



Chang Wook MIN

Partner

TEL +82-2-6200-1841
FAX +82-2-6200-0811
E-MAIL cwmin@jipyong.com

Mr. Chang-Wook Min is the Head of the ESG Center at Jipyong, leading the Center's key practice areas of human rights and environmental due diligence, ESG strategy and disclosure, compliance and business ethics, and EU/U.S. ESG and trade regulatory advisory. He has provided advisory and consulting services to major Korean corporations and corporate groups.

Mr. Min is a recognized expert in supply chain due diligence and ESG disclosure under international norms, including the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the EU Corporate Sustainability Due Diligence Directive (CSDDD), the IFRS Sustainability Disclosure Standards (ISSB/KSSB), and the European Sustainability Reporting Standards (ESRS). Through close engagement with global organizations such as RBA, BSR, and WBA, he has established formal partnerships between these organizations and Jipyong's ESG Center. Across industries ranging from automotive, semiconductors, steel, and shipbuilding to IT, chemicals, food, and pharmaceuticals/biotech, he has helped Korean companies develop practical solutions that maintain their competitiveness while building trust with stakeholders.

Beyond his client practice, Mr. Min has actively contributed to legislation and policy research, participating in government-commissioned studies for the Ministry of Employment and Labor, the Ministry of Unification, the Ministry of Foreign Affairs, and the National Assembly. He is a co-author of Labor Laws of the Republic of Korea and has authored academic articles on ordinary wages, occupational safety, public education, and North Korean legislation.

Mr. Min earned a Master's degree in Public Affairs with the Bardach Prize for Outstanding Capstone at UC Berkeley. He received his J.D. from Seoul National University in 2012 and his B.A. from Korea University in 2009, and is admitted to the Korean Bar. He also participated in the Korean Bar Association's working group on drafting Korea's human rights and environmental due diligence legislation, contributing to the development of a Korean-style mandatory due diligence framework.

Education

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

Experience

2012-Present	JIPYONG LLC
2025-Present	Commissioner, Human Rights Management Commission of Export-Import Bank of Korea
2024-Present	Member, Special Committee on Law Information, Korea Accounting Institute
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, 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
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 Conceptional 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)

[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

[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)

[Opinion Columns and Editorials]

2026	U.S. Forced Labor Import Bans Spread to Global Borders, Seoul Economic Daily
2026	Supply Chain Due Diligence Redefined by CSDDD, Seoul Economic Daily
2026	Regulation of High-Impact AI and Fundamental Rights Impact Assessments, Seoul Economic Daily

2025	The EU PPWR and the Future of Packaging Materials, Seoul Economic Daily
2025	Decarbonization in the Shipping Sector and the Shipbuilding Industry's Response, Seoul Economic Daily
2025	Challenges in Human Rights Management, Seoul Economic Daily
2025	Managing Responsible Mineral Supply Chain Risks, Seoul Economic Daily
2025	The Evolution of Greenwashing, Seoul Economic Daily
2025	Whistleblowing and Ethical Management, Seoul Economic Daily
2025	ESG and Compliance, Seoul Economic Daily
2024	Labor and Human Rights Regulations in the Trump 2.0 Era, Seoul Economic Daily
2024	Living Wages and Sustainable Procurement, Seoul Economic Daily
2024	Demands on Partners, Responsibilities for Partners, Seoul Economic Daily
2024	A Perspective on Supply Chain Due Diligence, Seoul Economic Daily
2024	Corporate Whistleblower System, Integrity and Ethics Management Briefs No. 140, Anti-Corruption & Civil Rights Commission
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
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Languages

Korean / English

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