

15 February 2022



Unified Conditions of Service

The United Nations Volunteers (UNV) programme contributes to peace and development through volunteerism worldwide. We provide qualified, highly motivated UN Volunteers to support the work of the United Nations system, to achieve the 2030 Agenda for Sustainable Development. In all assignments, UN

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Volunteers promote volunteerism through their actions and conduct. The Conditions of Service (COS) form the basis of the policies and rules that regulate the UN Volunteer assignment.

UNV released the [Unified Conditions of Service](#) on 1 October 2021. These unify and supersede prior versions of the national and international UN Volunteer Conditions of Service. The provisions apply to all individuals recruited as UN Volunteers.

The below **infographics** highlight the key provisions of the Unified Conditions of Service by UN Volunteer category.

International UN Volunteer Specialist

INTERNATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	27+	
YEARS OF EXPERIENCE	3 - 15 + years	
STATUS	Family or non-family duty station	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A US \$500 a month Differential B US \$1,000 a month	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
REST AND RECOVERY (R&R)	Dependent on Host Entity	
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING	e-Campus	
LEARNING & TRAINING	Access to learning onsite, virtual, and online learning programmes	
IN-SERVICE TRAINING	Provided by Host Entity	
POST SERVICE BENEFITS		
EXIT ALLOWANCE	US \$225 per month of satisfactory service	
MEDICAL BENEFITS	1 month coverage after assignment	
TRAVEL BENEFITS	Repatriation entitlements are provided after completion of check-out formalities	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	US \$1,682 + UN Post Adjustment Multiplier (PAM) at capital city rate	
ENTRY LUMP SUM	US \$4,000 (including all costs related to obtaining passport and visa, entry medical examination, vaccinations) and payment of personal effects)	
TRANSPORTATION /COMMUTING	Covered in the Volunteer Living Allowance (VLA)	
DEPENDENTS POLICY		
TRAVEL COVERAGE	Up to 3 dependents provided travel (under 21)	
MEDICAL COVERAGE	UNV provides up to 3 dependents at the Duty Station	
FAMILY ALLOWANCE	US \$250 for one dependent US \$450 for two or more eligible dependents	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5/month)	
HOME VISIT	Depends on Duty Station, 12 or 24 month cycle	
SICK LEAVE	7 days uncertified. Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva	
FAMILY LEAVE	Taken from uncertified sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	

International UN Volunteer Expert

INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY	
AGE REQUIREMENT	35+
YEARS OF EXPERIENCE	15+ years
STATUS	Family or non-family duty station

LIVING PROVISIONS	
MONTHLY LIVING ALLOWANCE (MLA)	US \$1,682 + UN Post Adjustment Multiplier (PAM) at capital city rate +40% Expatrie Differential
ENTRY LUMP SUM	US \$4,000 (including all costs related to obtaining passport and visa, entry medical examination, vaccination(s) and payment of personal effects)
TRANSPORTATION /COMMUTING	Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY	
WELL-BEING DIFFERENTIAL	Differential A US \$500 a month Differential B US \$1000 a month
SECURITY	100% reimbursement per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided
REST AND RECOVERY (R&R)	Dependent on Host Entity

DEPENDENTS POLICY	
TRAVEL COVERAGE	Up to 3 dependents provided travel (under 21)
MEDICAL COVERAGE	UNV provides up to 3 dependents at the Duty Station
FAMILY ALLOWANCE	US \$250 for one dependent US \$450 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS	
INDUCTION TRAINING	e-Campus
LEARNING & TRAINING	Access to learning onsite, virtual and online learning programmes
IN-SERVICE TRAINING	Provided by Host Entity

LEAVE ENTITLEMENTS	
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months
ANNUAL LEAVE	30 days per year (2.5/month)
HOME VISIT	Depends on Duty Station, 12 or 24 month cycle
SICK LEAVE	Dependent on Host Entity
FAMILY LEAVE	Taken from uncertified sick leave
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks








POST SERVICE BENEFITS	
EXIT ALLOWANCE	US \$225 per month of satisfactory service
MEDICAL BENEFITS	1 month coverage after assignment
TRAVEL BENEFITS	Repatriation entitlements are provided after completion of check-out formalities

