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+
YEARS OF EXPERIENCE
3 - 14 years
STATUS
Family or non-family duty status

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MFL)
US $200 - UN-based Adjustment Multiplier (PM) can be used
ENTRY LUMP SUM
US $4,000 (covering airfare, tax, travel, any medical examinations, vaccinations, and shipment of personal effects)
TRANSPORTATION (COMMUTING)
Costs in the Volunteer’s home/assigned MFL

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL
Differential of $60/month for service in the $3,000/month minimum
SECURITY
100% reimbursement per risks with UN arrangement of safety & security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, disbursement, and medical eva provided
REST AND REINCORPORATION (R&R)
Dependent on cost of living

DEPENDENTS POLICY
TRAVEL COVERAGE
Up to 3 dependents provided travel funds in 2s
MEDICAL COVERAGE
Up to 3 dependents at the Duty Station
FAMILY ALLOWANCE
US $200 for one dependent

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE
10 working days per commemorative leave
ANNUAL LEAVE
30 days per year (2.5 months)
HOLIDAYS
11 days (Congo mission), 12 to 14 days (other missions)
SICK LEAVE
7 days per year, certified by a doctor in the UN Mission
FAMILY LEAVE
Taken from uncollected sick leave
PARENTAL LEAVE
10 weeks for mother
10 weeks for father

INTERNATIONAL UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

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**ELIGIBILITY**
- **AGE REQUIREMENT**: 18 - 35 years old
- **YEARS OF EXPERIENCE**: 1 - 3 years
- **STATUS**: Family or non-family duty station

**LIVING PROVISIONS**
- **MONTHLY LIVING ALLOWANCE (MLA)**
  - US $2,000 x 3 (Total Adjustment Multiple: PIM) or 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(s) and shipment of personal effects)
- **TRANSPORTATION (COMMITMENT)**
  - Covered in the Volunteer Living Allowance MIA

**HEALTH, SAFETY AND SECURITY**
- **WELLBEING DIFFERENTIAL**
  - Differential US $500/month, difference for US $3,000/month
- **SECURITY**
  - 100% reimbursement per rules with on departure of Safety & Security
- **MEDICAL AND OTHER INSURANCE**
  - Medical, dental, disability, unemployment, and travel accident insurance
  - Dependents at host entity

**DEPENDENTS POLICY**
- Up to 3 dependents (provided birth certificate)

**TRAVEL COVERAGE**
- UN INSURED 60% for 1 dependent
- Up to $4,000 for loss or damage of personal effects

**INTERNATIONAL UN UNIVERSITY VOLUNTEER**
- **LEAVE ENTITLEMENTS**
  - **TRAINING & LEARNING LEAVE**
    - 10 working days per contractive: 12 months
  - **ANNUAL LEAVE**
    - 30 days per year (25% of bi-monthly)
  - **HOME VISIT**
    - 24 months cycle
  - **SICK LEAVE**
    - Host Entity
  - **FAMILY LEAVE**
    - Host Entity
  - **PARENTAL LEAVE**
    - Maternity: 12 weeks
      - Paternity: 10 weeks

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

ELIGIBILITY

AGE REQUIREMENT
18 - 26

YEARS OF EXPERIENCE
0 - 3 years

STATUS
Non-family assignment

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)

ENTRY LUMP SUM

TRANSPORTATION/COMMITMENT

US $4,000 (including all costs related to obtaining passport and visa, entry medical examination, registration, and payment of personal effects)

Health, Safety, and Security

WELFARE DIFFERENTIAL

SECURITY

MEDICAL AND OTHER INSURANCE

REST AND RECOVERY (RAR)

DIPPING POLICY

TRAVEL COVERAGE

MEDICAL COVERAGE

FAMILY ALLOWANCE

US $750 for one dependent US $150 for tax at source for colleagues

PROFESSIONAL AND CAREER TRAINING BENEFITS

INDUCTION TRAINING

LEARNING AND TRAINING

POST SERVICE BENEFITS

EXIT ALLOWANCE

MEDICAL BENEFITS

TRAVEL BENEFITS

LEAVE ENTITLEMENTS

TRAINING AND LEARNING LEAVE

ANNUAL LEAVE

HOME VISIT

SICK LEAVE

FAMILY LEAVE

PARENTAL LEAVE

90 days per year of satisfactory service

10 working days per convocation

20 days per year (3/month)

7 days uncontested

7 days uncontested

15 days maternity

10 days

National UN Volunteer Specialist

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National UN Volunteer Expert
NATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 25 years
- YEARS OF EXPERIENCE: 1 year
- STATUS: Family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the S 2000 & Salary Scale of UN Volunteers
- ENTRY LUMP SUM: USD 3,000 (dividing all costs related to obtaining entry medical examination)
- TRAVEL TICKET: USD 200 at beginning end and end of mission

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Medical & 1% of MLA
- SECURTY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, disembarkment, and Hospitalization with provided

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 2 dependents. Primary coverage into medical insurance does not apply to any cause. Insurance: The coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: e-Compass
- LEARNING & TRAINING: Access to learning media, virtual and online courses, engagements
- IN-SERVICE TRAINING: Provided by host Entity

LEAVE ENTITLEMENTS
- POST SERVICE BENEFITS
  - EXIT ALLOWANCE: VLA for 12 months of satisfactory service
  - MEDICAL BENEFITS: 1 month coverage after assignment
  - TRAVEL BENEFITS: Repatriation entitlements are provided after completion of parental leave

TRAINING & LEARNING LEAVE
- ANNUAL LEAVE: 30 days per year
- SICK LEAVE: 2 days per month
- FAMILY LEAVE: 10 days
- PARENTAL LEAVE: Maternity: 12 weeks

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