actively participate in a diverse range of pro bono programs. In 2014, we established a non-profit corporation for community services named "Duroo" in order to reinforce pro bono activities. The purpose of establishment of Duroo is to advocate social justice and human rights, and to contribute to a fair society that is democratic and transparent and cares for the weak. Duroo strives to care for the minorities and the socially disadvantaged, and contribute to making a warmer, just and fair society through various pro bono activities such as pro bono lawsuits, legal advice and consultation, legislative research services.

1. Pro Bono Activities in Legal Areas

Item	Assessment Index	Year of 2016
A System	1.A.1 Whether there is pro bono activity committee	Yes Name: Jipyong Public Service Committee
	1.A.2 Whether there are pro bono activity regulations	Yes
	1.A.3 Whether there are pro bono activity programs/objectives	Yes
	1.A.4 Whether there is any full-time pro bono attorneys	Yes 4:125 (3.2 per 100 lawyers)
	1.A.5 Whether there is any pro bono activity coordinator	Yes
	1.A.6 Whether administrative support is provided for pro bono activities	Yes Public Service Committee members, full-time lawyers at Duroo and our staff support administrative work such as coordination of pro bono activities and lawsuits, and legal consultation for public interest.
	1.A.7 Whether education and training are provided in relation to pro bono activities	Yes Annual education time: 16 hours
B Activities	1.B.1 Total community service hours	5,433.06 hours
	1.B.2 Ratio of community service to working hours	2.84% (5,433.06 hours: 191,184.18 hours)
	1.B.3 Average community service hours per lawyer	43.46 hours (5,433.06 hours/125 persons)
	1.B.4 Average community service hours per lawyer who participated in community services	45.66 hours (5,433.06 hours/119 persons)
	1.B.5 Ratio of lawyers who participated in community services	95.20% (119/125 persons)

Item	Assessment Index	Year of 2016	
B Activities	1.B.6 Ratio of lawyers who participated in community services for at least 20 hours	71.20% (89/125 persons)	
	1.B.7 Community service participation rates of associates/partners, average time per person	Associates: 67 persons	94.03% (63/67) 42.16 hours (2,825 hours/67 persons)
		Partners: 58 persons	96.56% (56/58) 44.97 hours (2,608.06 hours/58 persons)
	1.B.8 Budget for pro bono activities	Support fund	KRW 22,280,308
		Education support fund	KRW 4,079,475
		Outside organization support fund	KRW 222,970,000
		Total	KRW 249,329,783
	1.B.9 Figures related to pro bono activities	Representation in pro bono lawsuits: 75 cases	
		Pro bono consultation: 368 cases	
		Consulting for public interest: 223 cases	
		Number of beneficiaries: Approximately 666 persons	
	1.B.10 Status of pro bono activities per area	See 2016 Jipyong/Duroo Pro Bono Annual Report	
	1.B.11 Method of assignment of pro bono cases	① Request for pro bono lawsuits and consultation from public institutions or NGOs; sub-committees for each field and NGO advisors select human rights/public interest issues in cooperation with NGOs ② Discussion and approval by the Public Service Committee ③ Case assigned to a lawyer in the relevant sub-committee, a lawyer who specializes in the relevant field, or a volunteer through internal announcement	
1.B.12 Support for pro bono activities	See 2016 Jipyong/Duroo Pro Bono Annual Report		
1.B.13 Contribution to public interest and human rights	See 2016 Jipyong/Duroo Pro Bono Annual Report		
C Assessment/ Compensation	1.C.1 Whether pro bono activities are reflected in assessment/promotion/compensation	① Korean and foreign attorneys, CPAs (including other professionals) and staff are required to perform public service activities for at least 20 hours per year. ② Pro bono activities are reflected in performance evaluation for associates and staff.	

2. Pro Bono Activities in Non-Legal Areas

Item	Assessment Index	Year of 2016
A Donation	2.A.1 Total amount	KRW 222,970,000
	2.A.2 Donation amount per member	KRW 655,582 (335 total persons)
	2.A.3 Ratio of donations related to public interest and human rights	95.60% (KRW 213,170,000 / KRW 222,970,000)
	2.A.4 Donation status	See 2016 Jipyong/Duroo Pro Bono Annual Report
B Community Services	2.B.1 Total community service hours	2,172.5 hours
	2.B.2 Community service hours per member	6.49 hours (total 335 persons)
	2.B.3 Community service status	See 2016 Jipyong/Duroo Pro Bono Annual Report

※ This index has been calculated based on "law firm's pro bono activity assessment index" made by the Korean Bar Association.