International UN Youth Volunteer

UN Youth Volunteer








International UN University Volunteer

INTERNATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	18 - 26	
YEARS OF EXPERIENCE	0 - 3 years	
STATUS	Non-family assignment	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A US \$500 a month Differential B US \$1,000 a month	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
REST AND RECOVERY (R&R)	Dependent on Host Entity	
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING	o-Campus and Assignment Preparation Training (APT)	
LEARNING & TRAINING	Access to learning on-site, virtual, and online learning programmes	
IN-SERVICE TRAINING	Provided by Host Entity	
POST SERVICE BENEFITS		
EXIT ALLOWANCE	US \$225 per month of satisfactory service	
MEDICAL BENEFITS	1 month coverage after assignment	
TRAVEL BENEFITS	Recreation entitlements are provided after completion of check-out formalities	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	US \$1,000 + UN Post Adjustment Multiplier (PAM) at capital city rate	
ENTRY LUMP SUM	US \$4,000 (including all costs related to obtaining passport and visa, entry medical examination, vaccinations and shipment of personal effects)	
TRANSPORTATION /COMMUTING	Covered in the Volunteer Living Allowance (MLA)	
DEPENDENTS POLICY		
TRAVEL COVERAGE	Not applicable	
MEDICAL COVERAGE	Not applicable	
FAMILY ALLOWANCE	US \$250 for one dependent US \$450 for two or more eligible dependents	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5/month)	
HOME VISIT	Not applicable	
SICK LEAVE	7 days unconfined. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva	
FAMILY LEAVE	taken from unconfined sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	

National UN Volunteer Specialist








NATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	27+	
YEARS OF EXPERIENCE	3 - 15 years	
STATUS	Family Assignment	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	Established locally referencing the G.2 Step 6 Salary Scale	
ENTRY LUMP SUM	US \$400 (including all costs related to obtaining entry medical examination)	
TRANSPORTATION /COMMUTING	US \$200 at beginning and end when moving	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A 15% of V.A Differential B 30% of V.A	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
DEPENDENTS POLICY		
MEDICAL COVERAGE	Up to 3 dependents. Policy inclusion into medical insurance does not require duty station presence. The coverage is national.	
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING	e-Campus	
LEARNING & TRAINING	Access to learning onsite, virtual, and online learning programmes	
IN-SERVICE TRAINING	Provided by Host Entity	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5/month)	
SICK LEAVE	7 days uncertified. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva	
FAMILY LEAVE	Taken from uncertified sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	
POST SERVICE BENEFITS		
EXIT ALLOWANCE	1 V.A per 12 months of satisfactory service	
MEDICAL BENEFITS	1 month coverage after assignment	
TRAVEL BENEFITS	Repatriation entitlements are provided after completion of check-out formalities	










National UN Volunteer Expert

NATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	35+	
YEARS OF EXPERIENCE	15+ years	
STATUS	Family Assignment	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A 15% of VLA Differential B 30% of VLA	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING	e-Campus	
LEARNING & TRAINING	Access to learning onsite, virtual, and online learning programmes	
IN-SERVICE TRAINING	Provided by Host Entity	
POST SERVICE BENEFITS		
EXIT ALLOWANCE	1 VLA per 12 months of satisfactory service	
MEDICAL BENEFITS	1 month coverage after assignment	
TRAVEL BENEFITS	Repetition entitlements are provided after completion of check-out formalities	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	Established locally referencing the G 2 Step 6 Salary Scale + 40% Expertise Differential	
ENTRY LUMP SUM	US \$400 (including all costs related to obtaining entry medical examination)	
TRAVEL TICKET	US \$300 at beginning and end when moving	
DEPENDENTS POLICY		
MEDICAL COVERAGE	Up to 3 dependents. Policy inclusion into medical insurance does not require duty station presence. The coverage is national	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5 month)	
SICK LEAVE	7 days uncertified. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva	
FAMILY LEAVE	taken from uncertified sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	








National UN Youth Volunteer

NATIONAL UN YOUTH VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	18 - 26 years	
YEARS OF EXPERIENCE	0 - 3 years	
STATUS	Family Assignment	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A 15% of V.A. Differential B 30% of V.A.	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING	e-Campus	
LEARNING & TRAINING	Access to learning onsite, virtual, and online learning programmes	
IN-SERVICE TRAINING	Provided by Host Entity	
POST SERVICE BENEFITS		
EXIT ALLOWANCE	1 V.A. per 12 months of satisfactory service	
MEDICAL BENEFITS	1 month coverage after assignment	
TRAVEL BENEFITS	Repatriation entitlements are provided after completion of check-out formalities	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	80% of the Volunteer Living Allowance (VLA) for a national UN Volunteer	
ENTRY LUMP SUM	US \$400 (including all costs related to obtaining entry medical examination)	
TRAVEL TICKET	US \$300 at beginning and end when moving	
DEPENDENTS POLICY		
MEDICAL COVERAGE	Up to 3 dependents. Policy inclusion into medical insurance does not require duty station presence. The coverage is national	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5/month)	
SICK LEAVE	7 days uncertified. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva	
FAMILY LEAVE	Taken from uncertified sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	

