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
22+

YEARS OF EXPERIENCE
3 - 5 years

STATUS
Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $2,500 (US Post Adjustment Multiples PMAX scaled city rate)

ENTRY LUMP SUM
US $4,000 (covering airfare to and from agreed location, one-way medical insurance and vaccinations) and dependent on personal affordability

TRANSPORTATION/COMMUNICATION
Coverage in the Volunteer’s Local Area

HEALTH, SAFETY AND SECURITY

WELL BEING DIFFERENTIAL
Refundable to US $600 for a month differential in rent $1,000 for a month

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, dental insurance, and medical exits provided

RENT AND RELOCATION ASSISTANCE
Assistance on rental security

DEPENDENTS’ POLICY

TRAVEL COVERAGE
Up to 3 dependents allowed band under 25

MEDICAL COVERAGE
UNH covers up to 3 dependents at the Duty Station

 FAMILY ALLOWANCE
US $150 for one dependent, US $450 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
in-country

LEARNING & TRAINING
Access to learning-level, virtual, and online learning programs

IN-SERVICE TRAINING
Provided by Host Entity

POST SERVICE BENEFITS

EXIT ALLOWANCE
US $2,000 per month of disability service

MEDICAL BENEFITS
Offshoots to other assignment

TRADE BENEFITS
Reimbursed entitlements are provided, other completion of check-out forms

INTERNATIONAL UN Volunteer Expert

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
16 working days per cumulative 12-month period

ANNUAL LEAVE
30 days per year (2.5 months)

HOLIDAYS
Up to 12 public holidays in service (12 or 14 working days)

SICK LEAVE
7 days per sick leave period. Certified SLS given provided at 28 days per annual period. After 28 days, treatment is at Unvol’s discretion

FAMILY LEAVE
Takken from unspecified sick leave

PARENTAL LEAVE
Ploternity: 10 days Maternity: 16 weeks
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT

18-70 years

YEARS OF EXPERIENCE

5 years

STATUS

Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)

US $1,000 x U.S. Dollar-Adjusted Monthly Payment (MAP) x capita (city rate - 40% Dependent 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 (COMMITMENT)

Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

WELFARE DIFFERENTIAL

Differential US $300/month contribution for $1,000 a month

SECURITY

100% reimbursement per rules with on-board presence of Safety & Security

MEDICAL AND OTHER INSURANCE

Medical care, disability, repatriation, and vacation sickness benefits

REST AND RECOVERY (R&R)

Support dependent on host entity

DEPENDENTS POLICY

TRAVEL COVERAGE

Up to 3 dependents provided travel (see page 23)

MEDICAL COVERAGE

UN Volunteers as IC
3 dependents at UN In-Kind Station

FAMILY ALLOWANCE

US $350 for one dependent
US $450 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING

Access to learning, skills, and online learning programs

LEARNING & TRAINING

Provided by Host Entity

IN SERVICE TRAINING

Post-Service Benefits

EXIT ALLOWANCE

US $225 per month of satisfactory service

MEDICAL BENEFITS

1 month coverage after assignment

TRAVEL BENEFITS

Supervision benefits are provided after completion of check-out formalities

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE

12 working days per contract (1/2 month)

ANNUAL LEAVE

35 days per year (5/4/month)

HOME VISIT

Dependent on In-Kind Station, 12 or 24 month cycle

SICK LEAVE

Dependent on Host Entity

FAMILY LEAVE

Takes from unearned sick leave

PARENTAL LEAVE

12 weeks

International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer
INTERNATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 29
- YEARS OF EXPERIENCE: 0 - 3 years
- STATUS: Non-family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): US $3200 + travel allowance
- ENTRY LUMP SUM: US $4000 (including all costs related to obtaining passport and visa, initial medical examination, vaccinations, and shipment of personal effects)
- TRANSPORTATION & COMMUTING: Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
- WELL-RISING DIFFERENTIAL
- SECURITY: Not available
- MEDICAL AND OTHER INSURANCE: Medical, dental, disability, and malpractice (signature provided)
- REST AND RECOVERY (SAR): Dependent on mobility

DEPENDENTS POLICY
- TRAVEL COVERAGE: Not applicable
- MEDICAL COVERAGE: Not applicable
- FAMILY ALLOWANCE: US $200 per completed year

PROFESSIONAL & CAREER TRAINING BENEFITS
- IN-HOUSE TRAINING: Not applicable
- LEARNING & TRAINING: Access to learning confers, virtual and online learning programmes
- IN-SERVICE TRAINING: Provision 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 entitlements are provided after completion of check-out/turnover

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 20 days per year (28 days for Volunteers who meet specific expectations)
- HOME VISIT: Not applicable
- SICK LEAVE: 7 days unexcused, 10 days excused
- FAMILY LEAVE: Taken from unexcused sick leave
- PARENTAL LEAVE: Permanently 15 days

National UN Volunteer Specialist
National UN Volunteer Expert
NATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 25 or 30 years
- YEARS OF EXPERIENCE: 10 years
- STATUS: 1 family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing MV 6.2 three-bedroom house + 30% of MLA
- 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 per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, disbursement, and repatriation assistance

SECURITY
- Disabled

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: e-Canvas
- LEARNING & TRAINING: Access to learning media, virtual, and online course programs
- IN-SERVICE TRAINING: Provided by host entity

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Repatriation assistance offered completion of service

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 3 dependents. Policy covers the medical insurance does not cover any medical procedures. The coverage is national

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 12 working days per contract plus 10 days
- ANNUAL LEAVE: 30 days per year (22 months)
- SICK LEAVE: 7 days per contracted contract of employment or 30 days per annum period after 120 days, case referred to UN Official Service
- FAMILY LEAVE: Maternity: 12 weeks
- PARENTAL LEAVE: Paternity: 10 days

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