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 or over
YEARS OF EXPERIENCE
- 3 or more years
STATUS
- Family or non-family duty status

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MEA)
- $2200 (USD) plus local living expenses
ENTRY LUMP SUM
- $4000 (USD) payable on successful completion of one month's service
TRANSPORTATION (COMMUTING)
- Coverage

HEALTH, SAFETY, AND SECURITY
WELL-BEING DIFFERENTIAL
- $400 per month differential
SECURITY
- 100% reimbursement per risks
- UN staff of Safety & Security
MEDICAL AND OTHER INSURANCE
- Medical, life, disability, and health insurance
- Travel insurance
REST AND RECREATION (R&R)
- Up to 10 days

DEPENDENTS' POLICY
- Up to 3 dependents
- Up to 3 dependents
TRAVEL COVERAGE
- Up to 3 dependents
- Medical coverage
- Up to 3 dependents

MEDICAL COVERAGE
- Comprehensive medical insurance
- Dependents

FAMILY ALLOWANCE
- Up to 3 dependents
- Up to 3 dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
- Induction training
- Learning and training
- In-service training

LEAVE ENTITLEMENTS
- Induction training
- Learning and training
- In-service training

POST SERVICE BENEFITS
EXIT ALLOWANCE
- $2000 (USD) per month
- Medical benefits
- Travel benefits

International UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT

18+

YEARS OF EXPERIENCE

3+ years

STATUS

Familial or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)

US$1,000 x US $1.20x12

ENTRY LUMP SUM

US$4,000 (including airfare and travel costs)

TRANSPORTATION (COMMITTING)

Covered in the Volunteer Living Allowance MLA

HEALTH, SAFETY AND SECURITY

WELFARE

Differential of US $300/month in the $1,000 MLA

SECURITY

100% reimbursement per rules

MEDICAL AND OTHER INSURANCE

Medical, dental, evacuation, repatriation, and travel insurance

REST AND RECREATION (R&R)

Sabbatical or leave

DEPENDENTS POLICY

TRAVEL COVERAGE

Up to 3 dependents

MEDICAL COVERAGE

Outpatient, in-patient, and pre-existing conditions

FAMILY ALLOWANCE

US $350 per month

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING

Comprehensive orientation

LEARNING & TRAINING

On-the-job training

IN SERVICE TRAINING

Provided by host entity

LEAVE ENTILEMENTS

TRAINING & LEARNING LEAVE

10 working days per contract

ANNUAL LEAVE

30 days per year

HOME VISIT

Depends on host station

SICK LEAVE

3 sick days per year

FAMILY LEAVE

1 month per year

PARENTAL LEAVE

6 weeks paid

EXIT ALLOWANCE

US $225 per month of satisfactory service

MEDICAL BENEFITS

1 month coverage after assignment

TRAVEL BENEFITS

Sabbatical, travel, and medical insurance

International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer

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International UN University Volunteer Conditions of Service

**Eligibility**
- **Age Requirement**: 18 - 36
- **Years of Experience**: 0 - 3 years
- **Status**: Non-faculty assignment

**Living Provisions**
- **Monthly Living Allowance (MLA)**: US$2,500 (including all costs related to airfare, passport, visa, medical insurance, accommodations, and living expenses)
- **Entry Lump Sum**: Not applicable
- **Transportation and Consulting**: Covered in the Volunteer Living Allowance (MLA)

**Health, Safety and Security**
- **Well-Rising Differential**: Not applicable
- **Security**: Not applicable
- **Medical and Other Insurance**: Not applicable
- **Rest and Recuperation (RAR)**: 10 working days per cumulative 12 months

**Dependents Policy**
- **Travel Coverage**: Not applicable
- **Medical Coverage**: Not applicable
- **Family Allowance**: US$200 for one dependent (US$100 for two or more dependent(s))

**Professional & Career Training Benefits**
- **Induction Training**: General and Assignment Preparation Training (ATP)
- **Learning & Training**: Access to learning materials, virtual learning technologies, and online learning programs
- **In-Service Training**: Provided by host entity

**Leave Entitlements**
- **Annual Leave**: 20 days per year (2/day)
- **Home Visit**: Not applicable
- **Sick Leave**: 7 days per year. Leave accumulated at 0.5 days per annual leave
- **Family Leave**: Taken from unallocated sick leave
- **Parental Leave**: 10 days for maternity, 10 days for paternity

**Post Service Benefits**
- **Exit Allowance**: 1 month's pay after assignment
- **Medical Benefits**: Not applicable
- **Travel Benefits**: Reimbursement of travel expenses

National UN Volunteer Specialist
NATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

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

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): US $400 (including all costs related to obtaining a copy of your medical examination)
- ENTRY LUMP SUM: US $200 (paid at beginning and end of service)
- TRANSPORTATION: Provided

HEALTH, SAFETY AND SECURITY
- SECURITY: Provided through UNV
- MEDICAL AND OTHER INSURANCE: Basic UNV medical insurance for medical expenses.

