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 - 7 years
- **STATUS**: Family or non-family duty station

**LIVING PROVISIONS**
- **MONTHLY LIVING ALLOWANCE (MLA)**: US $1,681 x (IN Post Adjustment Multiplier (PM) at capital city)
- **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 (COMMITMENT)**: Covered in the Volunteer Living Allowance (MLA)

**HEALTH, SAFETY AND SECURITY**
- **WELLBEING DIFFERENTIAL**: Differential at USD $350 a month
- **SECURITY**: 100% reimbursement per month with UN Department of Safety & Security
- **MEDICAL AND OTHER INSURANCE**: Medical, life, disability, maternity, and hospital benefits provided
- **REST AND RECUPERATION (R&R)**: Depending on host Entity

**DEPENDENTS POLICY**
- **TRAVEL COVERAGE**: Up to 3 dependents provided travel under 21
- **MEDICAL COVERAGE**: UNH provides up to 3 dependents at the Duty Station
- **FAMILY ALLOWANCE**: US $250 for one dependent

**PROFESSIONAL & CAREER TRAINING BENEFITS**
- **INDUCTION TRAININGS**: e-Campus
- **LEARNING & TRAINING**: Access to learning assets, virtual, and online learning programs provided by host Entity

**LEAVE ENTITLEMENTS**
- **TRAINING & LEARNING LEAVE**: 15 working days per consecutive 2 month
- **ANNUAL LEAVE**: 30 days per year 0.5 months
- **HOME VISIT**: Depends on duty station, 12 to 24 month cycle
- **SICK LEAVE**: 1 day per year, cumulative sick leave established at 10 days per annual period. After 20 days, case referred to UN Office at Geneva
- **FAMILY LEAVE**: Maternity: 16 weeks
- **PARENTAL LEAVE**: 10 days

**POST SERVICE BENEFITS**
- **EXIT ALLOWANCE**: US $250 per month of satisfactory service
- **MEDICAL BENEFITS**: 1 month coverage after assignment
- **TRAVEL BENEFITS**: Repatriation entitlements are provided after completion of check-out formalities
International UN Volunteer Expert
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)
US $1,000 x UN Host Adjustment
Multiplicator (M/A) at capital city rates

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 / COMMUTING
Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential € 500 a month

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, dental insurance and malpractice is provided

REST AND RECUPERATION (R&R)
Dependent on Host Entity

DEPENDENTS POLICY

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
Not applicable

FAMILY ALLOWANCE
US $150 per dependent
up to three or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
e-Campus and Assignment Preparation Training (APT)

LEARNING & TRAINING
Across-in-learning needs, virtual and online learning programmes provided by Host Entity

POST SERVICE BENEFITS

EXIT ALLOWANCE
US $225 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
0 working days per consecutive 12 months

ANNUAL LEAVE
30 days per year (35% of month)

HOME VISIT
Not applicable

SICK LEAVE
7 days unearned. Certified Sick Leave established at 36 days per annual period. After 20 days, case reviewed by UN Medical Advisory

FAMILY LEAVE
Taken from unearned sick leave

PARENTAL LEAVE
Maternity: 12 weeks
Paternity: 12 weeks
National UN Volunteer Specialist
NATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

ELIGIBILITY
AGE REQUIREMENT
21+
YEARS OF EXPERIENCE
2 - 10 years
STATUS
Female assignment

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
Established locally, referencing the 0.2 Step 6 Salary Scale
ENTRY LUMP SUM
US $400 (including all costs related to obtaining entry medical examination)
TRANSPORTATION/COMMUTING
US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL
Differential A 5% of MLA
Differential B 20% of MLA
SECURITY
100% reimbursement per sales with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, disbursement, and miscarriage provided

DEPENDENTS POLICY
MEDICAL COVERAGE
Up to 3 dependents. Policy inclusion into medical insurance does not require duty station presence. This coverage is national

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

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE
30 working days per consecutive 12 months
ANNUAL LEAVE
30 days per year (2.5/month)
SICK LEAVE
7 days unentitled. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
FAMILY LEAVE
Taken from unentitled sick leave
PARENTAL LEAVE
Paternity: 10 days
Maternity: 16 weeks

POST SERVICE BENEFITS
EXIT ALLOWANCE
1 MLA per 12 months of satisfactory service
MEDICAL BENEFITS
1 month coverage after assignment
TRAVEL BENEFITS
Reimbursement entitlements are provided after completion of check-out formalities
National UN Volunteer Expert
NATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY
AGE REQUIREMENT
15+

