



# Young Hwan KWON

Partner

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Mr. Young Hwan Kwon mainly advises and represents clients on human resource management/labor, and industrial accidents and safety.

He is also one of the co-authors of “Commentary on the Trade Union and Labor Relations Adjustment Act” published by Korea Society of Labor Law of the Supreme Court of Korea, “Online Commentary on the Industrial Accident Compensation Insurance Act,” and “Commentary on the Occupational Safety and Health Act” published by LAWnB. He also regularly provides columns as a specialist in Industrial Safety, Serious Accident & Labor Relations Specialist at Lawwave.

Mr. Kwon began his career as a certified public labor consultant in 2002, focusing on labor-related matters. From 2014 to 2016, Mr. Kwon served as a law clerk at the civil division (responsible for labor matters) and administrative division (responsible for labor and fair trade matters) of the Seoul High Court. During his time there, he worked on a number of significant labor cases not only in the field of individual labor relations, such as those involving employee’s status, ordinary wages, illegal dispatch, time-off system, and unfair labor practices, but also in the field of collective labor relations, such as the exempted working hours system and unfair labor practices.

After joining JIPYONG LLC, Mr. Kwon has shown himself to be a successful attorney in labor-related cases. He specifically obtained a victory in various Supreme Court decisions to quash and remand in cases involving illegal dispatch, disciplinary actions, and wage disputes. In addition, Mr. Kwon has successfully defended clients in various criminal cases involving violations of the Labor Standards Act and the Act on the Protection, etc. of Temporary Agency Workers, by obtaining non-indictment decisions or suspensions of sentencing.

Mr. Kwon obtained a master's degree in International Human Rights Law from the University of Leiden, the Netherlands, in 2021, with a research project on EU's proposed bill on corporate human rights due diligence.

## Education

2021	Leiden University (LL.M., Advanced Studies Programme in European and International Human Rights Law)
2014	University of Seoul Law School (J.D.) (President's Scholar Award)
2010	Hanyang University (LL.M.)
2003	Korea University (B.A. in Political Science & International Relations)

## Experience

2016-Present	JIPYONG LLC
2024-Present	Expert, Industrial Safety & Serious Accidents/HR & Labor, Lawwave
2024-Present	Member, Human Rights Management Committee, Korea International Cooperation Agency (KOICA)
2023-Present	Member, Human Rights Management Committee, Korea Development Bank
2021-Present	Commentary Editor, a commentary on the Trade Union Act published by Society of Labor Law in Supreme Court
2017-Present	Online Commentary Editor, the Occupational Safety And Health Act and Industrial Accident Compensation Insurance Act, LawnB
2023-2024	Adjunct Professor, University of Seoul Law School (Civil Practices)
2022-2024	Advisor, ESG Special Committee, Seoul Bar Association
2014-2016	Law Clerk, Seoul High Court (Civil, Administrative)
2009-2011	Research Assistant, Korea Labor Institute · Korean Society of Labor Law
2003-2005	Policy Director, Korea Power Plant Industry Union

## Notable Achievements

### [Litigation]

- Represented in litigation related to the employee status of outsourced contract workers
- Represented automotive companies, construction companies and public corporation, etc. in litigation related to Illegal dispatch
- Represented in litigation related to refusal to renew terms of temporary workers/exclusion of an employee from conversion to non-fixed term employees
- Litigation related ordinary wages such as a hospital, a finance company, a shipbuilding company, a construction company, a steel company, a manufacturing company, etc.

- Represented in litigation seeking for confirmation of invalidation of wage peak system
- Represented in litigation involving various disciplinary actions and personnel appointments including placement on waiting list, transfer, demotion, suspension and dismissal
- Represented in injunction on labor disputes such as prohibition of strike, prohibition of obstruction of business, etc.
- Represented in cases involving violation of duty of fair representation and unfair labor practice
- Occupational and public service injury cases such as occupational cancer, myocardial infarction, cerebral hemorrhage, and bilateral knee disabilities
- Criminal defense cases involving violations of the Labor Standards Act, Dispatch Act, Labor Union Act, Industrial Safety and Health Act, Employment Insurance Act, and Serious Accident Punishment Act

#### [Consultation]

- Provided consulting service related to the method of operation of outsourced contract workers and subcontracts
- Consulting on performance improvement programs for low performers
- Advised on voluntary retirement and encouraged resignation
- Advised on the investigation of bullying and sexual harassment in the workplace Advised on M&A and outsourcing and employment succession
- Advised on whether wage payment falls under the category of the average wage, prevailing wage, or minimum wage payment
- Advised on disciplinary procedures and disciplinary modalities
- Advised on procedures for amending employment rules
- Advised on responding to labor disputes
- Advised on criteria and methods for implementing obligations under the Occupational Safety and Health Act and the Serious Accidents Punishment Act

