

LULAMA SHONGWE

Admitted Attorney | Human Rights Advocate | Strategic Litigation & Governance Specialist

Female | [REDACTED] | [REDACTED] | [REDACTED]

[REDACTED] Pretoria, South Africa

PROFESSIONAL PROFILE

Admitted Attorney with over five years' experience in strategic litigation, human rights advocacy, investigations, and governance oversight across complex public and private sector environments. Legally trained at the University of Pretoria (BA Law and LLB), with professional experience spanning constitutional litigation, regulatory compliance, institutional accountability, and multi-stakeholder dispute resolution.

My work has focused on advancing the protection and realisation of constitutional rights through evidence-based legal strategy, independent investigations and oversight of governance frameworks within high-stakes operational contexts.

I have contributed to strategic public interest litigation, human rights advocacy, regulatory investigations and compliance monitoring while working with government entities, civil society organisations, labour structures and community stakeholders.

Committed to strengthening constitutional democracy, institutional accountability and a culture of human rights in line with the mandate of the South African Human Rights Commission under Section 184 of the Constitution of South Africa.

CORE EXPERTISE

Human Rights & Constitutional Law

- Strategic constitutional litigation
- Public interest legal advocacy
- Gender equality and social justice
- Bill of Rights interpretation
- Law reform and policy submissions

Investigations & Oversight

- Independent investigations and fact-finding
- Institutional accountability and compliance oversight
- Evidence analysis and systemic risk identification
- Inspection reporting and governance reviews

Governance & Institutional Accountability

- Regulatory compliance assessment
- Governance advisory in complex operational environments
- Stakeholder dispute resolution
- Risk management and oversight frameworks

Strategic Litigation & Legal Analysis

- High Court and Constitutional Court litigation
- Legal research and statutory interpretation
- Drafting legal opinions, pleadings, and reports
- Evidence-based case strategy development

Stakeholder Engagement

- Engagement with government, civil society, labour and community stakeholders
 - Multi-stakeholder dispute resolution
 - Facilitation and advocacy
 - Public speaking and rights-based training
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PROFESSIONAL EXPERIENCE

Attorney: Strategic Litigation

Access Chapter 2
Nov 2025 – Present

Lead complex strategic litigation advancing constitutional rights and systemic reform, particularly for vulnerable and marginalised populations.

Key Contributions:

- Develop and implement litigation strategies in constitutional, administrative and civil/criminal matters.
- Conduct in-depth statutory and constitutional analysis to identify systemic rights violations and legal remedies.
- Draft pleadings, legal memoranda and court submissions in matters before superior courts.
- Manage case preparation including evidence collation, witness coordination and legal research.
- Engage with civil society partners and legal counsel to advance public interest litigation initiatives.
- Supervise junior legal staff and coordinate litigation strategy across multidisciplinary teams.

Business Advisor: Legal

RABS Investments (Pty) Ltd
Mar 2023 – Nov 2024

Provided governance, compliance and investigative advisory services within a complex, high-risk operational environment involving multiple institutional stakeholders.

Key Contributions:

- Conducted investigations into recruitment disputes, stakeholder complaints and compliance failures.
- Assessed compliance with regulatory frameworks including POPIA and contractual governance obligations.

- Developed and maintained risk management frameworks and stability registers addressing operational and stakeholder risks.
 - Produced structured advisory reports synthesising large volumes of operational and legal information.
 - Engaged with government entities, contractors, labour representatives and community stakeholders to mitigate conflict and ensure governance compliance.
 - Oversaw compliance monitoring within four operational Information Hubs responsible for large-scale data management.
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Legal Advisor – Employee & Industrial Relations

NaroTime (Pty) Ltd
Apr 2022 – Feb 2023

Provided investigative and legal advisory services within a large, unionised operational environment.

Key Contributions:

- Conducted investigations into workplace disputes and contractor compliance failures.
 - Performed oversight inspections and drafted detailed compliance reports.
 - Analysed collective agreements and bargaining council directives for legal compliance.
 - Facilitated dispute resolution between contractors, labour representatives and operational management.
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Candidate Attorney

Women's Legal Centre
Jan 2020 – Mar 2022

Completed articles within an intersectional feminist strategic litigation organisation advancing women's rights.

Key Contributions:

- Conducted legal research in constitutional and statutory law.

- Drafted pleadings, legal opinions and advocacy submissions.
 - Assisted with litigation strategy in matters advancing gender equality and access to justice.
 - Contributed to submissions to courts, parliamentary processes and international human rights mechanisms.
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EDUCATION

LLB

University of Pretoria — 2019

BA Law

University of Pretoria — 2016

PROFESSIONAL AFFILIATIONS

Admitted Attorney of the High Court of South Africa

Legal Practice Council — Member No. [REDACTED]

LEADERSHIP & HUMAN RIGHTS ENGAGEMENT

- Treasurer – Post Anthropology Movement (2013 - 2014)
 - Vice Chairperson – Humanities Faculty House (2014 - 2015)
 - Volunteer – Centre for the Study of Sexualities, AIDS and Gender (2016 - 2017)
 - Chairperson – PUPPS Feminist Collective (2017 - 2018)
 - Student Ambassador – Centre for Human Rights (2018 - 2019)
 - Student Wellness Committee Member - Department of Student Affairs (2019)
 - Student Friendliness Committee Member - Student Health Services (2019)
 - Public Speaker, Facilitator & Mentor (2014 - Present)
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ADDITIONAL PROFESSIONAL SKILLS

- Advanced Legal Research
- Policy and Law Reform Submissions
- Strategic Litigation Planning
- Governance Risk Analysis
- Report Writing and Evidence Analysis
- Stakeholder Facilitation and Mediation
- Microsoft Office Suite (Advanced)