



Hyun Jin JANG

Korean Attorney

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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 consulting services on determining and improving employee status
- Provided legal advice on collective bargaining and labor dispute
- Represented company K, company S in cases involving unfair dismissal dispute
- Providing litigation and advisory services regarding strikes and workplace occupation involving Company C
- Providing advisory services in responding to the labor union of Company P and an injunction for non-interference
- Representing, responding, and providing advisory services in cases before the Constitutional Court cases regarding issues on labor relations laws
- Responding to a petition case by the National Human Rights Commission of Korea
- Providing litigation, representing, supporting investigations, and advisory services on disciplinary actions in cases involving workplace sexual harassment and workplace harassment
- Consulting and advisory services related to the Occupational Safety and Health Act and the Serious Accidents Punishment Act
- Advised companies in cases involving labor and management issues

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
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Languages

Korean / English