Teachers organise. Public education matters.

Amalgamated Rural Teachers Union of Zimbabwe
1-31 October 2026 | With updates to 3 November

A living wage. Fair recruitment. Time to teach.

October was a month of organising for teachers' dignity and the right of every learner to quality public education. ARTUZ confronted the pressures of poverty wages, housing insecurity and political interference while strengthening the channels through which members can seek support.

On World Teachers' Day, the Union demanded fair pay and genuine collective bargaining. ARTUZ rejected partisan control of public-service recruitment and advanced a practical education demand: recruit, train and pay community invigilators so teachers have time to teach.

The Union stood with members affected by the Masvingo hailstorm and continued engagements on housing and conciliation with Government. Our duty remains clear: defend members' livelihoods, build collective power and fight for properly funded public schools.

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Respect must reach the teacher's household.

World Teachers' Day | 5 October

ARTUZ marked World Teachers' Day by demanding fair pay, decent accommodation, meaningful rural hardship allowances and genuine collective bargaining. The Union insists that grading must recognise qualifications, experience and additional responsibility. News Hour and The Blast carried these demands. [1-2]

"Dialogue that does not result in binding, enforceable and fair agreements cannot substitute for genuine collective bargaining."

ARTUZ World Teachers' Day statement, quoted by News Hour, 5 October. [1]

A wage that sustains life

The Union maintains its demand for a minimum monthly salary of US$1,260. Teachers must be able to afford food, transport, housing and healthcare. Rural postings must come with adequate support. Midweek Watch amplified this struggle on 5 October. [3]

PSC housing deductions: ARTUZ proceeds in November

ARTUZ engaged other Unions to join the legal challenge against the Public Service Commission over housing and rental deductions. These consultations delayed the filing. The Union will now proceed on its own with the legal challenge in November 2026. Members must not continue carrying an unfair housing burden while action is delayed. [11-12]

On the members' housing scheme, the Union is still engaging the housing scheme partners to resolve outstanding issues. ARTUZ remains committed to pursuing these matters and keeping members informed as the engagements progress. [12]

Our demands remain firm: fair pay, decent housing, recognition of rural hardship and enforceable bargaining agreements.

A teacher’s career must rest on merit.

ARTUZ rejects party supremacy | 19-21 October

On 19 October, ARTUZ rejected the reported Chinhoyi conference proposal to give ZANU PF exclusive authority to recommend candidates for government employment. The Union will defend qualified applicants and serving teachers against political gatekeeping in recruitment, promotion and deployment. [4]

Protecting professional independence

Teachers must be free to report shortages, challenge unfair treatment and organise without political intimidation. ARTUZ demands transparent employment criteria, recorded decisions, accessible appeals and protection against retaliation. Public institutions must serve the people under the Constitution. [4]

The Union’s position reached readers through News Hour on 19 October and NewZimbabwe and Pindula on 21 October. Bulawayo24 and allAfrica also carried the Union’s position. [5-9]

The Secretary General speaks



“Recruitment, promotion and deployment in Government must remain apolitical, merit-based and constitutional.”

Munyaradzi Masiyiwa
Secretary General, ARTUZ | 20 October. [10]

The Secretary General urged workers to defend independent trade unionism and a professional civil service. The Union rejects political control that silences workers or makes their careers dependent on party approval. [10]

The Union’s demands

ARTUZ demands withdrawal of the proposed partisan recruitment arrangement, firm guarantees of fair employment procedures and protection for those who report interference. The Union is challenging the proposal before it becomes an entrenched barrier to livelihoods and professional independence. [4-7]

Recruit community invigilators. Return teachers to classrooms.

ARTUZ public statement | 26 October

ARTUZ demands a publicly funded programme to recruit, train and pay invigilators in every community. The Union wants uninterrupted teaching, credible examinations and fairly paid seasonal work for suitable community members. [13]

Let teachers teach

Examination duties must not deprive other classes of teaching. The Union calls for local registers of accredited invigilators, transparent selection and professional supervision by examination-centre heads and ZIMSEC. Teachers need time to complete the syllabus and support learners.

The programme must provide training in examination security, confidentiality, safeguarding, disability inclusion and emergency procedures. ARTUZ demands approved recruitment arrangements, written contracts, fair rates and reliable payment dates. Government and ZIMSEC must move this proposal towards implementation.

