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: 21 yrs
- YEARS OF EXPERIENCE: 3 - 10 yrs
- STATUS: Family or non-family duty status

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MVA):
  - US $225 (UN Fund Adjustment Multiplier PMA) as a basic city rate
- ENTRY LUMP SUM:
  - US $4,000 (excluding air or rail travel to receiving station or airport, emergency medical insurance, vaccinations, and shipment or personal effects)
- TRANSPORTATION (COMMUTING):
  - Covered in the Volunteer Living Allowance (MVA)

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL:
  - Additional $100 per month differential for $1,000 per month
- SECURITY:
  - 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE:
  - Medical, life, disability, dental, and hospitalization sickness and accident
- REST AND RECREATION (RAR):
  - Provided on site or duty station

DEPENDENTS POLICY
- TRAVEL COVERAGE:
  - Up to 3 dependents provided travel funds
- MEDICAL COVERAGE:
  - UN provides up to 3 dependents at the Duty Station
- FAMILY ALLOWANCE:
  - US $750 for one dependent

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING:
  - 6-8 weeks
- LEARNING & TRAINING IN SERVICE TRAINING:
  - Provided by Host Entity

LEAVE ENTITLEMENTS
- POST SERVICE BENEFITS
  - EXIT ALLOWANCE:
    - US $225 per month for 6 months
  - MEDICAL BENEFITS: None
  - TRAVEL BENEFITS: None
- LEAVE:
  - TRAINING & LEARNING LEAVE:
    - 10 working days per annum leave
  - ANNUAL LEAVE:
    - 30 days per year (2.5 months)
  - HOME VISIT:
    - 100 days or 60 days, 1 or 2 months
  - SICK LEAVE:
    - 7 days emergency
  - FAMILY LEAVE:
    - Taken from unscheduled sick leave
  - PARENTAL LEAVE:
    - Pregnancy: 12 weeks
    - Maternity: 12 weeks

International UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT

To: No specific minimum age

YEARS OF EXPERIENCE

10 - 14 years

STATUS

Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)

US $2,000 x LAI (Local Adjusted Multiple, PMP or capital city rate - 40% Dependent Differential)

ENTRY LUMP SUM

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

TRANSPORTATION (COMMITTING)

Covered in the Volunteer Living Allowance

HEALTH, SAFETY AND SECURITY

WELFARE DIFFERENTIAL

Medical, social, cultural, recreation, and first-class duty station

SECURITY

100% reimbursement per rules with on departure of Safety & Security

MEDICAL AND OTHER INSURANCE

Medical, dental, repatriation, and hospitalization

REST AND RECUPERATION (R&R)

Supportive on-site health

DEPENDENTS POLICY

TRAVEL COVERAGE

Up to 3 dependents provided travel (passenger 2+)

MEDICAL COVERAGE

Up to 3 dependents at UN Daily Station

FAMILY ALLOWANCE

US $150 per month dependent

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAININGS

On-Campus

LEARNING & TRAININGS

Access to learning materials, tools, and online learning programs

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

Reimbursement of travel 

LEAVE ENTITLEMENTS

TRAINING AND LEARNING LEAVE

10 working days per contractive cycle

ANNUAL LEAVE

36 days per year (3/4 month)

HOME VISIT

Depends on Duty Station, 12 or 24 month cycle

SICK LEAVE

Documented on Host Entity

FAMILY LEAVE

Takes from uncommitted sick leave

PARENTAL LEAVE

Maternity to 12 weeks 

International UN Youth Volunteer
UN Youth Volunteer
International UN University Volunteer
INTERNATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT
18 – 65

YEARS OF EXPERIENCE
0 – 3 years

STATUS
Non-family assignment

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $2000 or UN post allowance

ENTRY LUMP SUM
US $1500 (including all costs related to obtaining passport and visa, entry medical examination, vaccinations, and shipment of personal effects)

TRANSPORTATION / TRAVELING
Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

WELL-RUN, DIFFERENTIAL
Differential: US $200/month
Differential: US $200/month

SECURITY
VIP, in-country support

MEDICAL AND OTHER INSURANCE
Medical, life, disability, and travel insurance

REST AND RECOVERY (S&R)

Deportation of indentity

DEPENDENTS POLICY

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
Not applicable

FAMILY ALLOWANCE
US $250 for one dependent

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
On-boarding and orientation

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

IN-SERVICE TRAINING
Provided by host entity

POST SERVICE BENEFITS

EXIT ALLOWANCE
US $750 per month of satisfactory service

MEDICAL BENEFITS
1-month coverage after assignment

TRAVEL BENEFITS
Reimbursement of costs may be provided

LEAVE ENTITLEMENTS

TRAINING AND LEARNING LEAVE
10 working days per consecutive 12 months

ANNUAL LEAVE
20 days per year (2.5/months)

HOME VISIT
Not applicable

SICK LEAVE
7 days continuous sick leave, 30 days per annual leave

FAMILY LEAVE
Taken from unutilized sick leave

PARENTAL LEAVE
30 weeks maternity leave, 10 weeks paternity leave

National UN Volunteer Specialist

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National UN Volunteer Expert
National UN Volunteer Expert

ELIGIBILITY
- AGE REQUIREMENT: 25 years
- YEARS OF EXPERIENCE: 10 years
- STATUS: Family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the G2 or Global Salary Scale + UN Volunteer allowances
- ENTRY LUMP SUM: US $4000 (covering all costs related to obtaining entry medical examination)
- TRAVEL TICKET: US $200 at beginning and end of service period

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: 100% reimbursement for all costs related to UN Department of Safety & Security
- SECURITY: Medical, life, disability, and travel insurance provided

DEPENDENTS' POLICY
- MEDICAL COVERAGE: Up to 2 dependents. Primary source for medical insurance does not cover dependent's insurance. The coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: Access to learning modules, virtual, and online country orientation
- LEARNING & TRAINING: Provided by host entity
- IN-SERVICE TRAINING

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 MLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Repatriation entitlements provided after completion of service

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 days per year or 2nd year for 10 days
- ANNUAL LEAVE: 30 days per year (2nd year)
- SICK LEAVE: 7 days per year (regular)/10 days per year (special)
- FAMILY LEAVE: Parental leave 12 weeks
- PARENTAL LEAVE: Maternity 12 weeks

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