※ The figures is based on 125 Korean attorneys at Jipyong (including attorneys in local and overseas offices, but excluding soon-to-be associates and part-time advisors).

※ The community service hours of full-time pro bono attorneys (Duroo attorneys) were excluded.

※ The assessment of pro bono activities in non-legal areas is based on all members including staff (including soon-to-be associates and part-time advisors).

※ For more detail, please see 2016 Jipyong/Duroo Pro Bono Annual Report.

02

Pro Bono Activities

PROTECTION OF RIGHTS AND INTERESTS OF THE DISABLED

Jipyong and Duroo participated in lawsuits, legal consultation and activities for legislation/system improvement for protection of rights and interests of the disabled with the belief that a society without any inconvenience to the disabled is indeed a good society for everyone. The major activities carried out in 2016 are as follows.

Survey and Research on Accessibility to Public Facilities by the Disabled Below Certain Criteria

For 6 months from April 2016, Jipyong and Duroo were commissioned by the National Human Rights Commission of Korea to conduct survey and research on accessibility to public facilities by the disabled below certain criteria. The purpose of survey and research was to understand the reality and identify problems in the legislation for guaran-

tying and improving convenience for the disabled/elderly/pregnant women, for which the obligation to install convenience facilities is exempted on the basis of floor space and construction period, and to come up with suggestions for amendment of the applicable laws and regulations by analyzing foreign systems and examples.

Discrimination Lawsuit for Securing the Right to Watch Movies by the Visually/Hearing Impaired People

In February 2016, Jipyong and Duroo filed a lawsuit against cinema operators to provide convenience such as audio description and subtitles, etc. in order to enable the visually/hearing impaired people to enjoy movies just like the ordinary people. The Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of Their Rights, etc. requires cinema operators with 300 seats or more per screen to provide the necessary means such as closed cap-

tion in order for the disabled to enjoy movies on an equal basis with the ordinary people. Such devices for the visually/hearing impaired people have been developed and are already in commercial use in theaters in the US, and are also used in Korea in domestic film festivals.



Legislation for Amendment to the Act on Activity Assistant Services for Persons with Disabilities ("Disabled Activity Assistance Act"), and the Social Welfare Services Act

Since July, Jipyong and Duroo have organized, together with disabled groups, a task force for improving the system for assisting activities of the disabled, gave a presentation on the "direction for improvement of the Disabled Activity Assistance Act" at the "conference on problems in the system for assisting activities of the disabled and on direction for improvement of the Disabled Activity Assistance Act", and participated in drafting the

amendment to the Disabled Activity Assistance Act. In September, Jipyong and Duroo participated in the "testimonial conference on human rights infringement at social welfare facilities for amendment of the Social Welfare Services Act" and gave a presentation on "direction for amendment of the Social Welfare Services Act" based on their experience in providing legal support for human rights infringement at several facilities for the disabled, as part of the continued effort for the legal amendment.



Other Activities

- Representation in a temporary relief claim demanding provision of reasonable accommodations in taking the Legal Education Eligibility Test
- Representation in the appellate trial for remedy against discrimination with respect to securing the right of mobility for the vulnerable people in public transportation
- Representation in the trial for confirmation of non-existence of BOD resolution and for cancellation of order to dismiss director in connection with InKang Foundation
- Representation in claim for damages compensation on behalf of a severely disabled person with respect to malpractice and discrimination against disability by a hospital
- Consultation on <Manual for Prevention of Discrimination against Disability in Culture/Arts> research for the Korea Disabled People's Development Institute
- Supervision of revised edition of <We Are All Precious>, a collection of legal provisions for people with developmental disabilities from the Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of Their Rights, etc.
- Authored <Introduction of System for Protection of Rights for the Disabled and Relevant Tasks>, <Guarantee of Self-Determination Right for the Mentally Disabled>, <"Court Remedy" under Article 48 of the Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of Their Rights, etc.> among the series of laws for the disabled people
- Participated in joint private and public guidance/supervision of Mind Health Welfare Foundation in Jeonju

PROTECTION OF RIGHTS AND INTERESTS OF CHILDREN/TEENS

Jipyong and Duroo work to be with and help the children and teens in resolving the problems they face as members of our society.

Legal Education at Unmarried Single Mother Living Facility and Alternative School for Single Mothers

Aeranwon is the first single mother living facility in Korea with a history of more than 50 years, but Jipyong was the first to conduct an overall legal education for the institution. Since 2014, Jipyong and Duroo have been meeting with single mothers and educating them on various issues such as the Constitution and human rights, consumer rights for the teens, sexual assault/sex trafficking/domestic violence, child abuse, juvenile crime, adoption, marriage and divorce, and parental and custody rights.

