

Yo Sub SHIM

Partner

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Mr. Yo Sub Shim completed the judicial apprentice training course at the Judicial Research and Training Institute (JRTI) in 2008. After graduating from the Judicial Training Institute in 2008 and serving as a military judge advocate, Mr. Shim gained work experience as a human resources and labor lawyer at Lee & Ko, Kim & Chang, and Dentons Lee. He joined Jipyong in August 2024.

Mr. Shim has advised a number of corporate clients on human resources and labor matters, including matters related to the Labor Standards Act, the Fixed-term Employees Act, and the Temporary Agency Workers Act; collective labor relations matters, including trade unions, collective bargaining, labor dispute, collective agreements, and multiple unions; industrial accidents, occupational safety, and response to the Serious Accidents Punishment Act; diagnosis and improvement projects for risks related to subcontracting, delegation and contracting, and platform workers; and underperformer management and the introduction and operation of competency improvement programs. He also represented clients in civil, criminal, and administrative litigation involving issues such as status of employee, dismissal, discipline, wages, working hours, employment rules, written agreements, labor disputes, collective bargaining, collective agreements, unfair labor practices, non-compete agreements, and discrimination, and handled cases involving various labor issues before the National Labor Service, Labor Commission, National Human Rights Commission, and Anti-Corruption & Civil Rights Commission.

Mr. Shim graduated his LLM program (majoring in labor law) at Korea University and his SJD program (majoring in labor law) at Korea University. Since 2023, he has been a member of the Public Interest Committee of the Seoul National Labor Relations Commission, a member of the Legal Advisory Panel of the Economic, Social and Labor Council, a member of the Eligibility Review Committee of the Korea Workers' Compensation & Welfare Service, and the Chairman of the Labor Attorneys' Commission of the Korean Bar Association.

Education

2026	Korea University, Graduate School (Ph.D. in Labor Law)
2019	University of San Diego School of Law Visiting Scholar
2012	Korea University, Graduate School (LL.M.)
2006	Korea University (LL.B.)

Experience

2024-Present	JIPYONG LLC
2026-Present	Member, Certified Public Labor Attorney Qualification Deliberation and Disciplinary Committee, Ministry of Employment and Labor (MOEL)
2025-Present	Chairman, Labor Lawyers Association, Korean Bar Association
2023-Present	Public Interest member, Seoul National Labor Relations Commission
2023-Present	Commissioner, Legal Advisory Group, Economic, Social & Labor Council
2023-Present	Commissioner, Deliberation Council for Membership Eligibility Determination at the Korea Workers' Compensation and Welfare Service
2023-2025	Vice President, Labor Lawyers Association, Korean Bar Association
2021-2024	Senior Attorney, Dentons Lee
2014-2021	Attorney, Kim & Chang
2013-2014	Attorney, Lee & Ko
2010-2013	Judge Advocate, Republic of Korea Army
2010	Judicial Research and Training Institute, Supreme Court of Korea

Notable Achievements

- Represented a major domestic manufacturing company in labor litigation and other matters involving disciplinary measures, dismissal, and illegal secondment, etc. and advised the company on various labor issues including in-house contracting, review of human resources regulations, related projects, management of underperformers, introduction and operation of competency improvement programs, etc.
- Represented a major domestic tech company in labor litigation and other matters involving the status of employee and advised the company on related projects such as the introduction of flexible working hours, and on-site inspections related to occupational safety
- Represented and advised major domestic financial companies (banks and credit card companies) in connection with labor-related litigation and other matters involving whether the management incentives falls under the definition of wages and illegal secondment
- Represented and advised major big hospitals in connection with labor-related litigation and other matters involving the status of employees, working hours, written agreement, unfair labor practices, etc. and provided consulting related to the response to the Serious Accidents Punishment Act

- Represented major domestic logistics and transportation companies in connection with labor-related litigation and other matters involving ordinary wage, whether the contractee falls under the definition of employer, non-compete agreement, etc.
- Represented major domestic food product companies in labor-related litigation and other matters involving working hours
- Represented major domestic construction companies in labor-related litigation and other matters involving the rules of employment and discrimination, etc.
- Represented major domestic heavy industry companies in connection with labor-related litigation and other matters involving disciplinary measures, dismissal, wage peak system, re-employment after retirement, discrimination, illegal secondment, trade union, collective agreement, labor dispute, unfair labor practices, etc.
- Represented major domestic insurance companies in labor-related litigation and other matters involving the status of workers and the wage peak system, etc.
- Represented major broadcasting companies in litigation and other matters involving the status of employee, dismissal, and discrimination, etc.
- Represented major state-owned companies and public institutions in labor-related litigation and other matters involving ordinary wage, the rules of employment, and discrimination, etc.
- Advised major distribution companies on labor-related projects such as shortened working hours, collective bargaining, in-house contracting and labor relations
- Represented major chemical companies in labor-related litigation and other matters involving dismissal, management of underperformers, and introduction of a competency improvement program
- Represented major universities in litigation and other matters involving disciplinary measures, workplace harassment, and dismissal
- Represented major hotels in litigation involving sexual harassment in the workplace
- Represented a foreign company in litigation and other matters involving investigation of officers, workplace harassment, business, transfer, and voluntary retirement

Honors and Recognitions

2026	Selected as a "Next Leader" in the 2026 Law Firm Consumer Report
2025-2026	Leading Lawyer in Labor & Employment Practice, Legal Times
2023	Rising Star in HR/Labor, JoongAng Ilbo and the Korea In-house Counsel Association

Speaking Engagements and Publications

2026	“A Study on the Concept of ‘Employer’ under the Amended Trade Union Act,” Ph.D. dissertation, Korea University
2025	Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy
2022	The term of the employment contract signed in accordance with the direct employment obligation under the Act of Protection, Etc. of Temporary Agency Workers, KEF e-magazine Vol.89, Korea Enterprises Federation, March 2022

2022	Issues on Calculation of Average Wages and Legislative Alternatives Thereon, The Monthly Labor Law, January 2022
2021	Issues surrounding the determination of working hours by working day when the flexible working hour system is introduced, The Monthly Labor Law, December 2021
2021	Court's ruling to recognize the nature of ordinary wage on retroactive pays caused by wage increases and implications thereof, Hankyung CHO Insight, October 2021
2021	Legal Characteristics of an Agreement of Exceptions on Working Hours and Rest Hours Signed with the Labor Union as a Representative of Workers, KEF e-Magazine, Vol.81, Korea Employers Federation, June 2021
2018	Legislative Issues in the Separation of Negotiation Units, Labor Law Forum No.23, Society of Labor Law Theory and Profession
2012	Research on the jurisdiction and governing law of international labor relations, LLM Thesis, Graduate School of Public Administration, Korea University

Bar Admissions & Qualifications

2010	Korea

Languages

Korean / English

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