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
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: 25 years
- YEARS OF EXPERIENCE: 2 - 15 years
- STATUS: Family or non-family duty station

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): US $3,750 x UN Post Adjustment
  Multiplier (PAM) of capital city rate
- ENTRY LUMP SUM: US $4,000 (including all costs related to obtaining passport/visa, entry medical examinations, travel-related and shipment of personal effects)
- TRANSPORTATION (COMMUTING): Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL:
  - Differential A: US $500 per month
  - Differential B: US $1,000 per month
- SECURITY:
  - 120% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE:
  - Medical, life, disability, dental, and accidental death and dismemberment provided
  - Dependents on host Entity

DEPENDENTS POLICY
- TRAVEL COVERAGE:
  - Up to 3 dependents provided travel and stay: 20 days
- MEDICAL COVERAGE:
  - Up to $2,500 for each dependent
- FAMILY ALLOWANCE:
  - US $1,400 for each eligible dependent

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING:
  - In-Campus
- LEARNING & TRAINING:
  - Access to learning credits, virtual, and online learning programmes provided by host Entity
- IN-SERVICE TRAINING

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE:
  - 15 working days per consecutive 12 months
- ANNUAL LEAVE:
  - 30 days per year (5 weeks)
- HOME VISIT:
  - Depends on Duty Station: 12 to 24 month cycle
- SICK LEAVE:
  - 7 days per calendar month
- FAMILY LEAVE:
  - Leave to care for a sick family member
- PARENTAL LEAVE:
  - Maternity: 10 days
  - Paternity: 10 days

POST SERVICE BENEFITS
- EXIT ALLOWANCE: US $224 per month at satisfactory service
- MEDICAL BENEFITS: Repatriation entitlements are provided after completion of contract of employment
- TRAVEL BENEFITS:
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT
18 + years

YEARS OF EXPERIENCE
6 + years

STATUS
Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $1,775 + UN Post Adjustment Multiples (PAM): 112% of capital city rate + 40% Overseas Differential

ENTRY LUMP SUM
US $4,000 (including all costs related to obtaining passport and visa, entry medical examination, vaccination(s), and shipment of personal effects)

TRANSPORTATION (COMMUTING)
Covered in the Volunteer Living Allowance (PDA)

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, dental, disability, unemployment, and business sickness

REST AND RECOVERY (RAR)
Up to 10 days for each dependent

DEPENDENTS POLICY

TRAVEL COVERAGE
Up to 2 dependents

MEDICAL COVERAGE
Up to 2 dependents

FAMILY ALLOWANCE
Up to 3 dependents

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
In-Campus

LEARNING & TRAINING
Access to learning credits, virtual and online learning programmes

IN-SERVICE TRAINING
Provided by host entity

POST SERVICE BENEFITS

EXIT ALLOWANCE
US $224 per month for satisfactory service

MEDICAL BENEFITS
Reimbursement of medical benefits provided after completion of checkup in facilities

TRAVEL BENEFITS

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
13 working days per consecutive 12 months

ANNUAL LEAVE
30 days per year

HOME VISIT
Depends on Duty Station: 12 or 24 month cycle

SICK LEAVE
Dependent on host entity

FAMILY LEAVE

PARENTAL LEAVE
Maternity: 10 days; Paternity: 10 weeks

International UN Youth Volunteer
INTERNATIONAL UN YOUTH VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY

- AGE REQUIREMENT: 18 - 26
- YEARS OF EXPERIENCE: 0 - 3 years
- STATUS: Family or non-family duty station

LIVING PROVISIONS

- MONTHLY LIVING ALLOWANCE (MLA): US $650, a UN Post adjustment
- ENTRY LUMP SUM: US $4,000 (including all costs related to obtaining passport, Visa, entry medical examination, vaccination and shipment of personal effects)
- TRANSPORTATION (COMUTING): Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY
AND SECURITY

- WELL-BEING DIFFERENTIAL: Differential A: US $500 a month
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, evacuation, and repatriation as provided
- REST AND RECOVERY (RAR): Dependents on host Entity

DEPENDENTS
POLICY

- TRAVEL COVERAGE: Up to 3 dependents provided travel policy 25%
- MEDICAL COVERAGE: SAP provides up to 3 dependents at Duty Station
- FAMILY ALLOWANCE: US $370 for one dependent

