

Hyunchai Isabelle Sohn

Of Counsel

Singapore Registered Foreign Lawyer

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Overview

Hyunchai Isabelle Sohn represents multinational businesses in a range of Korean labor and employment matters, possessing a comprehensive understanding of Korean law and regulations.

She advises employers in both individual employment and collective labor relations including:

- Workplace and sexual harassment, as well as legally mandated internal investigations
- Restructuring and organizational changes, optimal management of human resources
- Disputes related to unfair disciplinary actions, unfair dismissals, and termination of employment
- Disputes related to labor standards violations (e.g., wages and working hours)
- Labor Relations Commission (LRC), Labor offices, litigation and governmental audits
- Performance improvement plan (PIP)
- Rules of employment (i.e., employment handbooks and HR policies)
- Compensation, statutory severance pay, retirement benefits, welfare and benefits of employees and executives
- Management and improvement of working hour system
- Improvement of wage system including ordinary and average wages evaluations
- Labor union formation and collective bargaining
- Unfair labor practices and compliance issues

Isabelle has served as legal advisor to the Korea Trade Investment Promotion Agency, Korean Ministry of Small and Medium Sized Enterprises, and to the Korea Industrial Technology Association. She is also a leading voice in Korea's legal community and regularly publishing articles on developments affecting employers and employees.

After serving as in-house counsel at a multinational corporation for six years, Isabelle also has first-hand experience in navigating complex HR operational issues from the perspective of employers.

Prior to joining Littler, Isabelle was a partner at a leading labor and employment law firm in Seoul.

** Hyunchai Isabelle Sohn is not licensed to practice law in Singapore or appear in local courts. Littler partners with local firms to service clients on matters related to Singapore law.*

Professional and Community Affiliations

- Member, Seoul Bar Association

Recognition

- Named, Leading Lawyer of Korea, *Legal Times*, 2022-2024

Education

LL.B., Seoul National University, 2000

J.D., Korea University Law School, 2012

Bar Admissions

South Korea

Languages

Korean

English

Publications & Press

10 Things Employers Should Know About Korean Labor Law

Littler ASAP

March 25, 2025

Littler Adds Hyunchai Isabelle Sohn to Expanding Asia Pacific Regional Center in Singapore

Press Release

February 18, 2025