

ZA/UM A Communique full of nothing

ZA/UM, the game studio known for developing and publishing Disco Elysium, has recently announced the **layoff of 30 workers** due to poor sales of their latest release, Zero Parades.

The studio insists that they have worked with union representatives, but what their press release forgets to mention, is that this consultation only covers UK-based employees, which is about a third of the 32 people expected to be laid off. **The remainder, working in other countries, have simply had their contract terminated without a word.**

Our union denounces the motives used to explain this **new wave of layoffs**, the second one since 2024, that only tries to hide the **poor internal management of the studio**.

How can a lack of sales be the only justification, when the game has not even been released on all of the announced platforms ?

ZA/UM has canceled 3 projects between 2024 and 2025, in particular X7 which already lead to the **layoff of a quarter of the team in February 2024**. Zero Parades was already in development back then, with at least 50 employees in the studio. Even with conservative estimates about the average salary and the company payroll, Zero Parades' budget could be well above 20 million euros, that's a pretty hefty amount !

The studio had already garnered a lot criticism regarding its internal management when X7's cancellation was announced, and it's important to call it out again today. **Zero Parades' development has also been described as chaotic and toxic.** Developers have encountered many unnecessary **delays and setbacks** due to a **lack of creative direction, unsuitable work organization** and **arbitrary decisions from the management.** Today, the employees are once again the ones to suffer those decisions : **the studio still refuses to acknowledge its faults,** continues to defend the management layer and their decisions that made it impossible for Zero Parades to ever be profitable, and decides to kick many comrades to the curb, without whom the game would never have been released in the first place.

We denounce this **hypocritical posturing** from a studio who has built itself a pro-worker image through its games. We demand an end to the layoffs until the authors of the studio's financial crisis have faced their responsibilities.

**WE MUST UNITE INTERNATIONALLY
AGAINST THE INEPTITUDE OF THE MANAGEMENT!**