PROFESSIONAL & CAREER
TRAINING BENEFITS

- INDUCTION TRAINING: e-Campus and Assignment Preparatory Training (AP7)
- LEARNING & TRAINING: Access to learning online, workshops and on-the-job training
- IN-SERVICE TRAINING: Provided by host Entity

POST SERVICE
BENEFITS

- EXIT ALLOWANCE: US $225 per month or satisfactory service
- MEDICAL BENEFITS: Monthly coverage after assignment
- TRAVEL BENEFITS: Repatriation entitlements are provided after completion of check-out formalities

LEAVE ENTITLEMENTS

- TRAINING & LEARNING LEAVE: 15 working days per consecutive 12 months
- ANNUAL LEAVE: 30 days per year if, in-country
- HOME VISIT: Depends on Duty Station; 12 or 24-month cycle
- SICK LEAVE: 7 days uncallid; certified sick leave establishment of 30 days per annual period. After 30 days, case referred to UN Office of General
- FAMILY LEAVE: Parental: 10 days, Maternity: 10 weeks
- PARENTAL LEAVE: Travel from designated site of leave

International UN University Volunteer
INTERNATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT
- 26

YEARS OF EXPERIENCE
0 - 3 years

STATUS
Non-family assignment

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $1,401 + UNPost Adjustment

ENTRY LUMP SUM
US $4,000 (including all costs related to obtaining passport, visa, entry medical examinations, vaccination, and shipment 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 $1,000 a month

SECURITY
100% reimbursement per rules with UN Department of Field & Security

MEDICAL AND OTHER INSURANCE
Medical, life, disability, evacuation, and repatriation insurance provided

REST AND RECOUPERATION (RAR)
Capped at one per year

DEPENDENTS POLICY

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
US $250 for each dependent under 18 years of age for non-medical purposes

FAMILY ALLOWANCE

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
e-Campus and Assignment Preparation Training (APT)

LEARNING & TRAINING
Access to learning online, workshops, and on-the-job training

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 plus holidays

HOME VISIT
Not applicable

SICK LEAVE
7 days unclassified; certified sick leave of 30 days per annual period

FAMILY LEAVE
Travel from any location to be a part of family

PARENTAL LEAVE
Maternity: 10 days
Paternity: 10 days

EXIT ALLOWANCE
US $225 per month of satisfactory service

MEDICAL BENEFITS
Travel coverage after assignment

TRAVEL BENEFITS
Reimbursement entitlements are provided after completion of check-in formalities

National UN Volunteer Specialist
National UN Youth Volunteer
NATIONAL UN YOUTH VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 0 - 3 years
- STATUS: Rocky Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA)
- ENTRY LUMP SUM
- TRAVEL TICKET

HEALTH, SAFETY AND SECURITY
- DIFFERENTIAL PAYMENT
- SECURITY
- MEDICAL AND OTHER INSURANCE

DEPENDENTS POLICY
- MEDICAL COVERAGE
  - Up to 2 dependents. Policy includes medical insurance and not require any premium insurance. The coverage is national.

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING
- IN-SERVICE TRAINING

LEAVE ENTITLEMENTS
- LEAVE: Training & Learning Leave
- ANNUAL LEAVE
- SICK LEAVE
- FAMILY LEAVE
- PARENTAL LEAVE

POST SERVICE BENEFITS
- EXIT ALLOWANCE
- MEDICAL BENEFITS
- TRAVEL BENEFITS

National UN University Volunteer
UN Community Volunteer
NATIONAL UN COMMUNITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT
- YEARS OF EXPERIENCE
- STATUS
  - Non-Family Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA)
- ENTRY LUMP SUM
  - US $900 (plus up to US $300 for travel expenses for initial medical examination)

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL
  - Differential 12% of MLA
  - Differential 20% of VLA
- SECURITY
  - 100% reimbursement and rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE
  - Medical, life insurance, transportation, and relocation assistance

DEPENDENTS POLICY
- Designated as single status regardless of the actual civil status of the person

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING AND ONBOARDING PROCESSES
- IN-SERVICE TRAINING

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE
- ANNUAL LEAVE
- SICK LEAVE
  - 7 days per year (2.3 days/month)
- FAMILY LEAVE
- PARENTAL LEAVE
  - Maternity: 10 days
  - Paternity: 10 weeks

POST SERVICE BENEFITS
- MEDICAL BENEFITS
  - 1 month coverage after assignment

Refugee UN Volunteer
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.