

A key quarter for PLEX

🟡 This 4th Quarter marked a turning point for the locally hired staff overseas.

Collective mobilization has brought PLEX (Spanish Administration locally hired staff abroad) back to the center of the debate, highlighting long-standing demands that had been neglected for too long and reinforcing the strength of union action abroad.

This mobilization was not an isolated event, but a collective response to years of paralysis, repeated non-compliance, and the continued erosion of rights. Union unity and organization have once again shown that only through collective action can entrenched inertia be overcome, negotiating space recovered, and the conditions created for real improvements in the working conditions of the Foreign Service.

🟡 We are mobilizing because:

- The salary increases applied during the 2022, 2023 and 2024 are clearly insufficient.
- The Administration persists in ignoring the validity of the Salary Update Agreement of 28 December 1990.
- PLEX collective bargaining remains blocked.
- PLEX continues to experience a constant loss of purchasing power.

Mobilization is not an end in itself, but rather a tool to open up spaces for negotiation, change the balance of power and achieve concrete results.



October 30th · From mobilization to negotiation

Over the course of the year, the mobilization of PLEX evolved into a coordinated and effective collective strategy that has delivered tangible results. Union pressure, combined with staff unity, made it possible to unblock collective bargaining and reopen negotiating channels that had remained closed for an extended period of time.

✓ Reactivation of collective bargaining

The new Framework Agreement for the Improvement of Public Employment (2025–2028) has marked a change in the scenario. As a direct consequence, the Administration urgently convened the CTPLEX, after a long period of avoiding the demands of the social side.

✓ Acknowledgement of PLEX wage issue

Finally, the Administration once again acknowledges that linear salary increases do not correct the loss of purchasing power of staff working abroad.

✓ Commitment to a new model for salary updates

The Administration committed in writing to designing, before 31 March 2026, a specific country-based salary update model, based on objective criteria such as:

- CPI developments,
- exchange rate differences,
- and the socio-economic circumstances of each country.

✓ Stopgap measure for 2025

While the new model is being negotiated, the 2.5% increase corresponding to 2025 will be applied to PLEX on an exceptional basis, with retroactive effect from January 1st, preventing the workforce from being left without a salary increase during that year.

✓ Pending demands and new objectives

- the immediate release of the pending 2024 salary increase for ICEX staff and the automatic application of future increases to these employees,
- and the update of the 2008 PLEX Working Conditions Agreement, incorporating, among other matters, the labor and work-life balance rights achieved in Spain in recent years.

🌐 CCOO-Exterior: Presence, listening, and support for PLEX

During the fourth quarter of 2025, from CCOO-Exterior we strengthened our trade union presence in different General State Administration centres abroad, with the aim of gaining first-hand knowledge of the situation of the workforce and responding to the demands of the PLEX collective.

During this period, we made working visits to Harare (Zimbabwe), Addis Ababa (Ethiopia), and Havana (Cuba). In the latter destination, we made our second visit of 2025, focusing specifically on occupational risk prevention and accompanied by our Secretary for Occupational Health, Miguel Montero, given the serious health crisis affecting the country, that requires urgent responses from the Spanish Administration. At each destination we held meetings with both, locally hired staff and management teams, conveying the demands of the entire collective and working closely with them to find concrete solutions through direct union action.

This fieldwork is part of an ongoing effort that we will continue to develop throughout 2026, with the conviction that **effective defense of PLEX rights requires being present wherever difficulties arise, offering the Union's advice and direct support in each context.**



EMBASSY IN ADDIS ABABA

EMBASSY IN HARARE

CONSULATE IN HAVANA

🌐 A global call for PLEX dignity



BERLIN

MONTEVIDEU

SANTO DOMINGO

MÉXICO CITY



An autumn of legal victories

This quarter has been particularly positive in the legal field. The ongoing work of the FSC-CCOO Legal Office, together with the commitment and courage of PLEX workers, has made it possible to achieve important legal victories that strengthen the collective's legal certainty, job stability and pay equality.



Key achievements

✓ Recognition of bonus payments

A favorable court ruling guarantees the payment of summer and Christmas bonuses to PLEX employees at the offices of the General State Administration in Portugal, in accordance with local legislation. This ruling reinforces our colleagues' legal certainty and corrects the Administration's non-compliance.

✓ Permanent employment status versus the abuse of temporary employment

After years of irregularly linked temporary contracts, in a country where this practice is prohibited by law, a PLEX colleague has been recognized as a permanent employee. This is a key step in defending job stability and decent employment.

✓ Equal pay for equal work

A new court ruling has corrected unjustified wage inequalities between workers who perform the same duties and belong to the same professional category, moving towards a fairer professional and wage classification.



At CCOO-Exterior, we are convinced that trade union organization and collective action remain decisive tools for defending rights and achieving concrete progress for PLEX.

Our best wishes for 2026

2025 was a difficult year for PLEX. It was a year marked by deadlock, administrative silence, and the urgent need to negotiate both a fair salary increase and a clearly outdated Working Conditions Agreement. But it was also a decisive year: **a year in which the collective became aware of its strength, its capacity for mobilization, and the value of union unity.**

The organized response of PLEX has shown that, when we act together, we are capable of breaking inertia, reopening spaces for negotiation, and beginning to obtain concrete results. The progress made in recent months is not a point of arrival, **but rather the beginning of a new stage that we face with determination, ambition, and a collective sense of purpose.**

2026 is shaping up to be a key year for consolidating the progress made and continuing to push, with one voice, for real improvements in our working conditions and salaries. At CCOO-Exterior, we are approaching this new year with the conviction that unity, organization, and union action will continue to be our main tools.

We wish you a 2026 defined by unity, shared progress, and strengthened rights.

We're moving forward. 🤝