YEARS OF EXPERIENCE
15+ years

STATUS
Family Assignment

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (M.L.A)
Established locally referencing the 0.2 Grade 6 Salary Scale + 40% Endurance Differential

ENTRY LUMP SUM
UC €400 (including all costs related to obtaining entry/exit medical examination)

TRAVEL TICKET
US $200 at beginning and end when moving

HEALTH, SAFETY
AND SECURITY
WELL-BEING DIFFERENTIAL
Differential A 15% of VLA Differential 20% of VLA

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, in-country, and repatriation costs provided

DEPENDENTS POLICY
Up to 2 dependents. Policy includes medical insurance for national dependents. In some cases, the insurance does not cover expatriate dependents. Check with the UN.

MEDICAL COVERAGE
Up to 2 dependents. Policy includes medical insurance for national dependents. In some cases, the insurance does not cover expatriate dependents. Check with the UN.

PROFESSIONAL & CAREER TRAINING BENEFITS
i-Campus

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

LEARNING & TRAINING
Provided by Host Entity

IN-SERVICE TRAINING

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 unapproved, certified Sick Leave established at 30 days per annual period. After 30 days, leave referred to UN Office in Geneva

FAMILY LEAVE
2 weeks

PARENTAL LEAVE
2 weeks

POST SERVICE BENEFITS
EXIT ALLOWANCE
1 VLA per 12 months of satisfactory service

MEDICAL BENEFITS
1 month’s coverage after assignment

TRAVEL BENEFITS
Registration entitlements are provided after completion of check-out formalities
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 (M/LA)
40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer

ENTRY LUMP SUM
US $400 (including 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: 15% of VLA

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, demobilization, and medical evacuation provided

DEPENDENTS POLICY
Up to 3 dependents. Policy inclusion into medical insurance does not require dual station presence. The coverage is national

MEDICAL COVERAGE

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAININGS

LEARNING & TRAINING
Access to learning onsite, virtual, and online training programmes

IN-SERVICE TRAININGS
Provided by Host Entity

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
10 working days per consecutive 12 months

ANNUAL LEAVE
36 days per year (2.5 months)

SICK LEAVE
7 days unencumbered. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva

FAMILY LEAVE
Parental leave: 10 days

PARENTAL LEAVE
Maternity: 16 weeks

POST SERVICE BENEFITS

EXIT ALLOWANCE
1.5 VLA per 12 months of satisfactory service

MEDICAL BENEFITS
1 month coverage after assignment

TRAVEL BENEFITS
Registration entitlements and privileges after completion of shock and stress resilient training
National UN University Volunteer
NATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 0 - 3 years
- STATUS: Non-Family Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): 67% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM: US $400 (including all costs related to obtaining entry medical examination)
- TRANSPORTATION / COMMUTING: US $200 at beginning and once when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential 15% of VLA Differential 6.35% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, flu, disability, repatriation, and  medical acts insurance

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 the assignment

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, uncertified. Certified Sick Leave is established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncertified sick leave
- PARENTAL LEAVE: Paternity 10 days Maternity 16 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 VLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Reembursable entitlements are provided after completion of course and service.
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): 40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM: US $500 (including all costs related to obtaining entry medical examination)

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

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

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

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 2 consecutive months
- ANNUAL LEAVE: 30 days per year (0.5/month)
- SICK LEAVE: 7 days unamortized, certified sick leave available at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Paid: 60 days, Medical: 16 weeks
- PARENTAL LEAVE: 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: 27+
- YEARS OF EXPERIENCE: 3 - 15 years
- STATUS: Refugees or having status

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA)
- ENTRY LUMP SUM
- TRANSPORTATION/COMMUTING: US $300 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A: 15% of VLA, Differential B: 20% of VLA
- SECURITY: 100% reimbursement per rule with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and illness/near death

DEPENDENTS POLICY
- Up to 3 dependents. Policy includes medical insurance does not require any station residence. The coverage is national

MEDICAL COVERAGE

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: u-Campus
- LEARNING & TRAINING: Access to learning online, virtual, and online learning programmes
- IN-SERVICE TRAINING

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 30 working days per consecutive 12 months
- ANNUAL LEAVE: 30 days per year (3.5/month)
- SICK LEAVE: 7 days per year, certified Sick leave is authorized at 30 days per annual period, after 30 days, case referred to UN Office at Geneva

FAMILY LEAVE
- PARENTAL LEAVE
- 10 days for illness
- Maternity: 16 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 VLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month’s coverage after assignment
- TRAVEL BENEFITS: Reimbursement entitlements are provided after completion of check-out formalities
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.