

**Question for written answer E-002216/2021/rev.1  
to the Commission**

Rule 138

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**Subject:** Compatibility of the dismissal of a worker from the ArcelorMittal steel plant with the EU Charter of Fundamental Rights and the European Pillar of Social Rights

A worker at the ArcelorMittal steel plant in Taranto has been dismissed for sharing a Facebook post inviting people to watch a fictional programme on the health and environmental impact of emissions from a steelworks.

The programme shows a steelworks without making any reference to the Taranto plant, but the company still apparently considered the post to be 'harmful and threatening', such as to justify dismissal. Another colleague who had shared the same post avoided dismissal because he was reinstated after apologising<sup>1</sup>.

Article 30 of the Charter of Fundamental Rights of the European Union enshrines workers' rights to protection against unjustified dismissal, in accordance with Union law and national laws and practices.

In 2017 EU leaders proclaimed the European Pillar of Social Rights, which stipulates that prior to any dismissal, workers have the right to be informed of the reasons and be granted a reasonable period of notice; they have the right to access to effective and impartial dispute resolution and, in case of unjustified dismissal, a right to redress, including adequate compensation<sup>2</sup>.

Can the Commission ascertain whether a company is acting in compliance with Article 30 of the Charter of Fundamental Rights of the European Union and the European Pillar of Social Rights in such cases?

**Supporter<sup>3</sup>**

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<sup>1</sup> <https://www.ilfattoquotidiano.it/in-edicola/articoli/2021/04/09/ex-ilva-licenziato-un-operaio-che-invitava-a-vedere-la-fiction/6159948/>

<sup>2</sup> [https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-20-principles\\_it](https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-20-principles_it)

<sup>3</sup> This question is supported by a Member other than the authors: Piernicola Pedicini (Verts/ALE)