



# Hyun Jin JANG

Partner

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Ms. Hyun Jin is currently providing litigation and advisory services as a member of Jipyong's the Labor & Employment Group. She has extensive experience in a wide range of cases involving human resources, labor, and labor-related litigation and advisory services, and specializes in the legal and logical construction of cases where no precedent has been established.

Ms. Jang graduated from Korea University School of Law in 2017 and joined as a member of Jipyong's the Labor & Employment Group. He received a Ph.D. in social law (labor law) from Korea University Graduate School of General Studies in 2024. Based on her expertise in labor law and extensive experience and understanding of various labor cases, she provides reasonable advice to help resolve disputes.

Ms. Jang has successfully conducted a wide range of litigation and advisory services related to labor relations act, including individual labor relation cases (such as wages and salaries, discipline, worker status, discrimination, sexual harassment and workplace harassment, etc.), collective labor relation cases (such as responding to trade unions, unfair labor practices, labor injunctions, collective bargaining, industrial disputes, worker status under the Trade Union Act, duties of fair representation, etc.), and illegal dispatch cases. In addition, with extensive experience in handling cases of the Labor Relations Commission, she provides one-stop service for handling contentious cases from trial to litigation procedures.

Furthermore, she provides comprehensive and effective advisory services in all fields of labor laws, including providing advice and consulting on preventive labor issues such as internal subcontracting, comprehensive wages, and worker status based on due diligence, providing agent investigation and support for workplace

harassment and sexual harassment, providing advisory services on trade unions and collective bargaining, and responding to a petition case by the National Human Rights Commission.

She is actively engaged in publishing academic articles, professional media, and case reviews in the field of labor law, and has participated as a panelist in the regular seminars of the Labor Law Practice Study Group at the Supreme Court.

## Education

2024	Korea University, Graduate School of Law (Ph.D. in Law)
2017	Korea University, Graduate School of Law (J.D.)
2014	Seoul National University (B.A. in Sociology)

## Experience

2018-Present    JIPYONG LLC

## Notable Achievements

- Provided Company M with HR and labor consulting; provided Company C with consulting on the review and improvement of matters related to employee status; and provided Company D with consulting on labor issues
- Represented Company K and Company S in unfair dismissal lawsuits
- Advised Company O on collective bargaining; and advised Company K on labor-management disputes
- Represented Company M in unfair labor practice remedy cases before the Labor Relations Commission and provided related advisory services
- Represented Company N and Public Institution K in litigation regarding confirmation of employee status and severance pay
- Represented Public Institution H in litigation concerning permanent contract workers
- Represented Company H in a worker dispatch case
- Represented financial companies including Company E and Company K in cases related to performance-based bonus
- Represented O Private School and others in cases concerning teacher reappointment
- Represented clients in their response to the Ministry of Labor and the Prosecutor's Office in connection with criminal labor cases

## Honors and Recognitions

2023                      Rising Star in Labor Practice, Legal Times

## Speaking Engagements and Publications

### [Academic Articles]

- 2024                      A Study on the Prohibition of Replacement Work during Industrial Action, Ph.D. Thesis, Korea University Graduate School of Law
- 2023                      A study on recruitment corruption, rescission of labor contracts, and restrictions on retroactive effects, the Labor Law Forum, Vol. 38, Society of Labor Law Theory and Profession
- 2022                      A Study on Legal Principles of the Right to Expect Employment Succession upon Changing Service Company, the Labor Law Forum, Vol. 36, Society of Labor Law Theory and Profession

### [Other Publications]

- 2021-2025              Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy
- 2023                      Hankyung MOOC Business and Human Rights Manual (Co-Author), The Korea Economic Daily
- 2020                      Onju "Occupational Safety and Health Act" (Co-author), LAWnB
- 2020                      Major Labor Cases and Decisions & Labor Columns (Co-Author), JIPYONG LLC

### [Opinion Columns and Editorials]

- 2025                      Review of "Performance-Based Bonuses" Following the Supreme Court En Banc Decision on Ordinary Wages, Labor Times, February 2025
- 2024                      The Meaning of "The Business Concerned" in the Clause Prohibiting Replacement Work, Labor Times, October 2024
- 2023                      Expansion of the 'Right to Expect' and Understanding the Recent Judgement of the Supreme Court, Monthly Labor Law, Labor Law Journal, July 2023
- 2023                      Understanding the Separation of Bargaining Units and Recent Precedent Trends, Labor Law Journal, March 2023
- 2022                      Disciplinary Issues on Employees Holding Multiple Positions, Labor Law Journal, June 2022
- 2022                      Reorganization of Work Patterns and Change of Disadvantageous Employment Rules - *Supreme Court Decision* 2018da255488, March 11, 2022, KEF e-Economic Management Policy Report. No. 2022-16, Korea Enterprises Federation, April 2022
- 2022                      Issues in the duty of Fair Representation Borne by Employers, Labor Law Journal, February 2022
- 2021                      Issues of Recognizing Reasonability in Social Conventions in Case of Disadvantageous Changes in Employment Rules, Labor Law Journal, November 2021
- 2021                      Applicable Laws and Issues to Note Upon Recruitment, Labor Law Journal, September 2021
- 2021                      Scope of Employees Eligible for Labor Union, Labor Law Journal, July 2021
- 2021                      Problem of Proof of Working Time in a Claim for Overtime Pay, May 2021
- 2021                      2021 Trends of Court Decisions Related to Business Transfer and Succession of Labor Relations, February 2021
- 2020                      2020 Sexual Harassment in the Workplace and the Company's Vicarious Liability as Employer, Labor Law Journal, November 2020

2020	2020 Issues in Practice in Relation to Preliminary Injunction on Assembly and Protest, Labor Law Journal, September 2020
2020	2020 Review of Recent Lower Courts' Decisions on Cancellation of Employment Decisions and Unfair Dismissal, Labor Law Journal, June 2020

## Bar Admissions & Qualifications

2017                      Korea

## Languages

Korean / English