Representation of the Victim in an Adopted Child Abuse Case

Jipyong and Duroo represented the victim in a criminal case involving child abuse and dissolution of adoption, at the request of a single mother

Other Activities

- Representation of the victim in a criminal case involving child abuse
- Representation of the child abuse victim in dissolution of adoption case
- Representation of the adolescent victim in a quasi-rape case
- Representation of the adolescent victim in a sexual assault/sex trafficking case
- Movement for amendment of the Act on Special Cases concerning Adoption and the Act on Special Cases concerning the Punishment, etc. of Child Abuse Crimes
- Legal consultation for “Seum, Children Welfare Institution” which supports the children and family of inmates
- Legal consultation, legal education and support for “Partnership ON” project of Asan Nanum Foundation
- Dispatch to and legal consultation for Gyeonggi Southern Sunflower Center
- Legal consultation and education for adolescent single mothers at “Aeranwon”, a support facility for unmarried single-parent family

family facility. It involved abuse in the foster family which took the child for adoption before the court approved adoption. Jipyong and Duroo pointed out the problems in the current system where a single parent is forced to choose adoption rather than nurture, and are striving to prepare a system to prevent child abuse during the adoption process.

Legal Support for “Partnership ON” Innovative Leadership Project of Asan Nanum Foundation

Jipyong and Duroo are participating as expert members in the “Partnership ON” project of Asan Nanum Foundation. A Jipyong/Duroo attorney is matched one-on-one with the children/adolescent groups selected as innovative leaders, and provides various legal support including legal consultation, legal education, and performance of legal projects.



Legal Support for Inmates’ Children



Jipyong and Duroo provide legal assistance for inmates’ children, including consultation relating to parental/custody rights of imprisoned guardians, and representation in cases involving custody of minors. Jipyong and Duroo organized a research group with “Seum, Children Welfare Institution” to improve the system for children and family of inmates, including prescription of guidelines on arresting the parents, children’s right to interview imprisoned parent, guardianship system with respect to parents under long-term imprisonment, and system for inmates’ children requiring protection.

Supervision of manual for a Medical Institution Dedicated to Sexual Assault Victims

Jipyong and Duroo serve as the legal counsel for Gyeonggi Southern Sunflower Center. Jipyong and Duroo authored and supervised the legal section in <Medical Manual for a Medical Institution Dedicated to Sexual Assault Victims> published jointly by the Ministry of Gender Equality and Family and Gyeonggi Southern Sunflower Center.

PROTECTION OF RIGHTS AND INTERESTS OF IMMIGRANTS AND REFUGEES

Jipyong and Duroo provide legal assistance for immigrants and refugees in Korea. Jipyong also engages in overseas volunteer services and pro bono work through its foreign offices.

Representation of an Immigrant Worker in an Industrial Accident Case

Jipyong and Duroo are working together with “Earthians’ Station”, a human rights group for immigrant workers. Currently, Jipyong and Duroo are representing an industrial accident case involving an immigrant worker who died while driving a tractor.

Legal Consultation and Assistance for Migrants’ Center “Friend Network”

Jipyong and Duroo also supported the activities of a migrants’ center “Friend Network”. “Friend Network” was founded in December 2011 to provide counselling and legal assistance for human rights and legal issues of immigrants. Duroo supervised the booklet on counselling cases published by Friend Network, and took the first step in solidary activities with Friend Network by holding regular consultations with the immigrants at Friend Network.



Other Activities

- Representation in the trial for cancellation of disapproval of application for change of resident qualifications by a Mongolian student
- Representation in the trial for cancellation of non-recognition of refugee status decision for a Pakistani Christian
- Representation of an immigrant worker from Cambodia in an industrial accident resulting in death
- Representation in the trial for cancellation of non-recognition of refugee status for a single mother
- Legal consultation on incorporation and operation including accounting of a non-profit organization in Korea by International Virtual Elementary Classroom Activities (IVECA)
- Legal consultation and assistance for migrants’ center Friend Network
- Legal consultation for SMEs expanding abroad
- Legal consultation for the Korean Embassy in Myanmar
- Legal consultation for Korean Association in Myanmar
- Legal consultation on birth registration for a child born with a foreign father
- Legal consultation on the continued harassment of a foreign student by a teaching assistant
- Support for Earthians’ Station which support immigrant workers in agricultural/livestock industry
- Participation in and support for publication of Investment/Business Guide Handbook - Iran by the Ministry of Justice



Representation in a Trial for Cancellation of Non-Recognition of Refugee Status Decision for a Foreign Single Mother

The life of a foreigner “A” will hang in the balance if it is known to her Islamic family back home that she gave birth to a child after coming to Korea. Jipyong and Duroo are working to realize A’s dream of having children and living a normal life with her loved one. Jipyong and Duroo are working to improve the system to ensure settlement in society and decent living of refugees in line with the international social trend of trying to overcome refugee crises.