National UN University Volunteer

NATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	18 - 26 years	
YEARS OF EXPERIENCE	0 - 3 years	
STATUS	Non-Family Assignment	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A: 15% of VLA Differential B: 30% of VLA	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING	e-Campus	
LEARNING & TRAINING	Access to learning onsite, virtual, and online learning programmes	
IN-SERVICE TRAINING	Provided by Host Entity	
POST SERVICE BENEFITS		
EXIT ALLOWANCE	1 VLA per 12 months of satisfactory service	
MEDICAL BENEFITS	1 month coverage after assignment	
TRAVEL BENEFITS	Repatriation entitlements are provided after completion of check-out formalities	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	60% of the Volunteer Living Allowance (VLA) for a National UN Volunteer	
ENTRY LUMP SUM	US \$400 (including all costs related to obtaining entry medical examination)	
TRANSPORTATION /COMMUTING	US \$300 at beginning and end when moving	
DEPENDENTS POLICY		
MEDICAL COVERAGE	Family status is recognized, but no travel, visa support, or inclusion of dependents at the duty station due to short duration of their assignment	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5month)	
SICK LEAVE	7 days uncertified. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva	
FAMILY LEAVE	Taken from uncertified sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	

UN Community Volunteer








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NATIONAL UN COMMUNITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	18+	
YEARS OF EXPERIENCE	No required experience	
STATUS	Non-Family Assignment	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer	
ENTRY LUMP SUM	US \$50 (including all costs related to obtaining entry medical examination)	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A 15% of VLA Differential B 30% of VLA	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
DEPENDENTS POLICY		
Designated as single status regardless of the actual civil status of the person		
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING AND ON-BOARDING PROCESSES	Provided by Host Entity	
IN-SERVICE TRAINING	Provided by Host Entity	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5 month)	
SICK LEAVE	7 days uncertified. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva	
FAMILY LEAVE	Taken from uncertified sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	
POST SERVICE BENEFITS		
MEDICAL BENEFITS	1 month coverage after assignment	

Refugee UN Volunteer

REFUGEE UN VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY		
AGE REQUIREMENT	27+	
YEARS OF EXPERIENCE	3 - 15 years	
STATUS	Refugee or being stateless	
HEALTH, SAFETY AND SECURITY		
WELL-BEING DIFFERENTIAL	Differential A 15% of V.A Differential B 30% of V.A	
SECURITY	100% reimbursement per rules with UN Department of Safety & Security	
MEDICAL AND OTHER INSURANCE	Medical, life, disability, dismemberment, and malicious acts provided	
PROFESSIONAL & CAREER TRAINING BENEFITS		
INDUCTION TRAINING	e-Campus	
LEARNING & TRAINING	Access to learning onsite, virtual, and online learning programmes	
IN-SERVICE TRAINING	Provided by Host Entity	
POST SERVICE BENEFITS		
EXIT ALLOWANCE	1 V.A per 12 months of satisfactory service	
MEDICAL BENEFITS	1 month coverage after assignment	
TRAVEL BENEFITS	Repatriation entitlements are provided after completion of check-out formalities	
LIVING PROVISIONS		
MONTHLY LIVING ALLOWANCE (MLA)	Established locally referencing the G-2 Step-6 Salary Scale	
ENTRY LUMP SUM	US \$400 (including all costs related to obtaining entry medical examination)	
TRANSPORTATION /COMMUTING	US \$200 at beginning and end when moving	
DEPENDENTS POLICY		
MEDICAL COVERAGE	Up to 3 dependents. Policy inclusion into medical insurance does not require duty station presence. The coverage is national.	
LEAVE ENTITLEMENTS		
TRAINING & LEARNING LEAVE	10 working days per consecutive 12 months	
ANNUAL LEAVE	30 days per year (2.5/month)	
SICK LEAVE	7 days uncertified. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva	
FAMILY LEAVE	Taken from uncertified sick leave	
PARENTAL LEAVE	Paternity: 10 days Maternity: 16 weeks	

Serving UN Volunteers may be interested in reviewing [changes made to the UN Volunteer Conditions of Service](#).