



# Chang Wook MIN

Korean Attorney

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Chang Wook MIN is the Head of Compliance Practice at JIPYONG ESG Center who primarily focuses on various matters related to corporate sustainability, ESG, compliance and human rights management. Mr. Min regularly advises clients on labor, occupational safety, public administration, and other sustainability-related regulations.

Mr. Min is passionate about Legislation and Government Relations, and has provided advice to various government agencies ranging from the Ministry of Employment and Labor, Ministry of Unification, and Ministry of Education. Mr. Min participated in publishing 13 legislation/policy research papers for the government and public institutions. His works involve, among other things, converting irregular workers (i.e. non-standard workers) to regular positions, and analyzing regulatory issues in North Korean Specialized Economic Zones (SEZs) such as Kaesong Industrial Complex.

In addition to his practice, Mr. Min is a co-author of the book Labor Laws of the Republic of Korea and 2018 Human Rights Report (Labor Rights Section) published by Korean Bar Association. Mr. Min wrote several academic articles with regards to ordinary wage, occupational safety, public education, and North Korean legislation. He served as a Commissioner of Human Rights Committee in Seoul Bar Association, having keen interest in the future of work in the digital economy and Business and Human Rights.

Mr. Min recently earned a Master's degree in Public Affairs with the Bardach Prize for Outstanding Capstone at UC Berkeley. He received a J.D. from the Seoul National University in 2012 and his B.A. from Korea University in 2009. He is admitted to the Korean Bar.

## Education

2022	Seoul National University (Ph.D. Candidate in Constitution, coursework completion)
2020	UC Berkeley Goldman School of Public Policy, Master of Public Affairs (MPA)
2012	Seoul National University School of Law (J.D.)
2008	Korea University (B.A. in Philosophy)

## Experience

2012-Present	JIPYONG LLC (Partner)
2024-Present	Member, ESG Management Special Committee, Korea Bar Association
2023-Present	Integrity Auditor, Korea Labor Force Development Institute for Aged
2023-Present	Member, Citizen Safety Council, Safety Policy Institute, Citizen Coalition for Safety (CCS)
2023-Present	Member, ESG Committee, Korea Fisheries Infrastructure Public Agency
2022-Present	Member, Serious Accidents Punishment Act Response TF Advisory Council, Seoul Bar Association
2022-Present	Member, Sexual Harassment and Sexual Violence Grievance Committee, Seoul Energy Corporation
2021-Present	Instructor, Ethics and Human Rights Management of the ESG Leadership Course, Sogang Business School
2016-Present	Member, Korean Constitutional Law Association
2013-Present	Member, The Seoul National University Society of Labor Law
2022-2023	Member, ESG Special Committee member, Seoul Bar Association
2022-2023	Member, Subcommittee on Human Rights, Environmental Due Diligence and Legal System, Korea Bar Association
2022-2023	Member, Serious Accidents Punishment Act Response TF Advisory Council, Seoul Bar Association
2022	Advisor, Private Enterprise Human Rights Management Pilot Project, National Human Rights Commission of Korea
2021	Completion of the Sustainable Capitalism & ESG, Berkeley Law Executive Education
2015	Commissioner of Human Rights Committee, Seoul Bar Association
2014	Completion of the Legislation/Administration Academy, Korean Bar Association
2013	Completion of the South-North Economic Cooperation Legal Academy, CANEC

## Honors and Recognitions

2023	Probono Award at the Sixth Korea Legal Awards
2023	Rising Star in Compliance · ESG, JoongAng Ilbo

- 2022 Outstanding Lawyer in ESG Practice, Special Awards on Law Day, Law Times
- 2020 The Bardach Prize for Outstanding Capstone, U.C. Berkeley Goldman School of Public Policy