PROTECTION OF RIGHTS AND INTERESTS OF OTHER SOCIAL MINORITIES

Jipyong and Duroo are actively supporting social minorities in various public interest law areas including gender, labor, environment and unification, etc.

Successfully Obtained Decision of Unconstitutionality on Provision Barring Election Campaigns by Journalists

Jipyong successfully obtained the decision of unconstitutionality with respect to Article 60(1)(5) of the Public Official Election Act, which generally forbids journalists from engaging in election campaigns. The Constitutional Court accepted the argument that the “journalists prescribed in the Presidential Decree” goes against the principle on prohibition of comprehensive mandate of legislative power, and that it also violates the principle of excess prohibition, by finding that banning election campaigns by an individual journalist itself infringes the freedom of election campaign. This decision of unconstitutionality will serve as a

momentum to expand the freedom of expression with respect to elections, and is expected to bring considerable changes to the election and media related legislation.

Successfully Defended a False Accusation Charge Brought Against a Sexual Assault Victim

Jipyong and Duroo defended a sexual assault victim who was charged for bringing a false accusation, at the request of “Korea Women’s Hot Line”. She was harassed by a male sitting on the opposite side at a company dinner, but the investigation agency which commenced investigation on the charge of indecent act by force instead prosecuted her for bringing a false accusation. She was acquitted at the first-instance trial in 2015, and the prosecutor’s appeal and final appeal were dismissed in February 2016 and August 2016, respectively.



Representation of a Stalking and Murder Victim

Jipyong is representing the family of a victim who was stalked and finally murdered. The assailant maintained that it was an accidental crime, denying engagement in stalking and threatening, and the bereaved family had difficulty responding because they failed to obtain appropriate legal assistance. Jipyong undertook the case at the request of “Korea Women’s Hot Line”, and the assailant was sentenced to life imprisonment at the first-instance trial.

Representation of a Murder Victim in a State Compensation Case

Jipyong and Duroo represented the family of a victim who was murdered by a sex offender wearing the electronic anklet in a state compensation case. Jipyong and Duroo claimed violation of the applicable laws and regulations by the state on the grounds that the police failed to check with the probation office whether there were any sex offenders wearing electronic anklets near the crime scene when a previous crime was committed, and that the police and the probation office were negligent in managing the sex offenders with electronic anklets.

Other Activities

- **Freedom of election campaign/freedom of political expression** / Constitutional petition on the provision barring election campaigns by journalists
- **Freedom of election campaign/freedom of political expression** / Constitutional petition relating to deposit money under the Public Official Election Act
- **Freedom of election campaign/freedom of political expression** / Constitutional petition on assemblies/meetings during the election period under the Public Official Election Act
- **Environment** / Constitutional petition for residents near power line facilities
- **Female** / Representation of a sexual assault victim charged with false accusation
- **Female** / Representation of a stalking/murder victim
- **Labor** / Legal consultation for Labor Law Institute Hamil
- **Labor** / Legal consultation for Seoul Women Workers Association
- **Unification** / Research on integration of administrative legislation between South Korea and North Korea
- **Unification** / Review of the Unification Special Zone Act
- **Unification** / Legal consultation for Gaeseong Industrial Complex
- **Human rights** / Legal consultation and regular counselling on human rights infringement for the National Human Rights Commission of Korea
- **Human rights** / Representation in a lawsuit for cancellation of rejection decision on application for living allowances by the Commission for Democratization Movement Activists’ Honor Restoration and Compensation
- **Human rights** / Representation of a victim murdered by a sex offender wearing the electronic anklet in a state compensation case
- **Civic groups** / Legal consultation on lease-related matters for Nanum Munhwa (NGO)
- **Civic groups** / Legal consultation for Ashoka Korea
- **Civic groups** / Legal consultation for Merry Year International
- **Civic groups** / Constitutional petition relating to disposition to suspend prosecution for violation of the Act on Collection and Use of Donations
- **Civic groups** / Legal consultation on donation-related matters for Korea Post Foundation
- **Civic groups** / Legal consultation for Beautiful Foundation

SOCIAL SERVICE ACTIVITIES

Jipyong and Duroo arranged various community service activities as part of the effort to experience the field and put sharing into action together with its members.

