

(English version)

**Priority question for written answer P-000087/26
to the Commission
Markéta Gregorová (Verts/ALE)
(13 January 2026)**

Subject: Compatibility with EU law of proposed repeal of the Czech Civil Service Act and implications for EU funds

The Czech parliament is considering a members' bill to repeal Act No 234/2014 Coll. on the Civil Service and replace it with a new Act on State Employees. The bill is being advanced under the accelerated procedure without interministerial consultation, an impact assessment or a review by the Czech Government's Legislative Council.

The bill increases political control over civil service appointments and management, abolishes the Civil Service Commission, reduces protections against arbitrary dismissals, and shifts the civil service framework to a general labour law.

A stable civil service is also crucial for the Czech Republic's role as a managing authority for EU-funded programmes for 2021-2027. Politically driven turmoil in senior posts may lead to management deficiencies, conflicts of interest, and non-compliance with sound financial management, putting the EU's financial interests at risk.

1. Does the Commission consider the proposed model to be compatible with EU requirements for administrative capacity and institutional independence needed for implementing EU laws and funds?
2. Could such changes increase the risk of serious deficiencies in management and control systems under Articles 96 and 97 of Regulation (EU)2021/1060 ⁽¹⁾?
3. How does the Commission assess the impact of the proposed reforms on sound financial management, conflict-of-interest prevention and the protection of the EU's financial interests, and does it consider the repeal of the existing civil service regime a systemic risk that requires safeguards?

Submitted: 13.1.2026

**Answer given by Executive Vice-President Fitto on behalf of the European Commission
(10 February 2026)**

The organisation of national public administrations, including the legal status of civil servants, is the responsibility of Member States. In doing this, Member States must uphold the rule of law and ensure that their administrative systems can effectively implement EU law and policies as well as manage EU funds following the principles of sound financial management, legality and regularity.

The Commission reports annually on the rule of law, including on institutional issues related to checks and balances and supports administrative cooperation, dialogue, as well as provides technical support and financial assistance to improve capacity and quality of public administrations.

In the context of the European Semester, Czechia received a country-specific recommendation to strengthen the capacity of its public administration to attract, retain and develop talent as well as strengthen strategic steering capacities to improve consistency across policies.

In addition, under the Recovery and Resilience Facility, Czechia receives support to modernise its public administration, including human resources management reforms, which will be assessed against the relevant milestones and targets.

On cohesion policy, the Partnership agreement for 2021-2027 explicitly references administrative capacity as a key prerequisite for effective EU fund management.

The Commission is aware of the legislative proposal at national level to replace the state civil service act and is analysing its implications for the professionalism, stability and institutional independence of the civil service as well as its capacity to implement EU law and policies effectively.

¹ OJ L 231, 30.6.2021, p. 159, ELI: <http://data.europa.eu/eli/reg/2021/1060/oj>.