## Speaking Engagements and Publications

### [Academic Articles]

- 2024 Lexology Panoramic: ESG and Impact Investing 2025 - Korea Chapter, Law Business Research
- 2023 ESG Around The World: South Korea, LAW360
- 2023 Unraveling the Evolving Trends in Business and Human Rights in South Korea, IFLR ESG Asia Report 2023
- 2022 ESG Policy Trends in South Korea's Public Institutions, Academic Paper Series, IFLR Korea Economic Institute of America
- 2022 Lexology Getting The Deal Through: ESG and Impact Investing 2022 - Korea Chapter, Law Business Research
- 2022 Business and Human Rights Trends in South Korea, IFLR ESG Asia Report 2022
- 2021 Statutory Restrictions on Digital Platform Businesses – Lessons from Uber in the U.S., Justice No. 183, Korean Society of Law
- 2020 Rising Income Inequality and the Future of Work in Digital Platforms: Uber and California Assembly Bill 5, Berkeley Public Policy Journal
- 2020 Labor Market Inequality in Korea: Duality and Earnings Dispersion, MPA Capstone Analytic Project, UC Berkeley Goldman School of Public Policy
- 2016 Chang Wook Min, Liabilities of the Business Owner and an Individual with respect to Industrial Accidents – Relationship between Violation of Occupational Safety and Health Act and the Crime of Death and Injury by Occupational Negligence, Labor Law Review, Vol. 41 (Seoul National University Society of Labor Law)
- 2016 Sung Taek Lim & Chang Wook Min, Analysis of North Korea territory legislation and direction of territory legislation integration of the two Koreas, Unification & Law, Vol. 27 (Ministry of Justice)
- 2015 Chang Wook Min, The State's Authority to Regulate Public Education – Legal Issues Related to English Immersion Education by Private Elementary Schools, The Justice, Vol. 147 (Korean Legal Center)
- 2013 Chang Wook Min, A Study on the Basic Principle and Conceptual Elements of Ordinary Wage – Based upon the Rulings by the Supreme Court and Lower Courts in 2013, The Justice, Vol. 138-189 (Korean Legal Center)
- 2013 Sung Taek Lim & Chang Wook Min, Plan for Improvement of Legal Systems for Humanitarian Assistance to North Korea, Constitutional Law and Unification Law, Vol. 3 (Seoul National University Constitution and Unification Law Center)

### [Other Publications]

- 2021 Platform Competition Law (Pakyoungsa)
- 2015 Ji Hyung Kim et al, Labor Laws of the Republic of Korea (Hollym)
- 2010 Comments on Practical Training at National Human Rights Commission of Korea, Public Interests and Human Rights Vol. 8, SNU Center for Public Interests and Human Rights Law
- 2007 Translator of Walt Harris, Billiard Atlas 1 - 4 (Ilsin Press)

**[Research Papers on Law & Policy]**

- 2020 Seoul City, Human Rights Impact Assessment on Local Policies and Guidelines
- 2018 Ministry of Unification, Study on Solutions for Debt Disputes following Kaesong Industrial Complex Shut Down
- 2018 Korean Bar Association, 2018 Human Rights Report - Labor Rights section
- 2018 Korea Electric Power Corporation, Study on Plan for Conversion to Decent Jobs
- 2018 Korean Red Cross, Study on Amendment to Organization of the Republic of Korea National Red Cross Act
- 2018 Korea Trade-Investment Promotion Agency, Personnel System for Indefinite Contract Workers – Study on Plans for Conversion of Irregular Workers to Regular Positions
- 2017 Ministry of Unification, Study on Standard Laws/Regulations for SEZs in South & North Korea
- 2016 Ministry of Government Legislation, Study on Integration Plan for Administrative Laws in South & North Korea
- 2016 Ministry of Foreign Affairs, Study on Legal Issues in the Amendments to Global Poverty Eradication Fund Act
- 2015 Ministry of Government Legislation, Study on Integration Plan for Education Laws in South & North Korea
- 2014 Ministry of Government Legislation, Study on Integration Plan for Land Laws in South & North Korea
- 2013 Ministry of Unification, Study on Improvement Plan for Kaesong Industrial District Support Act
- 2013 Ministry of Unification, Study on Improvement of Inter-Korean Exchange and Cooperation Act/Cooperation Fund Act for Creation of Communities
- 2012 Ministry of Education, Policy Research on Draft Amendments to Kindergarten/Elementary/Secondary School Laws/Regulations following Changes in Administrative Environment
- 2012 Ministry of Unification, Study on Improvement of Relief System for Administrative Sanctions in Kaesong Industrial District

**[Opinion Columns and Editorials]**

- 2023 TNFD and Biodiversity Regulation, Legal Times
- 2022 The Evolution of Internal Report and Grievance Handling Mechanism, Legal Times
- 2022 Reversal After Pulmuwon Conducts Human Rights Impact Assessments of the Supplier, The Korea Economic Daily

2021	Human Rights Management and ESG, Seoul Economic Daily
2021	ESG Investment and Shareholder Activism, Taxnet
2021	ESG and 2021 Ordinary General Meeting of Shareholders, Legal Times
2020	European countries take the lead in integrating ESG into their policies, establishing a healthier business ecosystem, Money Today
2020	[UC Berkeley Graduate School of Public Policy] <6> Public Leadership, Legal Times
2020	[UC Berkeley Graduate School of Public Policy] <5> Dualism of the Labor Market and Inclusive Growth, Legal Times
2020	[UC Berkeley Graduate School of Public Policy] <4> Corporate Social Responsibility and Human Rights Management, Legal Times
2020	[UC Berkeley Graduate School of Public Policy] <3> Political Economy of Inequalities, Legal Times
2020	[UC Berkeley Graduate School of Public Policy] <2> How to Deal With Counterarguments, Legal Times
2020	[UC Berkeley Graduate School of Public Policy] <1> Culture of Debate, Sense of Shame, Legal Times

## Bar Admissions & Qualifications

2012            Korea

## Languages

Korean / English