

**Curriculum Vitae / Application
for KCAB International Mediators**

PERSONAL INFORMATION

* By completing this application form, you agree to KCAB using any of your personal information that you may have provided in this application for the purpose of assessment of panel listing, background and reference checks, future appointments in any mediations handled by KCAB, and listing your curriculum vitae on KCAB's website, in accordance with Korean Data Protection Act.

Name:	KIM, Soh-Yeong	 <p style="text-align: center;"><i>Recent photo</i></p>	
Current Position:	Emeritus Professor at Chung-nam National University Law School/Member representing public interests at National Labor Relations Commission		
Nationality:	Republic of Korea	Country of Residence:	Republic of Korea
*Please note that only one nationality is shown on our website. If you			

**Curriculum Vitae / Application
for KCAB International Mediators**

have more than one, please state in the order of strongest connection.			
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<u>EDUCATION</u>		
*Please state in reverse chronological order		
Period:	Name of Institution, <i>degree</i> :	Location:
August 2004	University of Illinois College of Law at Urbana Champaign, Master Degree in Law(LL.M.)	Urbana Champaign, Illinois, USA
25 February 1992	Korea University, Ph.D. in Social Law (specialized in Employment Law and Labor Law)	Seoul, Korea
26 February 1981	Graduate School of Seoul National University, Master Degree in Social Law (specialized in Employment Law and Labor Law)	Seoul, Korea
25 February 1976	Korea University Bachelor's Degree in Law	Seoul, Korea

Curriculum Vitae / Application for KCAB International Mediators

PROFESSIONAL CAREER

**Please state in reverse chronological order*

Period:	Name of Company, <i>division, position/title</i> :	Location:
December 2004 - Present	Member representing public interests / National Labor Relations Commission	Seoul, Korea
February 2021 - Present	Emeritus Professor / Chung-nam National University Law School	Daejeon, Korea
September 2010 - Present	Director / Korea ADR Center	Seoul, Korea
June 2017 - June 2018	Member representing public interests / Minimum Wage Council	Seoul, Korea
January 2013 - January 2014	President / Comparative Labor Law Association	Korea
May 2011 - May 2015	Member of Judgment Committee / Administrative Trial Committee	Seoul, Korea
May 2008 - April 2011	Member of Judgment Committee/ Industrial Accident Compensation Review Committee	Seoul, Korea
September 2007 - February 2021	Professor / Chung-nam National University Law School	Daejeon, Korea
September 2005 - August 2007	Advisory Board Member/ Program in Comparative Labor Law and Employment Law & Policy, University of Illinois College of Law at Urbana Champaign	Urbana Champaign, Illinois, USA
July 2002 - August 2004	Visiting Scholar/ University of Illinois College of Law at Urbana Champaign	Urbana Champaign, Illinois, USA
June 1996 - December 1997	Expert Committeeman / Labor-Management Relations Reform Committee	Seoul, Korea
March 1993 - August 2007	Senior researcher/ Korea Labor Institute	Seoul, Korea

Curriculum Vitae / Application for KCAB International Mediators

AREAS of EXPERTISE

*Please check **only up to 5** of your top expertise on the right column of the table.

Marine	Shipping and Components		Trade	Sale of Goods	
	Marine Transportation			International Sales Agency/Distributor	
	Marine Insurance			Others (Trade)	
	Others (Marine)		M&A·Joint Investment	M&A	V
Real Estate	Leasing			Joint Investment	
	Sales			Others (M&A·Joint Investment)	
	Development		Finance	Insurance	
	Others (Real Estate)			Securities	
Construction	Construction			Banking	
	Civil Engineering			Equipment Leasing	
	Architectural Design		Credit Card		
	Landscaping		Others (Finance)		
	Industrial Facility (Plant)		Intellectual Property	Industrial Right	
	Construction Supervision			Copyright	
	Environment			Domain	
	Energy			Others (Intellectual Property)	
Others (Construction)	V	IT	Software		
Entertainment	Entertainment			Hardware	
	Sports			Others (IT)	
	Broadcasting, Advertisement		Others	Commercial Transaction	

**Curriculum Vitae / Application
for KCAB International Mediators**

	Others (Entertainment)			Technology	
Labor	Employment	v		Medical	
	Others (Labor)	v		Others	v

Mediation Experience

• **Mediation Style:**

- A style of refraining from providing prescriptive advice to the parties with patience and listening to the parties as much as possible and enabling each party to have more direct influence upon the resolution of a conflict

• **Mediation Institutions Enlisted as a Mediator:**

- 1) Korea ADR Center
- 2) National Labor Relations Commission
- 3) Minimum Wage Council
- 4) Industrial Accident Compensation Review Committee

• **Others (related experience with international mediation):**

Participated in International Arbitration Proceeding as a mediator in the late 90s at Korean Commercial Arbitration Board (Dispute of employment relations chapter in the M&A contract)

**Curriculum Vitae / Application
for KCAB International Mediators**

PUBLICATIONS

< Book >

- 2021, Kim, S.Y. et al, 100 Labor Precedents(2ed.), Korean Labor Law Association

- 2019, Kim, S.Y., Issues of Retirement Age Extension in Aged Society and Foreign Legislative and Policy Trends, Korea Legislation Research Institute

- 2018, Kim, S.Y., Labor Law Practice - Precedents, Cases, Legal Theory(2ed.), Sinjo-sa

- 2012, Kim, S.Y., Theory and Case of Labor Standards Act(2ed.), Chung-nam National University Press