Recognise every assessment duty

The Union demands negotiated workloads and timely remuneration for invigilation, project assessment, external marking and moderation. Teachers' commitment cannot substitute for proper funding. ARTUZ calls for clear payment responsibilities and settlement of verified arrears.

Keep certification within reach

ARTUZ rejects financial barriers that deny learners access to certification. The Union demands effective hardship support and progress towards State-funded basic education. Government must finance the additional examination workforce without increasing the burden on families.

The gap between participation at Grade 7 and O Level demands attention. These totals cover different groups and cannot measure exact dropout levels. The Union's position is clear: every learner deserves sustained teaching and an affordable opportunity to complete assessment.

"Recruit locally. Train properly. Pay fairly. Let teachers teach."

ARTUZ Save Our Public Schools statement, 26 October. [13]

Solidarity in practice.

Hailstorm recovery, member support and institutional engagement

Masvingo hailstorm: four members seek assessment

Following the 5 October hailstorm, four members sought assessment through the Union's support initiative. ARTUZ received reports of losses affecting property and income-generating projects, including broiler projects. The Union developed and shared an assessment tool to document affected members' needs. [14]

A call for support was sent to multiple partners. No positive feedback has been received yet. The Union continues to appeal for assistance to help affected members rebuild their livelihoods and sustain their work in schools. [14]

Bringing the Union closer to members

ARTUZ circulated recruitment and Member Support Desk links during October. Members can raise salary concerns, workplace grievances, safety issues, school conditions and concerns about Union services, and track their cases. The Union urges teachers to use these channels to strengthen representation and collective action. [15]

Conciliation: reviewing the outcome

The Union continued reviewing the conciliation outcome and engaging advisers and partners. On 26 October, the Secretary General invited partners to assess the outcome and consider next steps. ARTUZ held a bilateral review discussion with PSI on 29 October. [16]

The Union remains focused on securing practical improvements for members. Engagement must deliver action on outstanding grievances; the conciliation process cannot become an excuse for leaving workers' concerns unresolved.

Remembering Cde Kudakwashe Munengiwa

ARTUZ mourned Cde Kudakwashe Munengiwa, the ZCTU Deputy Secretary General and former ARTUZ Board member. The Union issued condolences on 13 October. President Obert Masaraure led the Union delegation to his burial, as shared in our 15 October update. His contribution to workers' struggles will be remembered. [10]

October, in the Union’s words.

Defending dignity, professional independence and equal treatment

“Teachers cannot continue to be celebrated in speeches while their material conditions, professional rights and dignity remain under threat.”

ARTUZ World Teachers’ Day statement, quoted by The Blast, 5 October. [2]

“These positions are threatening the distinction between a political party and the State.”

ARTUZ statement, quoted by News Hour, 19 October. [5]



“Our position as a union is that people with albinism must enjoy equal access to employment, fair treatment and opportunities for advancement.”

Obert Masaraure
National President, ARTUZ | October written response. [17]

The Union demands workplace adjustments based on individual needs, confidential complaint procedures and equal opportunities for representation. ARTUZ will protect members’ confidentiality and challenge discrimination wherever it occurs.

The month at a glance

5 October - World Teachers’ Day welfare demands receive media coverage; Masvingo hailstorm occurs.
12 October - Recovery partnership appeals sent for affected teachers.
13 and 15 October - Condolences and burial solidarity for Cde Munengiwa.
19-21 October - Union and Secretary General challenge partisan recruitment proposal; online coverage follows.
26 October - Save Our Public Schools statement calls for community invigilators; partners invited to conciliation review.
29 October - ARTUZ-PSI review discussion held. [1-17]

Looking ahead: the Union will pursue the PSC housing-deductions legal challenge independently in November, continue housing scheme engagements and seek support for hailstorm-affected members.

100% of gross income. Paid in full. In one month.

The Union's year-end bonus demand | Campaign update



ARTUZ living-wage campaign artwork, November 2026. Illustration.

ARTUZ demands a bonus equivalent to **100% of a full month's gross income, including allowances, paid in full within one month**. The Union rejects staggered instalments and token payments that strip the 13th cheque of its value. [18]

Teachers' rent, food bills, school fees and other household obligations do not wait for the employer's convenience. A bonus must reach workers when it can meet these needs. ARTUZ calls for a clear payment date and a transparent calculation showing the full gross-income base.

A bonus cannot replace a salary review

The Union maintains its US$1,260 monthly living-wage demand and calls for meaningful collective bargaining on remuneration and conditions of service. Paying the 13th cheque does not discharge Government's responsibility to restore the purchasing power of regular salaries.

