

5th Congress of the Federation of Citizen Services (FSC) of CCOO

«Our ability to shape policy will be key to building a fairer, more equal, and feminist society»

With this conviction, on May 29th, Luciano Palazzo was elected the new General Secretary of FSC-CCOO with 80% support in a Congress marked by the tension of the international political context. In the face of a present defined by global violence and instability, the union has chosen dialogue and internal cohesion.

His election represents a clear commitment to continuity and balance within the Federation, while also strengthening the role of the State Trade Union Section for the Foreign Service and reaffirming its commitment to defending the labor rights of the entire PLEX workforce.



Against Disdain and Inaction from the Spanish Administration, PLEX must Rise Up

We have tried every possible way. The unions that make up the PLEX Committee (CUPLEX) have submitted two formal requests for the summon of the PLEX Technical Commission (CTPLEX). Yet, to this day, the Administration has failed to respond (despite the clear mandate set forth in Article 34.6 of the Basic Statute of Public Employees [EBEP], which requires the negotiation process to begin within a maximum of one month from the union's request).

The CTPLEX is a key body for collective negotiation in the Foreign Service: it not only addresses salary updates but also any amendments to the PLEX Working Conditions Agreement, which was approved in January 2008. The failure to convene the Commission deprives the union side of its rightful bargaining power and effectively blocks any progress in labor rights. In the face of this institutional paralysis, we must take action to clearly express our rejection of this unacceptable administrative silence.

In 2022, the Black Mondays campaign helped shed light on the serious deterioration of the PLEX after more than a decade of salary freezes. Today, our demands go even further: we also call for the urgent renewal of an obsolete Agreement that has remained unchanged for 17 years and is now entirely outdated compared to labor rights advances in Spain's General State Administration (AGE).

Faced with the Administration's attempt to shirk its responsibilities, CCOO-Exterior says ENOUGH. We demand the immediate convening of the CTPLEX, with the inclusion of the following key points on the agenda:

- Launch of the salary negotiation process for 2025, in accordance with the Administration-Union Agreement of December 18, 1990.
- Comprehensive update of the PLEX Working Conditions Agreement, in effect since 2008.

Failing the Test: Flawed Recruitment in the Spanish Foreign Service

Although not a new issue, this continues to be one of the most concerning matters for the Administration's workforce abroad: recruitment processes for various locally hired positions remain hindered by a lack of transparency and the limited strictness that should characterize a modern, democratic, and rights-based Public Administration.

At CCOO-Exterior, we have been denouncing for years that many selection processes fail to properly uphold the constitutional principles of equality, merit, and ability. The irregularities and shortcomings in many hiring processes—ranging from inadequate testing to the inclusion of tasks unrelated to the job category—constitutes an unacceptable anomaly within Spain's General State Administration overseas.

Following our Informative Note published on May 23rd, CCOO-Exterior has received numerous messages from colleagues expressing their concerns and sharing personal experiences. To all of them, we extend our sincere thanks and reaffirm our unwavering commitment to this cause. We will continue to put pressure on the Ministries responsible for locally hired staff abroad in order to implement mechanisms that guarantee fair, objective, and transparent recruitment processes—fully aligned with constitutional principles and the current legal framework. The credibility of the Administration is on the line—and with it, the trust of those who seek to join it under conditions of equality, fairness, and impartiality.



CCOO-Exterior establishes a Local Union Section at the Embassy of Spain in Caracas

On May 28th, the PLEX staff at the Embassy in Caracas successfully held the election of their workplace delegates and established a new Local Union Section. With the support of CCOO's territorial secretary, Ana Gabriela Rodríguez Bucán, and the delegate from the Consulate General, Dolores Laca Zaballa, the group took an important step toward strengthening their dialogue with management and enabling a more active defense of their labor rights. The colleagues elected to carry out this work are Cristián León (Workplace Delegate) and Antonio Martell (Deputy Delegate).



During the second quarter of 2025, CCOO-Exterior visited several offices in Paraguay, Bolivia, and Portugal

At CCOO-Exterior, we continue visiting the Spanish Administration network abroad, maintaining direct and constant contact with the PLEX workforce, and addressing firsthand their concerns, questions, and needs.

With this objective in mind, we recently visited Paraguay, where we met with local staff at the Embassy, the Cultural Center, and the Official Residence in Asunción. We also traveled to Bolivia and Portugal, where we held meetings with local personnel at the Embassy and Cultural Center in La Paz, as well as several meetings with staff assigned to the Consulate General in Porto (marking our third visit to this Consulate in recent years). In addition, we held meetings with the managers of each of these centers to discuss various issues directly affecting staff, as part of a continued effort to engage in active listening and seek joint solutions.



Embassy and Cultural Center in Asunción



Embassy of Spain in La Paz



AECID Cultural Center in La Paz



Consulate General in Porto