



FEDERAL MINISTRY OF EDUCATION

Federal Secretariat, Shehu Shagari Way, Abuja.

OFFICE OF THE HONOURABLE MINISTER

Tel:09006710006

HME/FME/CORR.GEN./VOL.4/15

13th October, 2025

All Vice-Chancellors

ENFORCEMENT OF "NO WORK, NO PAY" POLICY IN LIGHT OF THE ONGOING ASUU STRIKE ACTION

The Federal Ministry of Education views with dissatisfaction the reports of the ongoing industrial action declared by the Academic Staff Union of Universities (ASUU) despite repeated calls for the union to embrace constructive dialogue as the most effective and sustainable path toward resolving all outstanding issues in the tertiary education sector.

2. In line with extant provisions of the Labour Laws of the Federation, the Federal Government reiterates its position on the enforcement of the **"No Work, No Pay"** policy in respect of any employee who fails to discharge his or her official duties during the period of strike action. Accordingly, all Vice-Chancellors of Federal Universities are hereby directed to ensure strict application of this provision, which require immediate actions as follows:

- I. Conduct a roll call and physical headcount of all academic staff in your institution;
- II. Submit a comprehensive report, clearly indicating staff who are present and performing their official duties, and those absent or participating in the strike; and
- III. Ensure that salary payment for the period of work stoppage is withheld from those who fail to perform their duties.

3. For the avoidance of doubt, academic staff who are members of the Congress of University Academics (CONUA) and the National Association of Medical and Dental Academics (NAMDA), who are not participating in the strike action, are exempted from this directive and shall not be subjected to any form of salary withholding.

4. The National Universities Commission (NUC) will monitor compliance with this directive and submit a consolidated report to the Ministry within seven (7) days of receipt of this circular.

5. Please, treat this matter with utmost urgency and a deep sense of responsibility in national interest.


Dr. Tunji Alausa, ~~con~~
Honourable Minister

Cc:
HMSE
PSE
All Universities Pro-Chancellors
DG, BOF
AGF
ES, NUC