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 27-
YEARS OF EXPERIENCE 3 - 15 years
STATUS Family or non-family duty station

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
US $1,681 x (N Post Adjustment Multiplier (PMK) x capital city rate)
ENTRY LUMP SUM
US $4,000 (including all costs related to obtaining passport and visa, entry medical examination, vaccinations and shipment of personal effects)
TRANSPORTATION (COMMITTEE)
Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
WELLBEING DIFFERENTIAL
Differential A USD $500 a month
DIFFERENTIAL B USD $800 a month
SECURITY 100% reimbursement per nurse with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, dismissal, and hospitalization plans provided
REST AND RECOVERY (R&R)
Dependent on host Entity

DEPENDENTS POLICY
TRAVEL COVERAGE
Up to 3 dependents provided travel (junior 2+)
UNV provides up to 7 dependents at the Duty Station
MEDICAL COVERAGE
US $259 for one dependent
FAMILY ALLOWANCE
US $859 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAININGS
e-Campus
LEARNING & TRAINING
Access to learning credits, virtual, and online learning programs
IN-SERVICE TRAININGS
Provided by host Entity

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE
15 working days per consecutive 2 months
ANNUAL LEAVE
10 days per year 0.5/month
HOME VISIT
Depends on Duty Station, 12 or 24 month cycle
SICK LEAVE
12 days unpaid or paid sick leave at 100% of salary depends on annual holiday. After 20 days, case referred to UN Office at Geneva
FAMILY LEAVE
Taken from unspent sick leave
PARENTAL LEAVE
Maternity: 16 weeks

POST SERVICE BENEFITS
EXIT ALLOWANCE
US $225 per month of satisfactory service
MEDICAL BENEFITS
1 month coverage after assignment
TRAVEL BENEFITS
Repatriation entitlements are provided after completion of check-out formalities

GENERAL ENQUIRES
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PARTNERSHIP ENQUIRES
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International UN Volunteer Expert
International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer
National UN Volunteer Specialist
National UN Volunteer Expert
National UN Youth Volunteer
NATIONAL UN YOUTH VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 2 - 3 years
- STATUS: Family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): 40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM: US $400 (inclusive all costs related to obtaining entry medical examination)
- TRAVEL TICKET: US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A: 10% of VLA, Differential B: 30% of VLA
- SECURITY: 100% reimbursement per ratiw with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and repatriation costs covered

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 3 dependents. Policy includes all medical expenses related to medical treatment provided by UNV.

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 30 days per year (2.5 months)
- SICK LEAVE: 7 days per year, certified by a medical practitioner
- FAMILY LEAVE: 10 days
- PARENTAL LEAVE: Maternity 12 weeks, Paternity 1 week

PROFESSIONAL & CAREER TRAINING BENEFITS
- IN-COUNTRY TRAINING: Access to learning online, virtual, and on-site learning programmes
- 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: Registration entitlements and payment after completion of check-out formalities
National UN University Volunteer
NATIONAL UN UNIVERSITY VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 0 - 2 years
- STATUS: Non-Family Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MIA): 42% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM: US $400 (including all costs related to obtaining and maintaining medical examination)
- TRANSPORTATION/COMMITTING: US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential 15% of VLA
- SECURITY: Differential 30% of VLA
- MEDICAL AND OTHER INSURANCE: 100% reimbursement per rules with UN Department of Safety & Security
- Medical, physio, counseling, disarmament, and maladies are covered

DEPENDENTS POLICY
- MEDICAL COVERAGE: Family status is recognized but no travel, visa support, or inclusion of dependents at the duty station due to short duration of their assignment

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING: Access to learning online, virtual, and online learning programmes
- IN-SERVICE TRAINING: Provided by Host Entity

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 uncapped, Certified Sick Leave established at 30 days per annual period, After 30 days case referred to UN Office at Geneva
- FAMILY LEAVE: Prolonged 10 days
- PARENTAL LEAVE: Maternity 12 weeks

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UN Community Volunteer
NATIONAL UN COMMUNITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18+
- YEARS OF EXPERIENCE: No required experience
- STATUS: Non-Family Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): 42% of the Volunteer's Living Allowance for a national UN Volunteer
- ENTRY LUMP SUM: US 250 (including all costs related to obtaining entry medical examination)

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A 15% of VFA, Differential B 33% of VFA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dmembrerment, and malicious acts shielded

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

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

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 20 working days per consecutively 12 months
- ANNUAL LEAVE: 30 days per year (0.5/month)
- SICK LEAVE: 7 days unapproved, Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from unapproved sick leave
- PARENTAL LEAVE: 60 days Maternity: 16 weeks

POST SERVICE BENEFITS
- MEDICAL BENEFITS: 1 month coverage after assignment
Refugee UN Volunteer
REFUGEE UN VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT
30+

YEARS OF EXPERIENCE
3 – 15 years

STATUS
Refugee or having refugee status

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
Established locally. Referencing the 0.2 Step 5 Salary Guide

ENTRY LUMP SUM
US $400 (including all cost related to obtaining any medical examination)

TRANSPORTATION/COMMUTING
US $30 at beginning and end when moving

HEALTH, SAFETY
AND SECURITY

WELL-BEING
Differential: 15% of VLA
Differential: 30% of VLA

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

MEDICAL AND
OTHER INSURANCE
Medical, life, disability, disbursement, and malpractice/travel

DEPENDENTS POLICY
Up to 3 dependents. Policy includes medical insurance does not require any state insurance. The coverage is optional

MEDICAL COVERAGE

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
10 working days per consecutive 12 months

ANNUAL LEAVE
30 days per year (2.5/month)

SICK LEAVE
7 days uncapped. Certified Sick leave entitlement at 20 days per annual period. After 70 days, case referred to UN Office at Geneva

FAMILY LEAVE
Taken from uncapped sick leave

PARENTAL LEAVE
Maternity: 16 weeks

PROFESSIONAL & CAREER TRAINING BENEFITS

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

LEARNING & TRAINING
Promotion by Host Entity

IN-SERVICE TRAINING

POST SERVICE BENEFITS

EXIT ALLOWANCE
1 VLA per 12 months of satisfactory service

MEDICAL BENEFITS
1 month coverage after assignment

TRAVEL BENEFITS
Reimbursement entitlements are covered after completion of check-out formalities

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