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

<table>
<thead>
<tr>
<th><strong>ELIGIBILITY</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AGE REQUIREMENT</strong></td>
</tr>
<tr>
<td>21s</td>
</tr>
<tr>
<td><strong>YEARS OF EXPERIENCE</strong></td>
</tr>
<tr>
<td>3 - 5 years</td>
</tr>
<tr>
<td><strong>STATUS</strong></td>
</tr>
<tr>
<td>Family or non-family duty station</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>LIVING PROVISIONS</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MONTHLY LIVING ALLOWANCE</strong></td>
</tr>
<tr>
<td>US $7,500 + UN Post Adjustment Multiples (PMU) at local city</td>
</tr>
<tr>
<td><strong>ENTRY LUMP SUM</strong></td>
</tr>
<tr>
<td>US $4,000 (covering airfare to host location, accommodation, orientation, and travel or personal effects)</td>
</tr>
<tr>
<td><strong>TRANSPORTATION (COMMUTING)</strong></td>
</tr>
<tr>
<td>Covered in the Volunteer Living Allowance (VLA)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>HEALTH, SAFETY AND SECURITY</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WELL-BEING DIFFERENTIAL</strong></td>
</tr>
<tr>
<td>Includes a US $200 a month differential in the US $250 a month</td>
</tr>
<tr>
<td><strong>SECURITY</strong></td>
</tr>
<tr>
<td>100% reimbursement per rules with UN Department of Safety &amp; Security</td>
</tr>
<tr>
<td><strong>MEDICAL AND OTHER INSURANCE</strong></td>
</tr>
<tr>
<td>Medical, life, disability, dental insurance and medical aid provided</td>
</tr>
<tr>
<td><strong>REST AND REINCORPORATION (R&amp;R)</strong></td>
</tr>
<tr>
<td>Depends on host entity</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>DEPENDENTS POLICY</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 3 dependents provided total under 12</td>
</tr>
<tr>
<td><strong>TRAVEL COVERAGE</strong></td>
</tr>
<tr>
<td>UN covers up to 3 dependents at the Duty Station</td>
</tr>
<tr>
<td><strong>MEDICAL COVERAGE</strong></td>
</tr>
<tr>
<td>US $150 for one dependent</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>FAMILY ALLOWANCE</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 3 dependents provided total under 12</td>
</tr>
</tbody>
</table>

#### INTERNATIONAL UN Volunteer Expert

**General**

Email: unv.media@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001

**Partnership**

Email: partnershipsupport@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 years
- YEARS OF EXPERIENCE: To be determined
- STATUS: Family or non-family duty station

LIVING PROVISIONS
- MONETARY LIVING ALLOWANCE (MLA): US $1500 per month (equivalent to $1000 per month)
- ENTRY LUMP SUM: US $4000 (including all costs related to obtaining passport, visa, and travel)
- TRANSPORTATION (COMMITTEE)

HEALTH, SAFETY AND Security
- WELLBEING DIFFERENTIAL: 100% reimbursement of costs with on-duty security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, and accident insurance
- REST AND RECOVERY (R&R): Supportive and flexible

DEPENDENTS POLICY
- TRAVEL COVERAGE: Up to 3 dependents (provisional & subject to approval)
- MEDICAL COVERAGE: Covered in the Unpaid Living Allowance
- FAMILY ALLOWANCE: US $350 per month for each dependent

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: Provided by Host Entity
- LEARNING & TRAINING PROGRAMMES: Provided by Host Entity
- IN SERVICE TRAINING: Provided by Host Entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per contract
- ANNUAL LEAVE: 35 days per year (25 days for UN Volunteers)
- HOME VISIT: 12 or 24-month cycle (subject to Host Entity)
- SICK LEAVE: Subject to Host Entity
- FAMILY LEAVE: Subject to Host Entity
- PARENTAL LEAVE: Subject to Host Entity

INTERNATIONAL UN Youth Volunteer
UN Youth Volunteer
International UN University Volunteer
INTERNATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT
18 – 60

YEARS OF EXPERIENCE
0 – 3 Years

STATUS
Non-family assignment

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MIA)
US $2,000 a month

ENTRY LUMP SUM
US $4,000 (including all costs related to obtaining passport and visa, health insurance, orientation and training for personal expenses)

TRANSPORTATION/COMMITMENT
Covered in the Volunteer Living Allowance (MIA)

HEALTH, SAFETY AND SECURITY

WELL-FAVOR DIFFERENTIAL
Differential: US $200 a month

SECURITY
Issued/withdrawn at the request of the UN Department of Safety and Security

MEDICAL AND OTHER INSURANCE
Medical, dental, disability, retirement, and hospitalization provided-upon arrival

REST AND RECONCILIATION (RAR)
Dependent on availability

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
3-5 days for new staff

LEARNING & IN-SERVICE TRAINING
On-site training, workshops, and online learning programmes

DEPENDENTS POLICY

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
Not applicable

FAMILY ALLOWANCE
US $750 for one dependent (up to five eligible dependents)

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
10 working days per calendar year

ANNUAL LEAVE
20 working days per year (6 months)

HOME VISIT
Not applicable

SICK LEAVE
7 days per year. Certified sick leave established at 10 days per annual leave. After 5 days, paid sick leave is not accrued

FAMILY LEAVE
Taken from annual leave or sick leave

PARENTAL LEAVE
12 weeks of paid parental leave

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

MEDICAL BENEFITS
100% coverage after assignment

TRAVEL BENEFITS
Reimbursement for transportation is provided after completion of check-out

National UN Volunteer Specialist

General enquiries
Email: unv.media@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001

Partnership enquiries
Email: partnershipsupport@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001
National UN Volunteer Expert
National UN Volunteer Expert

**National UN Volunteer Expert Conditions of Service**

**Eligibility**
- **Age Requirement:** 25th
- **Years of Experience:** 10 years
- **Status:** Family assignment

**Living Provisions**
- **Monthly Living Allowance (MLA):** Established locally, referencing the G-2 Basic Salary Scale + 40% for Expert
- **Entry Lump Sum:** US $4000 covering all costs related to obtaining entry medical examination
- **Travel Ticket:** US $200 at beginning and end of service

**Health, Safety and Security**
- **Wages and Differential:** 100% of the salary plus additional 32.5% of MLA
- **Security:** In the event of a crisis, UN Volunteers are covered by UN security protocols

**Medical and Other Insurance**
- **Medical Coverage:** Up to 2 dependents. Pre-existing medical insurance does not cover conditions arising from service. The coverage is national

**Professional & Career Training Benefits**
- **Induction Training:** 4-6 weeks
- **Learning & Training:** Access to learning media, virtual, and online courses
- **In-Service Training:** Provided by Host Entity

**Leave Entitlements**
- **Training & Learning Leave:** 10 working days per consecutive 12-month period
- **Annual Leave:** 30 days per year (12 months)
- **Sick Leave:** 7 days per 6 months. Continuation of Cash Allowance or Benefits per annual period. After 70 days, case referred to UN Official
- **Family Leave:** 10 days
- **Parental Leave:** Maternity: 12 weeks

**Post Service Benefits**
- **Exit Allowance:** MLA per 12 months of satisfactory service
- **Medical Benefits:** 1 month coverage after assignment
- **Travel Benefits:** Reimbursed travel expenses after completion of service terms

---

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