DEPENDENTS POLICY
- MEDICAL COVERAGE: Provided

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: Provided to UN volunteers.
- LEARNING & TRAINING: Provided by host entity.
- IN-SERVICE TRAINING: Provided by host entity.

POST SERVICE BENEFITS
- EXIT ALLOWANCE: Provided after satisfactory service.
- MEDICAL BENEFITS: Provided after satisfactory service.
- TRAVEL BENEFITS: Provided after satisfactory service.

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per contract year or 10 days per year.
- ANNUAL LEAVE: 30 working days per contract year.
- SICK LEAVE: 7 days per year.
- FAMILY LEAVE: Provided for family needs.
- PARENTAL LEAVE: Provided for parental needs.

National UN Volunteer Expert
National UN Volunteer Expert

ELIGIBILITY
- AGE REQUIREMENT: 20 years
- YEARS OF EXPERIENCE: 10 years
- STATUS: On-site assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the € 2.306 Equity Index + 1.5% Exchange differential
- ENTRY LUMP SUM: US $4,000 including all costs related to obtaining entry medical examination
- TRAVEL TICKET: US $200 at beginning and end of service moving

HEALTH, SAFETY
AND SECURITY
- WELL-BEING DIFFERENTIAL: 3% of MLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, unemployment, and liabilities with provided

DEPENDENTS
POLICY
- MEDICAL COVERAGE: Up to 3 dependents. Priority coverage in medical insurance does not necessarily cover expenses. The coverage is national

PROFESSIONAL
AND CAREER
TRAINING BENEFITS
- INDUCTION TRAINING: Access to learning media, virtual, and online courses for programmatic
- LEARNING & 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: Repatriation entitlements are provided after completion of all contractual services

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per contract and 5
- ANNUAL LEAVE: 30 days per year (27 months)
- SICK LEAVE: 7 days per contract. Combination with sick leave or holiday per annum period after 270 days. Case referred to UN Official Service
- FAMILY LEAVE: Maternity 16 weeks
- PARENTAL LEAVE
NATIONAL UN YOUTH VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 25 years
- YEARS OF EXPERIENCE: 0 - 3 years
- STATUS:融化 Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA) 80% of MLA
- ENTRY LUMP SUM: $400 (excluding all costs related to obtaining sanity medical examinations)
- TRAVEL TICKET: $200 at beginning and end when owing

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: $200
- SECURITY: 100% reimbursement per role with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, hospitalization, and miscellaneous add provided

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 2 dependents. Policy inclusive medical insurance does not require any nation insurance. Fee coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- IN-SERVICE TRAINING:
  - Orientation
  - Access to learning media, virtual and e-learning programs
- IN-SERVICE TRAINING:

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 20 days per year (2.5/month)
- SICK LEAVE: 7 days sick leave, 14 days sick leave accumulation, 30 days per annual period
- FAMILY LEAVE: 10 days
    - Paternity: 10 days
    - Maternity: 10 weeks
- PARENTAL LEAVE: 10 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 month per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Transportation entitlements are provided after completion of check-out formalities

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

ELIGIBILITY
- AGE REQUIREMENT
  - No required experience
- YEARS OF EXPERIENCE
  - None
- STATUS
  - Family Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA)
  - 40% of the current living allowance
  - After a medical examination
- ENTRY LUMP SUM
  - 1.5 x MLA

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL
  - Differentially paid
- SECURITY
  - 100% replacement rate if killed on duty
- MEDICAL AND OTHER INSURANCE
  - Medical, dental, repatriation, and liability insurance

DEPENDENTS POLICY
- Designated as single status, regardless of the actual civil status of the person

PROFESSIONAL AND CAREER TRAINING BENEFITS
- INDUCTION TRAINING AND ON-BOARDING PROCESSES
  - Provided by host entity
- IN-SERVICE TRAINING
  - Provided by host entity

LEAVE ENTITLEMENTS
- TRAINING AND LEARNING LEAVE
  - Maximum 12 weeks
  - 10 working days per 12 months
- ANNUAL LEAVE
  - 30 days per year
  - 20 days for emergency leave
- SICK LEAVE
  - 7 days uncapped for acute illness
  - 30 days per year
  - Up to 15 days for permanent leave
- FAMILY LEAVE
  - Maternity leave: 12 weeks
- PARENTAL LEAVE
  - Parental leave: 12 weeks

MEDICAL BENEFITS
- 1 month coverage after assignment

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