

## 6th Conference of CCOO's Trade Union Section – Spanish Foreign Service

On behalf of the team of the Trade Union Section of the Spanish Foreign Service and the newly elected Executive Committee, we would like to express our sincere gratitude for the renewed confidence you have placed in us and in our project. Your support is essential in this new phase and will serve as the driving force behind our efforts to achieve our shared goals, as well as to defend and promote the rights of the PLEX collective in every corner of the world.

We begin this new chapter with a strong commitment to hard work and open, constructive dialogue—an approach that will help us face the challenges ahead. We are confident that, together, we can build a future in which our rights are respected and expanded, and where our voices are heard loud and clear.



## CCOO-Exterior confirms that, in 2025, public employees will be entitled to an additional day of floating holiday

In 2025, staff of the General State Administration abroad will be entitled to an additional floating holiday, which may be taken at their discretion, subject to the approval of the local manager and the operational needs of each workplace.

At CCOO-Exterior, we reaffirm our commitment to keeping public employees abroad informed of their rights and working conditions. In this regard, we remain at your disposal to clarify any questions related to this information and to help resolve any issues arising from the implementation of this new Civil Service Resolution.

## Following the latest salary updates, CCOO remains committed to advocating for further salary improvements for public employees overseas.

All ministerial departments, with the exception of AECID and OFECOMES, have completed the pending updates approved under the Framework Agreement for a 21st Century Administration. Still pending is the implementation of an additional 0.5% salary increase for 2024, the conditions for which have just been met. This measure must now be ratified by the CTPLEX.

With these latest developments, the current Framework Agreement is nearing its conclusion, making the negotiation of a new one both urgent and necessary. However, there appears to be no political will on the part of the Spanish Administration to initiate this process.

For this reason, the Public Section of CCOO has called a demonstration in Madrid on April 8, with the goal of pressuring the Administration to convene the negotiation table. CCOO-Exterior will actively participate in this mobilization, taking advantage of our delegation's presence in Madrid for a CUPLEX meeting.

Our commitment remains firm: **to reinstate the country-by-country wage review formula, a long-standing demand that has also been recognized by the courts as both legal and legitimate.**



## Summary of our Trade Union actions abroad

**In the first quarter of 2025, CCOO-Exterior carried out visits to 18 workplaces across 9 cities in 6 different countries.**



Cultural Center- Santo Domingo

At CCOO-Exterior we continue to visit workplaces around the world to gain first-hand insight into the needs of locally hired staff (PLEX), as well as the specific challenges and conditions faced in each country and workplace.

In February we visited Morocco, where we toured **Agadir, Casablanca, Rabat** and **Tetouan**. In each of these cities we organized assemblies with the PLEX collective to listen to their questions and concerns. In the specific case of **Casablanca**, it should be noted that our Occupational Health Secretary had already visited the facilities of the Consulate General a week earlier, following a fatal accident.

At the beginning of March, we also visited **Santo Domingo** together with our colleague Andrea Laguillo, a lawyer from the FSC-CCOO Technical Office, to attend to various legal issues and concerns raised by the PLEX in the Dominican Republic. Afterwards, our Secretary of Occupational Health visited the Embassy and the Economic and Commercial Office in **Dublin, Ireland**.



Embassy of Spain in Lima

At the same time, during the last two weeks of March, our Trade Union Section traveled to **Peru, Colombia, and Venezuela**, where we met with colleagues at various workplaces of the Spanish General State Administration (AGE) in **Lima, Bogotá, and Caracas**. In these countries, the main concerns of the staff revolve around salary updates, difficulties in achieving a work-life balance, and insufficient social protection, particularly regarding access to healthcare for locally hired staff. In Venezuela, we also held specific assemblies aimed at renewing our territorial structure. These efforts culminated in the election of a new Territorial Secretariat and the creation of a CCOO-Exterior Section at the Consulate General in Caracas.

During these visits, we also met with local managers to collaborate in finding joint solutions to the main issues affecting the PLEX. This exercise in dialogue and cooperation is essential for making progress in improving the working conditions of the staff.



Cultural Center AECID in Lima



Embassy of Spain in Bogotá



OCE - AECID in Bogotá



Consulate General in Caracas