## Honors and Recognitions



2026	Next Generation Partner in Labour and Employment, Legal500
2025	Special Award (Social Contribution Award) at the Eighth Korea Legal Awards
2024-2025	Leading Lawyer in Labor & Employment Practice, Legal Times
2024-2025	Korea's Top Lawyers, Asia Business Law Journal
2022	Rising Star in Labor & Employment, Legal Times

## Speaking Engagements and Publications

#### [Books]

2025	Panoramic: Labour & Employment Disputes 2026 - Korea Chapter, Law business Research
2025	Global Legal Insights: Employment & Labour Laws 2025, Global Legal Group
2021-2025	Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy
2023	Lexology Getting the Deal Through: Labour & Employment 2023 - Korea Chapter, Law business Research
2023	Commentary on the Trade Union and Labor Relations Adjustment Act by the Korea Society of Labor Law of Supreme Court(co-author), Parkyoungsa
2023	Guide to Human Rights Management (co-author), The Korea Economic Daily
2020	Onju "Occupational Safety and Health Act" (Co-author), LAWnB
2020	Labor Rights, Human Rights Report 2019 Vol. 34, Korean Bar Association
2020	Major Labor Cases and Decisions & Labor Columns (Co-Author), JIPYONG LLC
2018-2023	Lexology Getting the Deal Through: Labour & Employment - Korea Chapter, Law business Research
2017	Onju Industrial Accident Compensation Insurance Act (co-author), LAWnB
2009, 2011	Medical Laws: Medical Technicians, etc. (Co-author), Soomoonsa
2009, 2010	Abridged Commentary on Health and Medical Laws: Medical Personnel (Co-author), Soomoonsa

#### [Columns]

2025	Interim Review of Wage System Restructuring and Labor-Management Agreements Following Changes in Precedents on Ordinary Wages, Monthly Labor Law (August 2025)
2025	A Decision Signaling the Post-Enforcement Landscape of the Yellow Envelope Act, Lawwave (July 30, 2025)
2025	Criteria for Assessing Hazardous Risk Factors Contributing to Occupational Cancer, Lawwave (April 23, 2025)
2025	Supreme Court Decision Clarifying the Distinction Between Project Owner and Contractor in Construction Project under the Industrial Safety and Health Act, Monthly Labor Law, January 2025
2024	Are Platform Workers Classified as Employees under the Labor Standards Act? Who Is Their Employer? Lawwave (December 26, 2024)
2024	Legitimate Conditions for Exercising the 'Worker's Right to Stop Work' under the Industrial Safety and Health Act, Lawwave (October 16, 2024)
2024	Special Cases of Bargaining Units and Separation of Bargaining Units, Monthly Labor Law, June 2024
2024	Key Considerations for Managing Low Performers, The Legal Times (May 3, 2024)
2023	Violation of Collective Agreements and Criminal Punishment, Monthly Labor Brief. October 2023
2023	Access to the Workplace by Non-Employee Labor Union Members, Monthly Labor Brief. June 2023
2023	HR/Labor management issue regarding recording/filming without consent, Monthly Labor Brief. February 2023
2022	How Adidas earned "honors" in the Human Rights Management Assessment, The Korea Economic Daily

2022	Cautions for taking Disciplinary Action Against Workers Who Are Victims of Workplace Harassment, Monthly Labor Brief. August 2022
2022	EU Human Rights Due Diligence Laws: Why Korean Companies Are Not Immune, The Korea Economic Daily
2022	Need for Attention to the Implementation of the Employment Sex Discrimination Remedy Claims Filing System and the Mandatory Disclosure of ESG Information, Monthly Labor Brief. March 2022
2022	How to Properly Investigate Computers and E-mails at Workplace, Monthly Labor Brief. January 2022
2021	Trends in Mandatory Labor Rights Due Diligence for Suppliers and Supply Chains, Monthly Labor Brief. October 2021
2019	Legal Issues of Unfair Hiring Practices (2), Monthly Labor Brief. April 2019
2019	Legal Issues of Unfair Hiring Practices(1), Monthly Labor Brief. January 2019
2016	Effect of Public Entity Collective Bargaining Agreements Not Approved by the Board of Directors, Monthly Labor Brief. April 2016

#### [Research Articles and thesis]

2021	From Social Responsibility to Legal Obligation: Analysis on the EU Draft Directive on Corporate Due Diligence and Corporate Accountability, Leiden University LL.M.
2011	Review on “distinction between worker dispatch and subcontract”, Labor Law Review Vol. 30, The SNU Society of Labor Law
2010	Assignment of workers as regulatory authority over productive decentralization, Labor Law Review Vol. 28, The SNU Society of Labor Law
2010	The legal regulation of production decentralization in Spain (master’s thesis), Hanyang University

## Bar Admissions & Qualifications

2014	Korea
2002	Certified Public Labor Attorney (Korea)

## Languages

Korean / English