

Geneva, 11 November 2019

Philippe Knoche
CEO

Orano Group

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IndustriALL Global Union supports Niger trade union's demand for genuine social dialogue and fair compensation concerning Orano/Cominak mine's closure

Dear Mr. Knoche,

I am writing on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing industries in 140 countries worldwide, including Niger and France, to urge the Orano Group to intervene at its subsidiary in Niger to ensure that the management of Orano/Cominak conducts genuine social dialogue with our affiliate Syndicat des Travailleurs des Mines (SYNTRAMIN) and pays fair compensation to the 1472 workers, who will be affected by the closure of the Orano/Cominak mine by 2021 in Niger.

IndustriALL Global Union, together with its affiliates worldwide, supports the demands of our affiliate, SYNTRAMIN, for special bonuses for workers who have been employed by the mine from 1 to 20 years. In addition to the special bonus, we would like the workers above 24 years of age to be paid at least 30 months of their gross salary as early retirement. The workers should also get medical benefits, household appliances, costs of study and training, relocation costs, death risk and housing benefits. The workers' children and families should also be considered in the compensation.

On the collective dismissals, the workers should be paid according to the labour laws and the payments should include compensation in lieu of notice, termination indemnity, including for paid leave and other benefits. Moreover, we also call on Orano/Cominak to consider professional skills and experience in their decisions, as agreed upon in meetings with the union.

Therefore, IndustriALL Global Union urges the Orano Group to ensure that the management of Orano/Cominak involves our affiliate Syndicat des Travailleurs des Mines (SYNTRAMIN) in social dialogue.

Furthermore, IndustriALL Global Union joins its affiliate SYNTRAMIN in urging Orano/Cominak and the government of Niger to engage in negotiations for a plan for a Just Transition.

I anticipate your swift response together with action.



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Yours sincerely,

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