

Si Won LEE

Partner

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Mr. Si Won Lee's practice focuses on labor and employment law. After completing the JRTI's judicial apprentice program, Mr. Lee worked as a public interest lawyer at the National Labor Relations Commission and Seoul Central District Prosecutors' Office, and also worked for the legal division of Mirae Asset Securities (formerly known as Daewoo Securities and Mirae Asset Daewoo) and the Labor Group of Hwawoo.

Mr. Lee has advised a number of corporate clients, including large and medium-sized enterprises, public institutions, state-owned companies, and foreign companies, on various human resources and labor-related matters involving ordinary wage, average wage, illegal secondment, collective bargaining, collective agreements, multiple trade unions, unfair labor practices, labor disputes, industrial accidents, status of employee, dismissal, discipline, working hours, workplace harassment, and sexual harassment, and represented clients in civil, criminal, and administrative proceedings before courts, prosecutor’s office, employment and labor office, labor relations commission, and National Human Rights Commission in connection with various labor-related issues and cases.

Education

2025	Korea University, Graduate School of Labor Studies (LL.M., coursework completed)
2011	Sungkyunkwan University (LL.B.)

Experience

2024-Present	JIPYONG LLC
2024-Present	Expert Commissioner, Workplace Harassment Judgement Committee, Seoul Regional Employment and Labor Administration
2023-2024	Advisory Lawyer, Ulsan, Federation of Korean Trade Unions
2021-2024	Attorney, Dentons Lee
2018-2021	Attorney, Yoon & Yang LLC
2016-2018	In-house Attorney, Mirae Asset Securities Legal Team
2013-2016	Public Interest Judge, Central Labor Relations Commission, Seoul Central District Prosecutors' Office
2013	Judicial Research and Training Institute of the Supreme Court of Korea

Notable Achievements

- Advised major Korean manufacturing companies, including discipline, dismissal, illegal secondment, in-house contracting, review of personnel regulation, occupational safety, the Serious Accidents Punishment Act, response to trade union disputes, workplace harassment and sexual harassment, etc.
- Advised and represented major Korean financial institutions (banks, securities firms, asset managers, insurance companies, credit cooperatives, etc.) in matters and litigation relating to deferred compensation systems, labor union disputes, overhaul of wage system, ordinary wage-related litigation, response to investigation authorities' investigation involving unfair labor practices, mergers and divestitures, etc.
- Represented major foreign companies in Korea in audit related to various misconduct reports, including workplace harassment and sexual harassment and provided advice on non-compete agreements, the introduction of flexible work systems, dismissal, disciplinary measures and dismissal, and advised on the overhaul of the wage system and matters related to the labor contracts and various HR regulations, etc.
- Advised and represented major state-owned companies and public institutions in various matters and litigation, including labor disputes, discipline, dismissal, workplace harassment, rules of employment, discrimination, review of HR regulations, various wages and incentives including management evaluation-based performance pay, ordinary wage, average wage, and and violations of the Minimum Wage Act
- Advised and represented major domestic shipbuilding companies in connection with matters and litigation related to consulting on legal contracting, illegal secondment, and litigation involving wage peak system, etc.
- Advised and represented major hospitals in connection with industrial safety, Serious Accidents Punishment Act, reappointment of a professor, and conversion of contract employees into full-time employees
- Advised and represented major pharmaceutical companies in connection with industrial safety, investigation into serious accidents, workplace harassment and sexual harassment, filing for, and response to, an injunction related to non-compete agreement, and various HR regulations
- Provided consulting related to legal contracting to a major chemical company; and advised the company on illegal secondment, investigation into serious accidents, and labor-related matters and litigation including management of underperformers
- Advised major domestic press companies on matters and litigation related to discipline and dismissal

Honors and Recognitions

2026	Best Lawyer in Labor & Employment Practice, JoongAng Ilbo and Korea In-House Counsel Association
2025-2026	Leading Lawyer in Labor & Employment Practice, Legal Times
2015	Minister of Justice's Commendation

Speaking Engagements and Publications

2025	Administrative Interpretation of Major Labor Cases (Co-Author), JoongAng Economy
2021	Number of days of annual paid leave for one-year fixed-term workers," the e-Economy and Management Policy Report, Korea Enterprises Federation, November 2021

Bar Admissions & Qualifications

2013	Korea

Languages

Korean / English

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