



Jong-ho Kim

Advisor

TEL	+82-2-316-7907
FAX	+82-2-756-6226
E-MAIL	johokim@shinkim.com

Jong-ho Kim is an Advisor at Shin & Kim LLC and provides advisory services primarily in the areas of individual and collective labor relations, occupational safety and health, and serious industrial accident compliance.

Mr. Kim served for 31 years as a labor administration official at the Ministry of Employment and Labor ("MOEL"), including the Labor Policy Bureau, the Office of Planning and Coordination, and the Employment Policy Office, as well as regional employment and labor offices responsible for occupational safety and health supervision and labor standards enforcement, the National Labor Relations Commission, and the Seoul Regional Labor Relations Commission. During his public service, he gained extensive experience across the full spectrum of labor administration, including labor inspections, labor-management relations, occupational safety and health, employment policy, and labor relations commission proceedings.

In particular, Mr. Kim conducted workplace inspections and regulatory supervision relating to occupational safety and health, investigated serious industrial accidents, and handled a broad range of individual employment matters, including wage claims, workplace harassment, and sexual harassment cases. He also carried out labor inspections concerning compliance with labor standards legislation and illegal dispatch arrangements, developing extensive practical experience in the enforcement of labor and employment laws.

Mr. Kim also advised on and supported collective bargaining and the execution of collective bargaining agreements, handled unfair labor practice cases, and worked on the prevention and resolution of labor disputes. In addition, he was responsible for mediation proceedings before the Labor Relations Commission and administrative litigation involving unfair dismissal and unfair labor practices, providing him with substantial expertise in collective labor relations and labor dispute resolution.

Professional Career

2026-Present	Shin & Kim LLC
--------------	----------------

2025-2026	Head of the Regional Cooperation Division, Seoul Southern Branch, Seoul Regional Labor Office, Ministry of Employment and Labor
2025-2025	Head of the Industrial Accident Prevention Guidance Division, Seoul Gangnam Branch, Seoul Regional Labor Office, Ministry of Employment and Labor
2024-2025	Head of the Industrial Accident Prevention Guidance Division, Mokpo Branch, Gwangju Regional Labor Office, Ministry of Employment and Labor
2022-2024	Head of the Industrial Accident Prevention Guidance Division, Seoul Southern Branch, Seoul Regional Labor Office, Ministry of Employment and Labor
2021-2022	Head of the Labor Improvement Guidance Division and Head of the Industrial Accident Prevention Guidance Division, Tongyeong Branch, Busan Regional Labor Office, Ministry of Employment and Labor
2019-2021	Head of the Labor Improvement Guidance Division 1 and Head of the Employment Management Division, Seoul Gangnam Branch Office, Seoul Regional Labor Office, Ministry of Employment and Labor
2017-2019	Labor-Management Relations and Legislation Division, Labor Policy Bureau, Ministry of Employment and Labor (Administrative Officer)
1995-2017	Labor Inspector / Investigator, Ministry of Employment and Labor (Office of Planning and Coordination, Employment Policy Office, Seoul Regional Employment and Labor Office, and Seoul Eastern District Employment and Labor Office), National Labor Relations Commission, and Seoul Regional Labor Relations Commission

Key Experience

- Inspections and supervision of workplaces regarding industrial safety, and carried out investigations (including criminal investigations) into serious industrial accidents
- Individual labor relations cases, including wage arrears, violations of working conditions, workplace harassment, and sexual harassment
- Formed and operated a dedicated task forces for compulsory investigations to protect the working conditions of vulnerable workers
- Labor inspections at workplaces regarding violations of labor standards, such as violations of working conditions and illegal labor dispatch
- Collective labor relations cases, such as violations of collective bargaining and unfair labor practices
- Provided guidance on collective labor-management relations, including collective bargaining, the conclusion of collective agreements, and the prevention and resolution of labor disputes
- Labor Relations Commission-related duties, including handling mediation cases, deciding on the unification of bargaining channels, determining exemptions from working hours, setting operational standards for essential services, and handling administrative litigation regarding wrongful dismissals and unfair labor practices
- Cases of fraudulent receipt of unemployment benefits

Education

1996-1999 Department of Economics, Dongguk University

Qualifications

2023 Certified Public Labor Attorney, Korea

Languages

Korean, English