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 Expert
International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer
## International UN University Volunteer Conditions of Service

### Eligibility
- **Age Requirement:** 18 - 35
- **Years of Experience:** 2 - 3 years
- **Status:** Non-family assignment

### Living Provisions
- **Monthly Living Allowance (MBA):** $1620 (US dollars) for basic living expenses
- **Entry Lump Sum:** $2000 (US dollars) for travel expenses
- **Transportation & Relocation:** Covered as per contract

### Health, Safety and Security
- **Well-being Differential:** (UN $320 a month)
- **Security:** Provided by the UN
- **Medical and Other Insurance:** Health insurance coverage
- **Rest and Recreational Benefits:** Vacation time

### Dependants Policy
- **Travel Coverage:** Not applicable
- **Medical Coverage:** Not applicable
- **Family Allowance:** (US $270 per month payment to a family member at the request of the assignee)

### Professional & Career Training Benefits
- **Induction Training:** Orientation and familiarization
- **Learning & Training:** Access to learning materials, virtual and online learning programs
- **In-service Training:** Developmental

### Leave Entitlements
- **Training & 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 per annum. Medical leave established at 30 days per annual leave. After 1 year, case to be decided by UN office of medical
- **Family Leave:** Taken from unearned sick leave
- **Parental Leave:** 180 days, with 30 days mandatory

### Post Service Benefits
- **Exit Allowance:** 1 month’s pay in lieu of service
- **Medical Benefits:** 1 month coverage after assignment
- **Travel Benefits:** Reimbursement of transportation and other expenses for return home
National UN Volunteer Expert Conditions of Service

Eligibility
- Age Requirement: 25 years
- Years of Experience: 1 year
- Status: Initialize assignment

Living Provisions
- Monthly Living Allowance (M/LA)
- Entry Lump Sum
- Travel Ticket

Health, Safety, and Security
- Differential & VLA
- Security
- Medical and Other Insurance

Professional & Career Training Benefits
- Induction Training
- Learning & Training
- In-Service Training

Leave Entitlements
- Training & Learning Leave
- Annual Leave
- Sick Leave
- Family Leave
- Parental Leave

Post Service Benefits
- Exit Allowance
- Medical Benefits
- Travel Benefits

National UN Youth Volunteer
NATIONAL UN YOUTH VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 0 - 3 years
- STATUS: full-time assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): $1500
- ENTRY LUMP SUM: $200 (excluding all costs related to obtaining a valid medical examination)
- TRAVEL TICKET: $200 at beginning and end when starting

HEALTH, SAFETY AND SECURITY
- WELL BEING DIFFERENTIAL
- SECURITY: 100% reimbursement in case of loss with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, and medical reimbursement

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 2 dependents. Policy inclusion into medical insurance does not require any action. (Coverage is optional)

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

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 30 days per year (30/365)
- SICK LEAVE: 7 days in a calendar year. Capping at 15 days per annual period. After 15 days, cases referred to UN Office of Geneva
- FAMILY LEAVE: 10 days
- PARENTAL LEAVE: Maternity: 16 weeks, Paternity: 10 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 30% of base salary
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Transportation and accommodation provided after completion of check-out formalities

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

ELIGIBILITY
- AGE REQUIREMENT
- YEARS OF EXPERIENCE
- STATUS
  - No required experience
  - Lone Family Assignment

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

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL
  - Differentiated 1.1% of MLA
  - Differentiated 2.1% in MLA
- SECURITY
  - 100% reimbursement for local UN Department of Safety & Security services
- MEDICAL AND OTHER INSURANCE
  - Basic medical insurance, repatriation, and maternity, accident and sickness

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 local UN
- IN-SERVICE TRAINING
  - Provided by local UN

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE
  - 15 working days per recruitment
  - 2 months

- ANNUAL LEAVE
  - 30 days per year (2.5 months)

- SICK LEAVE
  - 7 days per year together with travel

- FAMILY LEAVE
  - Leave maternita: 15 weeks

- PARENTAL LEAVE
  - Paternity 10 days
  - Maternity 16 weeks

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