

Yong Moon KIM

Partner

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Mr. Yong Moon Kim is a member of Labor & Employment Group at Jipyong. He has successfully conducted civil, criminal and administrative litigation, responded to investigations by investigative and supervisory agencies, handled labor board disputes and advised on a wide range of legal issues in the labor field, including individual labor relations (e.g., status as an employee, recruitment, dismissal, disciplinary action, personnel order, performance management, restructuring, wages, severance pay, fixed-term work, temporary work, other non-regular work, discrimination, protection of women, individual labor relations in the context of M&A, etc.) and collective labor relations (e.g., establishment and operation of trade unions, collective disputes, , act of dispute, collective labor relations in the context of M&A, establishment of councils). establishment and operation of trade unions, collective bargaining, cooperative activities, strikes, unfair labor practices, collective labor relations under M&A, establishment and operation of labor-management councils), and occupational safety.

Mr. Kim has also recently handled disputes related to the FTA between Korea and the EU based on the experience of dispatch work for one year at the International Labor Organization (ILO) of the United Nations. With his extensive experience and know-how, Mr. Kim provides clients with a high level of service by leading the Labor Group at Jipyong.

Education

1999	Seoul National University (LL.B.)

Experience

2024-Present	JIPYONG LLC
2026-Present	Non-standing Commissioner, Industrial Accident Compensation Insurance Reexamination Committee
2025-Present	Member, General Grievance Review Committee, Public Procurement Service (PPS)
2023-Present	Legal Advisor, National Labor Relations Commission
2021-Present	Commissioner, Labor-Management Civil Government Council of Seoul Metropolitan City
2021-Present	Commissioner, Labor Workforce Commission of Korea Federation of Small and Medium Business (KBIZ)
2021-Present	Commissioner, Deliberation Council for Membership Eligibility Determination at the Korea Workers' Compensation and Welfare Service
2020-Present	Adjudication Member, Public Interest at Gyeonggi Regional Labor Relations Commission
2014-Present	Member, Labor Law Practice Study Institute, Supreme Court of Korea
2024-2025	Legal Advisor, Ministry of Employment and Labor
2022-2023	Commissioner, Seoul Southern District Court's Civil Conciliation Council
2021-2024	Senior Attorney, Dentons Lee
2021-2023	Commissioner, Labor Human Rights Subcommittee under the Human Rights Commission, Korean Bar Association
2019-2022	External Advisor, Human Rights Management Committee, Korea Development Bank
2017	Seoul National University Law School - Korea Labor Institute (SNU-KLI) Academy of the best leaders in industrial relationships
2015-2016	Legal specialist, International Labour Organization
2009-2021	Attorney(Partner), Lee & Ko
2006-2008	Attorney, Yoon & Yang
2006	Judicial Research and Training Institute, Supreme Court of Korea

Notable Achievements

- Advised and represented major domestic and international distribution/logistics and transportation companies (including department store, hypermarket, courier, taxi company, bus company and airline, etc.) in connection with labor matters
- Advised major domestic and international manufacturing companies (including companies manufacturing automobiles and related components, tires, steel, large ships, food products, etc.) in connection with labor matters
- Advised and represented major domestic raw materials/energy companies (coal, oil, gas, cement, power generation, etc.) in connection with labor matters
- Advised and represented major construction companies in connection with labor disputes
- Advised major domestic service companies (including hotel, casino, food product and hospital companies) in connection with labor disputes
- Advised and represented major domestic tech companies in connection with labor disputes
- Advised and represented major domestic and international financial companies (including bank, securities, insurance, and credit card companies) in connection with labor disputes

- Advised and represented domestic and foreign state-owned companies and public institutions (roads, ports, airports, resources, energy, etc.) in connection with labor disputes
- Advised and represented major media and press companies (including KBS, MBC, SBS, Yonhap News, and YTN, etc.) in connection with labor disputes
- Advised and represented major domestic universities in connection with labor disputes
- Advised and represented the Korean government in connection with labor disputes

Honors and Recognitions





2026	Leading Lawyer in Labor and employment, Asialaw
2025-2026	Leading Individual in Employment, Chambers Asia-Pacific
2025	Awarded the Chairperson's Prize for 'Outstanding Public Interest Member' by the National Labor Relations Commission
2025	Best Lawyer in Labor & Employment Practice, JoongAng Ilbo and Korea In-House Counsel Association
2024-2026	Leading Lawyer in Labor & Employment Practice, Legal Times
2022	Best Lawyer in Korea-corporate advice, Hankyung Business
2019-2021	Next Generation Lawyer in Labour and employment Practice, Legal 500

Speaking Engagements and Publications

2025	Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy
2023	Ruling on Illegal Placement of A Cement Company; Ruling on A Collective Bargaining Claim of Hyundai Heavy Industries (main contractor’s nature as an employer); Ruling on CJ Logistics (main contractor’s nature as an employer), etc., Monthly Labor Brief. 2023
2022	The risk of “employee transfer between affiliate companies” has decreased... but the actual practice of providing labor needs to be reviewed”, Monthly Labor Brief. September 2022
2022	Changes and prospects of Korean labor relations following the latest ratification of fundamental ILO Conventions, Monthly Labor Brief. May 2022
2022	2022Collective Bargaining Obligations of a Contractor (Prime Contractor) in an Internal Subcontracting Relationship: National Labor Relations Commission Decision, Central2021Buno268 dated March 24, 2022), Monthly Case Review, Korea Enterprises Federation
2021	Court's ruling to recognize the nature of ordinary wage on retroactive pays caused by wage increases and implications thereof,” CHO Insight of the Korea Economic Daily
2021	Generation MZ and changes in labor movement,” CHO Insight of the Korea Economic Daily, August, 2021

2017	Representativeness of employee member of the labor-management council," , Monthly Labor Brief. September 2017
2016	Regulation of Temporary Agency Work in the Republic of Korea, International Labour Organization
2016	Employment Protection Legislation update Korea, International Labour Organization,
2016	Worker's participation in decision-making at the enterprise level, International Labour Organization
2016	Understanding the Effectiveness of Individual Labour Dispute Resolution Systems in Korea, International Labour Organization country report
2015	Employer's Correspondence & Limit in Industrial Action, BFL, Center for Financial Law of Seoul National University
2015	Restrictions on Hiring by the Employer during Industrial Actions, International Labour Organization
2015	Legal Regulation of the Employment Relationship in the Republic of Korea, International Labour Organization

Bar Admissions & Qualifications

2006	Korea

Languages

Korean / English

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