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 2022. 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 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
Multiple of PME (PMP) 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 / COMMUTING
Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential of US $500 a month
Differential of US $1,000 a month

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

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

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

DEPENDENTS

POLICY
Not applicable

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
US $500 per child dependent
US $1,500 per two or more eligible dependents

FAMILY ALLOWANCE

PROFESSIONAL & CAREER TRAINING BENEFITS

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

LEARNING & TRAINING
Across in-learning tools, virtual and online learning programmes

IN-SERVICE TRAINING
Provided by Host Entity

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
12 working days per consecutive 12 months

ANNUAL LEAVE
30 days per year (3 days/month)

HOME VISIT
Not applicable

SICK LEAVE
7 days uncertain. Certified Sick Leave established at 30 days per annual period. After 30 days, case reviewed by UN medical advisers

FAMILY LEAVE
Taken from uncertain sick leave

PARENTAL LEAVE
Maternity: 12 weeks
Paternity: 10 weeks

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

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

Partnership enquires
Email: partnershipsupport@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001
National UN Volunteer Specialist
National UN Volunteer Expert
NATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY
- **AGE REQUIREMENT**: 35+
- **YEARS OF EXPERIENCE**: 15+
- **STATUS**: Family Assignment

LIVING PROVISIONS
- **MONTHLY LIVING ALLOWANCE (M.L.A)**: Differential/locality referencing the 0.8 to 1.2 Base 6 Salary Scale + 40% Location Differential
- **ENTRY LUMP SUM**: UN £400 (including airfare to be paid by host office)
- **TRAVEL TICKET**: US $200 at beginning and on 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, disablement, and miscellaneous insurances provided

DEPENDENTS POLICY
- **MEDICAL COVERAGE**: Up to 2 dependents, policy inclusive medical insurance does not require duty station presence. There is coverage in national

PROFESSIONAL & CAREER TRAINING BENEFITS
- **INDUCTION TRAINING**: e-Campus
- **LEARNING & TRAINING**: Access to learning smalls, 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**: 30 days per year, 2.5 months
- **SICK LEAVE**: 7 days uncombined, Certified Sick Leave established at 30 days per annual period. After 20 days, leave referred to UN Office at Geneva
- **FAMILY LEAVE**: Taken from uncombined 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**: Registration entitlements are provided after completion of check-out formalities
National UN Youth Volunteer
National UN University Volunteer
UN Community Volunteer
Refugee UN Volunteer
REFUGEE UN VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 27+
- YEARS OF EXPERIENCE: 3 – 15 years
- STATUS: Refugee or being stationed

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the 0.2 Step 0 Salary Scale
- ENTRY LUMP SUM: US $400 (excluding all costs related to obtaining any medical examination)
- TRANSPORTATION / COMMUTING: US $100 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A, 90% of VLA, Differential B, 10% of VLA
- SECURITY: 100% reimbursement per visa with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and non-volunteer-related

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 3 dependents. Policy includes medical insurance does not require any station separate. This coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: Campus
- LEARNING & TRAINING: Access to learning needs, 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: 30 days per year (2.5/month)
- SICK LEAVE: 7 days uncertified, Certified Sick leave based on 20 days per annual period, after 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncertified sick leave
- PARENTAL LEAVE: 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: 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.