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 75% of Adjustment Multiplier (PMK or UC capital折算)
- 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 (TRAVELING): Enrolled in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY, AND SECURITY
- WELLBEING DIFFERENTIAL: Differential of US $500 per month
- SECURITY: 100% reimbursement for costs with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, and hospital insurance 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 $25 per month for one dependent

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAININGS: e-Campus
- LEARNING & TRAINING: Access to learning centers, virtual, and on-line learning programmes
- IN-SERVICE TRAININGS: Provided by host entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 2 months
- ANNUAL LEAVE: 30 days per year 0.5 months
- HOME VISIT: Depends on duty station, 12 or 24 month cycle
- SICK LEAVE: 1 day's allowance per 20 days
- FAMILY LEAVE: 12 days for the care of a sick dependant
- PARENTAL LEAVE: Maternity: 6 weeks, Paternity: 12 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

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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 SPECIALIST
CONDITIONS OF SERVICE

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

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the 0-2 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: Differentiation 3% of MLA
- SECURITY: 100% reimbursement per sick with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, disbursement, and miscellaneous 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: On-Campus
- LEARNING & TRAINING: Access to learning inside, virtual, and online learning programs
- IN-SERVICE TRAINING: Provided by Host Entity

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 uncertified, certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncertified sick leave
- PARENTAL LEAVE: Maternity: 12 weeks

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 check-out formalities
National UN Volunteer Expert
**NATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE**

**ELIGIBILITY**
- **AGE REQUIREMENT**: 18+
- **YEARS OF EXPERIENCE**: 15+ years
- **STATUS**: Family Assignment

**LIVING PROVISIONS**
- **MONTHLY LIVING ALLOWANCE (M.A.)**: Established locally, referencing the U.S. Basic 6 Salary Scale + 40% Under the Differential
- **ENTRY LUMP SUM**: UN $490 (excluding airfare related to obtaining entry medical examination)
- **TRAVEL TICKET**: US $320 at beginning and on transfer when moving

**HEALTH, SAFETY AND SECURITY**
- **WELL-BEING DIFFERENTIAL**: Differential 15% of VLA
- **SECURITY**: Differential 20% of VLA
- **MEDICAL AND OTHER INSURANCE**: Medical, life, disability, disbursement, and miscellaneous benefits provided

**DEPENDENTS POLICY**
- **MEDICAL COVERAGE**: Up to 2 dependents. Medical insurance does not cover duty station presence. The coverage is national

**PROFESSIONAL & CAREER TRAINING BENEFITS**
- **INDUCTION TRAINING**: e-Campus
- **LEARNING & TRAINING**: Access to learning materials, virtual, and online learning programs
- **IN-SERVICE TRAINING**: Provided by Host Entity

**LEAVE ENTITLEMENTS**
- **TRAINING & LEARNING LEAVE**: 12 working days per consecutively 12 months
- **ANNUAL LEAVE**: 30 days per year (2.5/month)
- **SICK LEAVE**: 7 days unearned per year. Certified by a doctor.
- **FAMILY LEAVE**: 10 days
- **PARENTAL LEAVE**: Paternity: 10 days, Maternity: 14 weeks

**POST SERVICE BENEFITS**
- **EXIT ALLOWANCE**: 1 VLA per 12 months of satisfactory service
- **MEDICAL BENEFITS**: 1 month coverage after assignment
- **TRAVEL BENEFITS**: Registration entitlements are provided after completion of check-out formalities
National UN Youth 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 (M/LA): 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 end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential at 15% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, flu, dressing, displacement, and medicals acts provided

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
- eCampus
- INDUCTION TRAINING
- LEARNING & TRAINING
- 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: Taken from uncapped sick leave
- PARENTAL LEAVE: Maternity 10 days, Paternity 16 Weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 VLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Reimbursement of expenses are provided after completion of course outline

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UN Community Volunteer
Refugee UN Volunteer
REFUGEE UN VOLUNTEER CONDITIONS OF SERVICE

**ELIGIBILITY**
- **AGE REQUIREMENT**: 27+
- **YEARS OF EXPERIENCE**: 3 - 15 years
- **STATUS**: Refugees or being statistically

**LIVING PROVISIONS**
- **MONTHLY LIVING ALLOWANCE (MLA)**: Established locally, reimbursement of 0.2 Step 2 Salary Scale
- **ENTRY LUMP SUM**: Us $400 (excluding all cost related to obtaining any medical examination)
- **TRANSPORTATION / COMMUTING**: Us $300 at beginning and end when moving

**HEALTH, SAFETY AND SECURITY**
- **WELL-BEING DIFFERENTIAL**: Differential 90% of V.A. Differential 85% of V.A.
- **SECURITY**: 100% reimbursement per sick with UN Department of Safety & Security
- **MEDICAL AND OTHER INSURANCE**: Medical, life, disability, unemployment, and malpractice/other in addition

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

**MEDICAL COVERAGE**
- Access to health care
- Insurance provided by host entity

**PROFESSIONAL & CAREER TRAINING BENEFITS**
- **IN-CAMPUS**: Access to learning tools, virtual, and online learning programmes
- **ON-SITE TRAINING**: Promoted by host entity

**LEAVE ENTITLEMENTS**
- **TRAINING & LEARNING LEAVE**: 10 working days per consecutive 12 months
- **ANNUAL LEAVE**: 30 days per year (3.5/month)
- **SICK LEAVE**: 7 days unclassified, certified sick leave administered at 30 days per annual period. After 10 days, cases referred to UN Office at Geneva
- **FAMILY LEAVE**: Taken from unclassified sick leave
- **PARENTAL LEAVE**: Maternity: 10 weeks
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.