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 VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT

To 7 years

YEARS OF EXPERIENCE

STATUS

Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)

US $2,500 x UN Top-Adjusted Median (PME) x 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 (COMMITMENTS)

Covered in the Volunteer Living Allowance MLA

HEALTH, SAFETY AND SECURITY

WELL BEING DIFFERENTIAL

Differential to US $300/month difference for $1,000 a month

SECURITY

100% reimbursement of rates with on-duty element of safety and security

MEDICAL AND OTHER INSURANCE

Medical, life, disability, evacuation, repatriation, and additional accident

REST AND RECREATION (R&R)

Supportive and social element

DEPENDENTS POLICY

TRAVEL COVERAGE

Up to 3 dependents (provided travel is justifiable)

MEDICAL COVERAGE

Medical costs for dependent children (under 18 years)

FAMILY ALLOWANCE

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

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAININGS

Access to learning, training, online and on-the-job programs

LEARNING & TRAINING

Provided by Host Entity

IN SERVICE TRAINING

POST SERVICE BENEFITS

EXIT ALLOWANCE

US $250 per month of satisfactory service

MEDICAL BENEFITS

1 month coverage after assignment

TRAVEL BENEFITS

Reimbursement entitlements are provided after completion of check-out formalities

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE

10 working days per contract

ANNUAL LEAVE

2 months

HOME VISIT

Depends on host station, 12 or 24 month cycle

SICK LEAVE

Documented

FAMILY LEAVE

Parental Leave

PARENTAL LEAVE

International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer
National UN Volunteer Expert
NATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 25 years
- YEARS OF EXPERIENCE: 15 years
- STATUS: Family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the G-2 Basic Salary Scale + 33.3% of MLA
- ENTRY LUMP SUM: "US $5000 (covering all costs related to obtaining entry medical examination)
- TRAVEL TICKET: "US $200 at beginning and end of service

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: 10% for (HIV+ or UNVAL+), 20% for (HIV+ or UNVAL+)
- SECURITY: 100% reimbursement for travel with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, and travel insurance provided

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 3 dependents. Policy provides medical insurance for up to 3 dependents.

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: e-Commis
- LEARNING & TRAINING: Access to training programs, workshops, and on-the-job training
- IN-SERVICE TRAINING: Provided by local entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per contract
- ANNUAL LEAVE: 30 days per year (3 months)
- SICK LEAVE: 7 days per annum, 10 days per year
- FAMILY LEAVE: After 2 years, can refer to UN Official Service
- PARENTAL LEAVE: Maternity: 15 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: MLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Reimbursement of travel expenses after completion of contractual terms

National UN Youth Volunteer
NATIONAL UN YOUTH VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- Age Requirement: 18 - 25 years
- Years of Experience: 0 - 3 years
- Status: Full-time

LIVING PROVISIONS
- Monthly Living Allowance (MLA): US $600 (inclusive of costs related to residing in a national UN Volunteer housing)
- Entry Lump Sum: US $200 (at the beginning and end of each assignment)
- Travel Ticket: US $200 (at the beginning and end of each assignment)

HEALTH, SAFETY AND SECURITY
- Well-being Differential: Equal share
- Security: 100% reimbursement per risk with UN Department of Safety & Security

MEDICAL AND OTHER INSURANCE
- Health: UN Volunteers are provided with medical and dental insurance. The coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- Induction Training: Access to training modules, virtual and in-person training programs
- Learning & Training: In-person training

LEAVE ENTITLEMENTS
- Training & Learning Leave: 10 working days per consecutive 12 months
- Annual Leave: 20 days per year (2.5/months)
- Sick Leave: 10 days per year, cumulative sick leave in 30 days per annual period. After 30 days, cases referred to UN Office of Geneva
- Family Leave: 10 days
- Parental Leave: 10 days

POST SERVICE BENEFITS
- Exit Allowance: 12 months' service
- Medical Benefits: 1 month's coverage after assignment
- Travel Benefits: Nearest departure entitles are provided after completion of placement

National UN University Volunteer
NATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 29 years
- YEARS OF EXPERIENCE: 0 - 2 years
- STATUS: Non-Family Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): 60% of the volunteer living allowances (MLA) for a national UN Volunteer
- ENTRY LUMP SUM: 1000 Euro covering all costs related to obtaining entry medical examinations
- TRANSPORTATION: $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL BEING DIFFERENTIAL: Differential is 15% in UEL, additional 5% in UNWA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dependents' and relocations are provided

DEPENDENTS' POLICY
- MEDICAL COVERAGE: Dependents (if recognized in the country) will be covered

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: In-country
- LEARNING & TRAINING: Online and on-site training provided by UN agency
- IN-SERVICE TRAINING: Provided by host entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 days per leave of 12 months
- ANNUAL LEAVE: 30 days per year (12 months)
- SICK LEAVE: 10 days per year (if confirmed)
- FAMILY LEAVE: 30 days
- PARENTAL LEAVE: Maternity: 18 weeks; Paternity: 13 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: TUNA per 2 years of satisfactory service
- MEDICAL BENEFITS: 1 month coverage
- TRAVEL BENEFITS: Reimbursement of travel to and from airport

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