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
24y

YEARS OF EXPERIENCE
3 - 8 y.

STATUS
Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $1,221 - UN Post Adjustment Multiplier
PMR at overseas city rate

ENTRY LUMP SUM
US $4,600 (covering or more) to covering overseas (first 6 months), emergency medical evacuation, vaccinations, and departure in personal affairs

TRANSPORTATION/COMMUNITY
Counsel of the Volunteer Living Allowance

HEALTH, SAFETY AND SECURITY

WELL BEING DIFFERENTIAL
Differential is US $621 per month differential in the $3,000 per month

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, dental/dental and medical risks are provided

REST AND RECUPERATION (R&R)
Dependent on site

DEPENDENTS POLICY

TRAVEL COVERAGE
Up to 3 dependents provided travel under 25

MEDICAL COVERAGE
UNP provides up to 3 dependents at the Duty Station

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

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
Access to leading virtual, virtual, and online learning programmes

LEARNING & TRAINING IN SERVICE TRAINING
Provided by Host Entity

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
16 working days per renegotiation, 12 months

ANNUAL LEAVE
30 days per year (1.5 months)

HOME VISIT
30 days per year, 12 to 14 months

SICK LEAVE
7 days unfiled, Certified Sick Leave administrated at 20 days per annual period. After 20 days, case referred to UN/VOL office at Geneva

FAMILY LEAVE
Taken from unfiled sick leave

PARENTAL LEAVE
Maternity: 12 weeks
Paternity: 10 weeks

International UN Volunteer Expert

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International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer
National UN Volunteer Specialist
National UN Volunteer Expert
National UN Volunteer Expert

Conditions of Service

ELIGIBILITY
- AGE REQUIREMENT: 21 years
- YEARS OF EXPERIENCE: 1 year
- STATUS: Family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): US$ 4000/Session (all costs covered upon obtaining entry medical examination)
- ENTRY LUMP SUM: 5000
- TRAVEL TICKET: 1000

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential 30% of MLA
- SECURITY: 100% reimbursement for losses with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, evacuation, and repatriation insurance provided.

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 2 dependents. Primary coverage for medical insurance does not cover any cosmetic procedures. The coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: E-Course
- LEARNING & TRAINING: Access to learning materials, virtual and online courses
- IN-SERVICE TRAINING: Provided by host Entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per contract or 12 months
- ANNUAL LEAVE: 30 days per year (12 months)
- SICK LEAVE: 7 days per contract. Continuous leave up to 28 days per annum period. After 28 days, case referred to UN Medical Services
- FAMILY LEAVE: Take from accumulated sick leave
- PARENTAL LEAVE: Paternity: 10 days. Maternity: 12 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: VLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Repatriation entitlements are provided upon completion of contractual term
### NATIONAL UN YOUTH VOLUNTEER CONDITIONS OF SERVICE

#### ELIGIBILITY
- **Age Requirement:** 18 - 26 years
- **Years of Experience:** 0 - 3 years
- **Status:**-duty assignment

#### LIVING PROVISIONS
- **Monthly Living Allowance (MLA):** US $400
- **Entry Lump Sum:** US $200 (including all costs related to entering and exiting the medical examination)
- **Travel Ticket:** US $200 at beginning and end when young

#### HEALTH, SAFETY AND SECURITY
- **Wellbeing Differential:** 50% for UN Volunteers in UN 2000

#### MEDICAL AND OTHER INSURANCE
- **Medical Insurance:** Medical, life, disability, and medical benefits provided
- **Dependents Policy:** Up to 2 dependents. Policy includes medical insurance. Does not require any additional insurance. Full coverage is national

#### PROFESSIONAL & CAREER TRAINING BENEFITS
- **Induction Training:** Access to training academy in various and technical training programs
- **In-Service Training:** Continuous

#### LEAVE ENTITLEMENTS
- **Annual Leave:** 10 working days per consecutively 12 months
- **Sick Leave:** 7 days sick leave, Continuous sick leave shall be taken in annual periods. After 7 days, case referred to UN Office at Genoa
- **Family Leave:** Parents: 10 days, Maternity: 10 weeks

#### POST SERVICE BENEFITS
- **Exit Allowance:** 10% of MLA at 12 months of service
- **Medical Benefits:** 1 month coverage after assignment
- **Travel Benefits:** Repatriation benefits provided after completion of checks-out formalities

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National UN University Volunteer
UN Community Volunteer

NATIONAL UN UNIVERSITY VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY
AGE REQUIREMENT
18 - 29 years

YEARS OF EXPERIENCE
0 - 2 years
Non-Family Assignment

STATUS

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
62% of the volunteer living allowance (MLA) for a national UN Volunteer

ENTRY LUMP SUM
US $2,000 including air travel costs to obtaining entry medical examinations

TRANSPORTATION/COMMUTING
US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
Differential & VPJ, insurance & VPIA

WELLBEING DIFFERENTIAL
100% same benefits as regular UNV

SECURITY
Medical, life, disability, home, and medical-related expenses provided

MEDICAL AND OTHER INSURANCE
Dependent's policy

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING

LEARNING & TRAINING
Individual learning plan, online and in-class training

IN-SERVICE TRAINING
Provided by host entity

POST SERVICE BENEFITS
EXIT ALLOWANCE
1 MLA per 12 months of satisfactory service

MEDICAL BENEFITS
1 month coverage after assignment

TRAVEL BENEFITS
Regulation airfares are provided, plus travel to connective countries

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
10 working days per remuneration 12 months

ANNUAL LEAVE
30 days per year (12 months)

SICK LEAVE
7 days per year, certified sick leave

FAMILY LEAVE

PARENTAL LEAVE
Maternity: 12 days, Paternity: 10 weeks
Refugee UN Volunteer
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.