- 2007, Kim, S.Y. et al, A Comparative Study on Labor Legislation in Korea, the U.S. and Canada, Korea Labor Institute

- 2007, Kim, S.Y. et al, A Study on the Decision System of Working Conditions under Multiple Unions, Korea Labor Institute

- 2006, Kim, S.Y., The Task of the Labor Law in Aging Society, Korea Labor Institute

- 2004, Kim, S.Y. et al, Legal Reform in Korea(korean labor law reform : evaluation and future prospects), RoulledgeCurzon Advances in Korean Studies(*in English*)

**Curriculum Vitae / Application
for KCAB International Mediators**

<Academic Papers>

- Winter 2023, Kim,S.Y., A review of the Supreme Court's Recent Labor Case and National Labor Relations Commission(NLRC)'s Judgment : Unfair Subcontract of Hyundai Motor(Supreme Court ruling on Oct. 26, 2023 da 215842, 2023 da 215859), Workers' Obligation of the Prohibition of Concurrent Offices(NLRC on Sep .13, 2023, 2023 buhae 0000), *The Korea Tripartite Forum Review*, The Korea Tripartite Forum, Vol.61

- Autumn 2023, Kim,S.Y., A review of the Supreme Court's Recent Labor Case and National Labor Relations Commission(NLRC)'s Judgment : Re-recommended Worker's Right to expect Renewal after Retirement age(Supreme Court ruling on June 29, 2018 du 62492), Wage of Full-time Union Officer and Unfair Labor Practice(NLRC Apr. 24, 2023 buno OO), *The Korea Tripartite Forum Review*, The Korea Tripartite Forum, Vol.60

- Summer 2023, Kim,S.Y., A Review of the Supreme Court's Recent Labor Case and the First Ruling on the Act on the Punishment of Serious Accidents : Change of Disadvantage in Employment Rules(Supreme Court ruling on May 11, 2023, 2017 da 35588, 2017 da 3559), Construction Company Owner's Measures in Case of a Serious Accident(Uijeongbu District Ruling on April 6, 2023, 2022 godan 3254), *The Korea Tripartite Forum Review*, The Korea Tripartite Forum, Vol.59

- Autumn 2022, Kim,S.Y., A Review of the Supreme Court's Recent labor Case and National Labor Relations Commission(NLRC)'s Judgment : Illegal Dispatch of POSCO E&C(Supreme Court ruling on July 28, 2022, 2016 da 40439), Restrictions on Dismissal and Term of Notice(NLRC on Aug. 17, 2022, 2022 buhae 737), *The Korea Tripartite Forum Review*, The Korea Tripartite Forum, Vol.58

**Curriculum Vitae / Application
for KCAB International Mediators**

- Summer 2021, Kim,S.Y., The Amendment Suggestion of Labor Law in the Age of Digitalization of Work and COVID-19 Pandemic, *The International Labour*, The ILO Association of Korea
- June 2020, Kim,S.Y., Labor Dispute Resolution System of the Fair Work Commission(FWC) and FWC's Recent Decisions on Employee versus Contractor in the Delivery Rider's Wrongful Dismissal Cases in Australia, *Kangwon Law Review*, Comparative Law Institute of Kangwon National University, Vol.60
- 2020, Kim,S.Y., The Labor Legal Issue and Task on the Protection of Gig Worker by Digital Platform, *Hannam Law Review*, Institute of Science and Technology Law of Hannam University. Vol.26 No.2
- 2018, Kim,S.Y., Legal Status of Digital Platform Worker, *Journal of Law*, Law Institute of Chungnam National University, Vol.29 No.4.
- 2016, Kim,S.Y., A Study on the Justifiability of Work-to-Rule as an Industrial Action, *Kyung Hee Law Journal*, Kyung Hee Law Institute of Kyung Hee University, Vol.51 No.3.
- 2013, Kim,S.Y., Major Issues of the Legal Regulation Related to Job Creation, *Journal of Labour Law*, Korea Comparative Labor Law Society, Vol.29
- 2011, Kim,S.Y., A Study on the Scope of Employer's Disciplinary Right : What Employers Need to

**Curriculum Vitae / Application
for KCAB International Mediators**

provide, *Journal of Labour Law*, Korea Labor Law Society, No.34

— 2012, Kim,S.Y., A Study on the Justification for Disciplinary Dismissal by the reason for Misrepresentation of Career - With Focus on the Supreme Court Ruling July 5, 2012, 2009du16763, *Business Law Review*, Korea Business Law Association, Vol.26 No.3.

— 2011, Kim,S.Y., A Study on the Scope of Employer's Disciplinary Right : What Employers Need to Provide, *Journal of Labour Law*, Korea Labor Law Society, No.34

— 2009, Kim,S.Y., A Study of the Fixed-term Labor Contract ; Special Focus on the Nonstandard Workers Protection Act on Fixed-Term Employment, *Journal of Law*, Law Institute of Chungnam National University, Vol.20 No.1(*in English*)

— August 2004, Kim,S.Y., The Legal Regulation of Wrongful Dismissal in Korea, *Comparative Labor Law & policy Journal*, International Society for Labor Law and Social Security, Vol.25., No.4(*in English*)

MISCELLANEOUS

Languages: Korean, English

Awards:

- Prime Minister's Commendation of Merit for Gender Equality in Labor Market(October 1999)

- National Medal(February 1998), [Recognition of having served as member of the Labor-Management Relations Reform Committee during 1996~1997]



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Seoul, 06164, KOREA www.kcabinternational.or.kr

**Curriculum Vitae / Application
for KCAB International Mediators**