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 - 5 years

STATUS
Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $1,681 x (3: Post Adjustment Multiplier (PMK) at 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 Allowance $500 per month

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, unemployment, and health care provided

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

DEPENDENTS

POLICY

TRAVEL COVERAGE
Up to 3 dependents provided travel (Junior 2+)

MEDICAL COVERAGE
UNV provides up to 7 dependents at the Duty Station

FAMILY ALLOWANCE
US $250 for one dependent

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
10 working days per consecutive 2 months

ANNUAL LEAVE
30 days per year 0.5/month

HOME VISIT
Depends on Duty Station, 12 or 24 month cycle

SICK LEAVE
3 days unconfirmed, cumulative sick leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva

FAMILY LEAVE
Taken from unconfirmed sick leave

PARENTAL LEAVE
Maternity: 16 weeks Maternity: 16 weeks

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

PARTNERSHIP ENQUIRERS
Email: partnershipsupport@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAININGS

LEARNING & TRAINING

IN-SERVICE TRAININGS

e-Campus
Access to learning online, 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

TRADE BENEFITS
Repatriation entitlements are provided after completion of check-out formalities
International UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

**ELIGIBILITY**
- AGE REQUIREMENT: 36 years
- YEARS OF EXPERIENCE: 15 years
- STATUS: Family or non-family duty station

**LIVING PROVISIONS**
- MONTHLY LIVING ALLOWANCE (MLA): US $1,652 x UN Post Adjustment Multiplier (PAM) at capital city level + 40% Expertise Differential
- ENTRY LUMP SUM
- TRANSPORTATION (COMMITING)

**HEALTH, SAFETY AND SECURITY**
- WELL-BEING DIFFERENTIAL: Differential A: US $600 x month, Differential B: US $1,000 x month
- SECURITY: 100% reimbursement per risk with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and malicious acts provided
- BEST AND RECUPERATION (R&R): Dependent on host entity

**DEPENDENTS POLICY**
- UP TO 3 dependents provided travel (Junior 16+)
- UNV provides up to 3 dependents at the Duty Station
- US $750 for one dependent
- US $1,500 for two or more eligible dependents

**PROFESSIONAL & CAREER TRAINING BENEFITS**
- INDUCTION TRAINING: e-Campus
- LEARNING & TRAINING: Access to learning videos, 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)
- HOME VISIT: Depends on Duty Station, 12 or 24 month cycle
- SICK LEAVE: Depend on Host Entity
- FAMILY LEAVE: Taken from unapproved sick leave
- PATERNAL LEAVE: 10 days
- MARRIAGE: 6 weeks

**POST SERVICE BENEFITS**
- EXIT ALLOWANCE: US $225 per month of satisfactory service
- MEDICAL BENEFITS: 1 month coverage of illness assignment
- TRAVEL BENEFITS: Reimbursement of expenses are covered 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
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: Female

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the 0.2 Step 6 Salary Scale
- ENTRY LUMP SUM: US $260 (including all costs related to obtaining entry medical examination)
- TRANSPORTATION / COMMUTING: US $300 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A 15% of VLA, Differential B 30% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, 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: o-Campus
- LEARNING & TRAINING: Access to learning inside, 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 certificated, Certificated Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncertificated sick leave
- PARENTAL LEAVE: Maternity: 15 weeks, Paternity: 10 days

POST SERVICE BENEFITS
- EXIT ALLOWANCE: VLA plus 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Repatriation entitlements are provided after completion of check-out formalities

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

Email: partnershipsupport@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001
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 Basic Salary Scale + 40% Enterhio Differential
- **ENTRY LUMP SUM**: US $400 (including all costs related to obtaining entry medical examination)
- **TRAVEL TICKET**: US $200 at beginning and on change of posting

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, disbursement, and malpractice insurances provided

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

PROFESSIONAL & CAREER TRAINING BENEFITS
- **INDUCTION TRAINING**: e-Campus
- **LEARNING & TRAINING**: Access to learning modules, 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 unearned. Certified Sick Leave established at 10 days per annual period. After 20 days, Leave must be referred to UN Office of Geneva
- **FAMILY LEAVE**: taken from unearned 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 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.L.A.)**
  - 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, dismemberment, and malpractice acts enveloped

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

**MEDICAL COVERAGE**

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

**LEAVE ENTITLEMENTS**
- **LEAVE PERIOD**
  - 10 working days per consecutive 12 months
- **ANNUAL LEAVE**
  - 36 days per year (3.5 months)
- **SICK LEAVE**
  - 7 days un-certified. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- **FAMILY LEAVE**
  - Taken from un-certified sick leave
- **PARENTAL LEAVE**
  - Maternity: 10 days
  - Maternity 16 weeks

**POST SERVICE BENEFITS**
- **EXIT ALLOWANCE**
  - 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 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 (M.I.A): 47% 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 on return when moving

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL: Differential at 15% of VLA Differential 8 - 30% of VLA
SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE: Medical, travel, disability, and malpractice is 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
INDUCTION TRAINING: eCampus
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 (0.5/month)
SICK LEAVE: 7 days uncharged, Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
FAMILY LEAVE: Taken from uncharged 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: Reimbursement is provided after completion of course and return to home
UN Community Volunteer
REFUGEE UN VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT
27+

YEARS OF EXPERIENCE
3 – 15 years

STATUS
Refugee or being resettled

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MILA)
Established locally, referencing the 2 Step 5 Salary Study

ENTRY LUMP SUM
US $400 (including all costs related to obtaining entry medical examination)

TRANSPORTATION / COMMUTING
US $100 at beginning and end when moving

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential A: 10% of VLA Differential B: 20% of VLA

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, disimbursement, and malpractice/suits reimbursed

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 inside, virtual, and online training programmes

IN-SERVICE TRAINING
Promoted 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 uncedited. Certified Sick leave authorized at 20 days per annual period. After 30 days, case referred to UN Office at Geneva

FAMILY LEAVE

PARENTAL LEAVE
40 days parental leave, 120 weeks
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.