



15 April 2025

AUT STATEMENT ON STRIKE FROM THE 16TH OF APRIL 2025

TO COLLEAGUES

Colleagues, the 16th of April 2025 is a game changer! The strike is on! It is indefinite! The University of Zimbabwe has done nothing to meet our demands for a reasonable, fair and just salary increment. We have demanded for a pre-October 2018 salary whereby a junior lecturer was paid USD \$2 250 per month. But they have been adamant and continued to pay USD \$230 and a ZiG component of not more than ZW \$8000 equivalent to less than USD \$200.

Congratulations, we have defied all the odds! Their provocations, intimidation and delaying tactics have failed. We have followed every step of the law. As your leadership, we appreciate your trust, discipline, resilience and determination. We have stood and survived together. Unity has brought us this far. It is this unity and solidarity that will yield desired results. With this unity and solidarity victory is certain. In deed the arrogant, oppressive and parasitical UZ administration is in panic mode. They are trying every trick to stop our march to liberation. But we are unstoppable! On the 16th of April, we are breaking the chains of slavery!

Let us exercise maximum discipline during picketing, for the administration is prepared to deploy all forces of evil on us. The administration is desperate to find fault in us. But we are peaceful and we are patriotic. We have served this University with great distinction. We have subsidised this University for more than seven years. On the contrary, they have plundered it. They have been unpatriotic. They have awarded themselves with all the luxuries. Taking for personal use even the resources we gathered.

Colleagues, from the 16th of April, we are withdrawing not only our labour but also our tools of work. We shall henceforth withdraw our computers, mobile phones and data! We shall henceforth stop participating in research, teaching and university service! Enough is enough!!

TO OUR STUDENTS

As we said in our previous communique, we love you and we love our profession. But there comes a time when it is no longer possible to continue business as usual. For the

past seven years we have endured humiliation from the University administration that reduced us to paupers. We your educators are no longer able to be your role models! We can't afford to pay for our own children to attend this very University; we can't afford to drive let alone buy cars. We have stood under the rains with you on queues for *Mushikashika* hitch hiking to and from university. We have met and jostled for second hand clothes (mazitye) at Mbare Musika and various other *Kotamai* boutiques in Harare.

Our strike is not to harm you. It is for your good. We wish to provide you quality education. But the University of Zimbabwe administration is standing in the way.

We wish to thank you for solidarity messages and the patience and understanding you have demonstrated so far. Most of us now walk from town to University. Most of us no longer can afford lunch even the one served at the University.

Our message to you is, from the 16th of April 2025, we your educators shall embark on a legal and peaceful strike. We shall not teach you! We shall not invigilate your exams! We shall not mark your exams! We shall not be available for consultation physically and via emails and phones. We have withdrawn our tools of work and our labour until the University of Zimbabwe administration restores our dignity. We are sorry for the inconvenience!

TO GUARDIANS

As we stated previously, we are like you. We are also guardians and parents of University of Zimbabwe students. But there comes a time when it is no longer possible to provide service. Such a time is now. We are unable to continue with our services. On the 16th of April 2025, we are no longer available for your children and those you pay for. We are no longer available to supervise their dissertations, set and mark examinations and any other task related to the University of Zimbabwe.

We thank you for the outpouring solidarity messages that have come from you since the start of our struggle. You have encouraged us and sympathised with us. You showed us that you understand the circumstances we are in.

We shall be picketing at the University of Zimbabwe from the 16th of April until our demands are met. You are invited to support us. You are free to stop by and wave in support. You are free to hoot in solidarity. More importantly, please talk to students and fellow guardians to support our efforts. We are doing this for all of us.

TO UZ NON-ACADEMIC STAFF

It is only because of the evil discriminatory practice of the employer that you and us cannot stand together. Yet without you, we cannot function. And without us you cannot function. You and us are ONE! We are reaching out to you as important stakeholders in this matter. We know you understand us and appreciate our efforts. We wish to thank the majority of you who have encouraged us to fight on. Yes, our struggle is indeed your struggle. Our oppressor is indeed your oppressor!

We are aware of the plan by the University of Zimbabwe authorities to assign you academic tasks such as setting exams, marking and supervising dissertations. Our message to you is clear, please respect your contract. Refuse to be abused. Aluta Continua!

TO UZ SECURITY PERSONNEL

As we have stated with regards to non-academic colleagues, you and us are ONE. We have been in this University together for a while now. And you have known us as friends and colleagues. Our relationship has always been cordial until recently, a few years back. You know who is responsible. Please revisit your conscience. Of late you have received dubious orders from some of your overzealous superiors and inept leaders, to draft false reports about academics and their leaders, and in some cases to harm certain individuals among us. We know you and you know us. Overall, you are good people. We are aware of your plight especially that your contracts do not allow you to go on strike. We are doing this on your behalf. Please take it easy, we will deliver a university that you will be proud to serve!

We appreciate too the messages of solidarity you have delivered using various means that cannot be detected by the oppressive University of Zimbabwe administration. Together we shall create an environment like before; characterised by mutual respect and collegiality. Aluta Continua!

TO UZ SENIOR STUDENTS

We wish to address Members of Parliament, Government Ministers and other government officials who are students at the University of Zimbabwe. To you we say, **YOU HAVE LET US DOWN!** You have witnessed first-hand our plight and decided to keep quiet. You have not challenged our administration in any forum. Do you think it is right for a university lecturer to get only USD \$230 per month? Do you think quality education can be offered under the circumstances faced by the University of Zimbabwe academics? Why are you keeping quiet? Have you not witnessed University of Zimbabwe administration embark on mindless and unimportant resource intensive projects at the expense of the plight of your lecturers?

Of course, we are aware that you here and there chip in to assist your lecturers with fuel coupons and some money. But this is not sustainable and cannot solve our collective misery. It can only serve to divide academics and worsen their plight. At worst it promotes unprofessional and unethical behaviour among academics which may result in awarding of questionable degrees.

Our plea to you is; please understand us. We are not just trouble makers. We have endured for seven years without redress. Our concerns are genuine and legitimate.

TO MEDIA AND ZIMBABWEANS IN GENERAL

We wish to thank the various journalists and private media houses that have covered events leading to the strike. Your coverage was balanced and fair. The general public has largely been informed by you of our deplorable conditions. You have stayed committed to your calling as impartial reporters. We received solidarity statements from across a wide spectrum of organisations through you. However, we regret the behaviour of state run media. They have shown no interest in reporting on our plight. Yet, they are sustained by the public funds including from University of Zimbabwe academics. Some of you are students at this university; some are guardians and some are parents. Why don't you pay attention to issues that directly affect you?

TO THE SPIRITS OF THE LAND

Finally, we address and invoke the spirits, the guardians of land from all corners of Zimbabwe to fight with us. We are your sons and daughters! We have not committed anything evil. We wish to work and provide for your posterity. We are aware of the historic role you played in the liberation of this country and successive battles. We therefore once again call upon you to visit the University of Zimbabwe from the 16th of April 2025, to march with us; fight with us and liberate us! In your various capacities and hierarchies; from your various tribes and languages, please congregate at the University of Zimbabwe and exorcise the demons occupying our administration block. We know, you shall not remain silent!

Aluta Continua!! Victory is Certain!

AUT Secretary General

Group Captain B. Mwakorera (Rtd)