Members should check their payslips, keep payment records and report shortfalls or unexplained deductions through the Member Support Desk. ARTUZ will use members' evidence to strengthen the campaign for full and timely payment.

A full 13th cheque. A living wage. Dignity for every worker.

Fund public education. Make wealth serve the people.

As we go to press | ARTUZ 2027 Budget Proposal, 2 November

The 2027 National Budget must finance teachers' dignity and free, inclusive, quality public education. ARTUZ demands education funding of **at least 6% of GDP and at least 20% of total public expenditure**. These are two tests of the same education envelope, not amounts to add together. [19]

Seven spending priorities

1. A living wage: US$1,260 per month, with special responsibility, qualifications, hardship and experience allowances paid in addition.
2. Paid school childcare: trained carers and safe facilities, prioritising female teachers and rural schools.
3. Free basic education: predictable public grants in place of compulsory fees and levies, and clearance of verified BEAM arrears.
4. Teachers and classrooms: funded posts, manageable classes, decent rural housing and teaching resources.
5. Nutrition and inclusion: one nutritious meal per school day from ECD to Form 4, menstrual health supplies and disability support.
6. Fairly paid assessment: community invigilators, protected teaching time and payment for additional examination work.
7. An education recovery programme: a ring-fenced public fund additional to the protected ordinary education allocation.

Finance the recovery fairly

The Union proposes progressive contributions from mineral wealth, large profits, concentrated wealth, high incomes and luxury consumption, alongside stronger tax compliance. ARTUZ opposes new education levies on necessities and low-value informal trade. Allocations must become timely releases and visible improvements in schools.

Our 1 November food-security statement also demands school meals, support for vulnerable households, agricultural extension, affordable inputs and reliable boreholes. Hunger is a public responsibility; a hungry learner needs food and a teacher needs a living wage. [20]

Workers’ unity. Democratic renewal.

ZCTU elections | 31 October 2026

ARTUZ congratulates the newly elected ZCTU National Executive led by Comrade Valentine Chikosi. His election on 31 October marks an opportunity to rebuild a united, independent and assertive workers’ movement. [21-22]

The Union will play its part

The National Executive Committee and membership of ARTUZ extend comradely felicitations to the new leadership. The Union regards leadership renewal as a core principle of trade union democracy. The workers’ movement must confront exploitation and autocracy while defending decent wages, secure livelihoods and quality public services. [21]

As a ZCTU affiliate, ARTUZ commits to contributing to the renewal of organised labour’s leadership in society. Our task extends beyond workplace grievances: workers must help shape a Zimbabwe in which public resources serve the majority and every person can live with dignity.

Congratulations to the new leadership. Onwards with the workers’ struggle!

Heatwave and El Niño: protect every school community.

Practical guidance for teachers, learners and school heads



Rural Zimbabwe: learners carrying water. Cecil Dzwowa, 2018 / Wikimedia Commons, CC BY-SA 4.0. Archive image; not a photograph of the current season.

Zimbabwe's 2026/27 seasonal outlook warns of increased risks of below-normal rainfall, an erratic start and warmer conditions linked to El Niño. A seasonal forecast does not determine every day's weather: follow MSD's local warnings and updated forecasts. [23]

Drink and rest: carry safe drinking water and drink regularly. Teachers should allow water and toilet breaks. Take dizziness, headache, nausea, weakness or unusual fatigue seriously: stop activity, move into shade and seek help if symptoms persist. [24]

Reduce heat exposure: move sport, assemblies and strenuous tasks to cooler hours. Provide shade and cool rest spaces. Wear light clothing and a hat outdoors; use suitable sun protection. Give added support to younger learners, people with albinism, disabilities or health conditions. Never leave a child in a parked vehicle. [24]

Act on danger signs: confusion, collapse, seizures or unconsciousness in the heat require urgent medical help. Move the person to a cool place, loosen excess clothing and cool the skin with wet cloths while help is sought. Do not give drinks to someone who cannot safely swallow. [25]

Prepare for dry spells: school heads should assess water supplies, repair leaks, store drinking water safely and protect sanitation and feeding programmes. Report shortages early and plan support for learners at risk of hunger or absence. For school gardens, use local agricultural extension advice on planting and water conservation.