Bread Baking for the Underprivileged People



Jipyong participates in bread baking organized by “Bakers’ Community” in Yeonhui-dong, Seodaemun-gu on the first Saturday of every month. The members participate in measuring, kneading, baking and packaging process for 5 hours and deliver the freshly baked bread to the underprivileged people in Seodaemun-gu area.

Participation in Soup Kitchen

Jipyong volunteers in the distribution of free meals for the homeless sponsored by Dasi-Seogi, a municipal support center, on the first Monday of every month. It involves distribution of meals for the homeless, dish washing and wrapping up. It is a good time to share bright smiles and warm hearts with the homeless.

Volunteer Activities for North Korean Teen Defectors at “Gyeongseong (Korean Spirit) School”



Jipyong has been providing financial support, and arranging various programs such as legal education, court field trips, picnics, and ping pong tournaments since the early days of Gyeongseong School. Gyeongseong School is an alternative boarding school founded in October 2011 to help (second generation) North Korean children and teens to smoothly join the mainstream education and to establish health identity.

Participation in Distribution of Coal Briquettes for 12 Years in a Row



“Coal Briquettes for Neighbors in Korea” was founded in June 2004 to distribute coal briquettes to the underprivileged neighbors in South Korea and North Korea. Jipyong has been participating in the distribution of coal briquettes for 12 years in a row since 2005. On November 26, 2016, 30 Jipyong and Duroo members participated in the 2016 distribution event at Guryong village in Gaepo-dong, and distributed a total of 2,000 coal briquettes, 200 coal briquettes for 10 families.

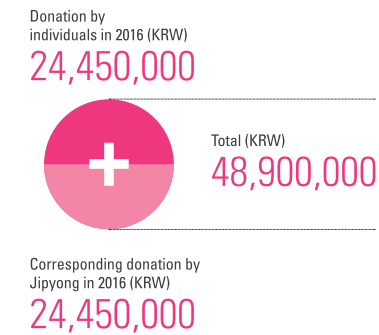
Volunteer Activities for Rural Communities



Jipyong and Duroo have been participating in volunteer activities for rural communities for 5 years since 2012, deliberating and exercising their roles for coexistence of the town and country. In May 2016, the members went and spent overnight to help rice planting at Deoksan-myeon, Jecheon-si, and again on September 25 to help with the harvest. On October 8, the members went again and stayed overnight at Deoksan-myeon, Jecheon-si to help with omija harvest.

03

Jipyong has introduced the matching grant system in August 2010 to encourage and support donations by its members. It is a system where Jipyong donates the same amount to any public interest group, to which its individual member makes donation. In 2016, Jipyong and its members enjoyed the joy of sharing with 50 donation cases.



Boosting Donations “Matching Grant”

MATCHING GRANT BENEFICIARIES

Gyeongseong School, GongGam (Human Rights Law Foundation), Advocates for Public Interest Law, Good Neighbors, Merry Year International, Korea Animal Rights Advocates, Korean Council of Food Support, World without Worry about Shadow Education, Seoul Women Workers Association, Beautiful Life, KeunSoMang (social welfare institution), Seoul Municipal Welfare Center, Save the Children, Beautiful Foundation, ChildFund Korea, World Vision, UNICEF, Saram (human rights foundation), Disability and Human Rights in Action, Truth Foundation, National Angel Soup Kitchen, Center for Good Budget, People’s Solidarity for Participatory Democracy, Compassion Korea, Start Together, Haesong Welfare Center, Hope Institute

GONGGAM (HUMAN RIGHTS LAW FOUNDATION)

Pillkyu Hwang, lawyer

GongGam (Human Rights Law Foundation) published the legal support manual for immigrants for the first time in Korea and holds human rights law camp every year with the support of Jipyong. We also participate in community service activities with Jipyong lawyers. There are a number of Jipyong lawyers who contribute regularly to GongGam and its effect is doubled through the matching grant system. The social value created by Jipyong’s matching grant is increased exponentially through encouragement to “participate” directly to the members as well as the firm itself, and through respecting the Choices made by the members. I would like to convey gratitude and anticipation that they will continue to be always



SEOUL WOMEN WORKERS ASSOCIATION Young-Ju Sohn, President

The “Equaline” operated by Seoul Women Workers Association never stops ringing with female workers seeking counselling on difficulties such as sexual discrimination, sexual harassment and use of maternity leave. “Equaline” contributes to realization of labor rights for female workers who need legal assistance through assistance by lawyers and labor attorneys. Seoul Women Workers Association had the privilege of receiving matching grant donation from Jipyong through ties with Yeon-Sim Yeo, one of its attorneys who has been generously contributing to “Equaline”, and would like to take this opportunity to thank Jipyong for its willingness to share.