ARTUZ demands funded water, shade, meals and safe learning conditions. Safety cannot depend on teachers buying essential school supplies from poverty wages.

Defend livelihoods. Defend people’s homes.

A solidarity message from ARTUZ



Harare street vendor, 2017. Ben Chanz Chanditeya / Wikimedia Commons, CC BY-SA 4.0. Archive photograph; it does not depict a current eviction.

ARTUZ stands in solidarity with vendors being evicted and families facing demolitions. The Union recognises vendors as working people whose labour feeds households, pays school costs and sustains communities. Poverty must never be treated as a crime.

The destruction of a stall or home can also destroy a child’s access to food, shelter and education. ARTUZ calls for an end to punitive displacement, meaningful consultation, accessible trading spaces and humane housing solutions. Authorities must protect livelihoods and children’s schooling while resolving planning disputes through fair, transparent processes.

ARTUZ remains opposed to CA3

The Union reiterates its opposition to Constitutional Amendment No. 3 (CA3) and will support all efforts to reverse it. ARTUZ will stand with workers, citizens and democratic forces defending constitutionalism, accountable government and the people’s right to determine their future.

An injury to one is an injury to all.

ARTUZ in the news.

Taking teachers' demands into public debate.

5 OCT | News Hour | Naledi Nyoni
ARTUZ demands fair pay, housing and collective bargaining for teachers. The report carried the Union's demands on grading, rural allowances, infrastructure and labour rights, alongside our reflection on years of organising. [1]

5 OCT | The Blast | Staff Writer
World Teachers' Day: ARTUZ calls for fair pay, better conditions for teachers. The report amplified ARTUZ's demands for professional dignity, accommodation and public-school investment, and highlighted the Union's legal and advocacy work. [2]

5 OCT | Midweek Watch | Rutendo Chirume
Teachers' economic struggles cast shadow over World Teachers' Day. Focused on the US$1,260 pay demand, household costs and the connection between working conditions and sustained education delivery. [3]

19 OCT | News Hour | Victor Fanuel
Teachers' union rejects Zanu PF bid to control government jobs. Reported ARTUZ's objection to partisan recommendations and its call for fair, transparent public employment. [5]

21 OCT | NewZimbabwe | Darlington Gatsi
Teachers slam ZANU PF over resolution to influence government job recruitment. Covered ARTUZ's constitutional critique and concerns about professional independence. [6]

21 OCT | Pindula News
Teachers' union rejects ZANU PF resolution on civil service recruitment. Summarised the Union's statement, including the risks of political pressure and exclusion from public employment. [7]

More voices carrying our demands: allAfrica republished the NewZimbabwe story on 21 October [8]. Bulawayo24 also carried "Teachers reject Zanu-PF proposal on govt jobs" [9], extending the reach of the Union's position.

Read further.
Stay connected.

Linked sources for the articles and statements in this edition.

[1] News Hour, 5 Oct
[2] The Blast, 5 Oct
[3] Midweek Watch, 5 Oct
[4] ARTUZ: Rejects Party Supremacy, 19 Oct
[5] News Hour, 19 Oct
[6] NewZimbabwe, 21 Oct
[7] Pindula News, 21 Oct
[8] allAfrica republication, 21 Oct
[9] Bulawayo24: teachers reject partisan recruitment
[10] ARTUZ public social-feed mirror: 13-20 Oct
[11] The Wasu Post, 25 Sep: housing dispute background

Union statements and updates
[12] Union housing update, 3 November: consultations, November filing and continuing scheme engagements.
[13] ARTUZ Save Our Public Schools statement, 26 October 2026.
[14] Recovery partnership appeals, 12 October; Union update of 3 November: four members sought assessment and no positive partner feedback yet.
[15] Member Support Desk record and October recruitment/support-link correspondence.
[16] Conciliation review invitation, 26 October; discussion arrangements, 29 October; confirmation, 30 October.
[17] Obert Masaraure's October response on workplace inclusion.

New additions
[18] Bonus.docx and Union bonus campaign instruction.
[19] ARTUZ 2027 Budget Proposal, 2 November 2026.
[20] ARTUZ food-security statement (Poridge.docx), 1 November.
[21] ARTUZ statement on election of the new ZCTU Executive.
[22] The Echo News, 1 November: ZCTU election.
[23] Zimbabwe MSD 2026/27 seasonal outlook.
[24] WHO: Heatwaves - how to stay cool.
[25] WHO: What to do if you see signs of heatstroke.

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