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 (In-House Adjustment Multiplier PMK at capital items)

ENTRY LUMP SUM
US $4,000 including all costs related to obtaining passport and visa, entry medical examination, vaccinations, and shipment of personal effects. Covered in the Volunteer Living Allowance (MLA)

TRANSPORTATION (COMMITMENT)

HEALTH, SAFETY
AND SECURITY

WELLBEING
DIFFERENTIAL
Differential A US $1000 a month
Differential B US $1500 a month

SECURITY
100% reimbursement for stay with UN Department of Safety & Security

MEDICAL AND
OTHER INSURANCE
Medical, life, disability, potential, and hospitalization are provided

REST AND
RECOVERY (R&R)
Depends on host entity

DEPENDENTS

POLICY

TRAVEL COVERAGE
Up to 3 dependents provided travel (Junior 21)

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

FAMILY ALLOWANCE
US $250 for one dependent US $450 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

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

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
15 working days per consecutive 2 months

ANNUAL LEAVE
10 days per year 0.5/months

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

SICK LEAVE
10 days uncharged. Consulted risk leaves established at 10 days or an annual period. After 20 days, case referred to UN Office of Gen

FAMILY LEAVE
Taken from uncharged sick leave

PARENTAL LEAVE
Paternity 10 days Maternity: 16 weeks

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International UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

**ELIGIBILITY**
- **AGE REQUIREMENT:** 36+
- **YEARS OF EXPERIENCE:** 15 - 17 years
- **STATUS:** Family or non-family duty status

**LIVING PROVISIONS**
- **MONTHLY LIVING ALLOWANCE (MLA):** US $600 + UN Post Adjustment Multiplier (PAM) at capital city rate + 40% Experience Differential
- **ENTRY LUMP SUM:** US $4,000 covering all costs related to obtaining passport and visa, entry medical examination, vaccinations (up to US $50), and shipment of personal effects
- **TRANSPORTATION (COMMITMENT):** Covers the Volunteer Living Allowance (MLA)

**HEALTH, SAFETY AND SECURITY**
- **WELL-BEING DIFFERENTIAL:** Differential A: US $800 + month
- **SECURITY:** 100% reimbursement per rules with UN Department of Safety & Security
- **MEDICAL AND OTHER INSURANCE:**
  - Medical, life, disability, and accidental death and dismemberment
  - Medical expenses provided by Host Entity
- **BEST AND RECOVERY (R&R):** Dependent on Host Entity

**DEPENDENTS POLICY**
- **TRAVEL COVERAGE:** Up to 3 dependents provided travel (if under 18)
- **MEDICAL COVERAGE:** UNV provides up to:
  - US $250 for one dependent
  - US $500 for two or more eligible dependents

**PROFESSIONAL & CAREER TRAINING BENEFITS**
- **INDUCTION TRAINING:** e-Campus
- **LEARNING & TRAINING:** Access to learning videos, virtual, and online training 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 (1.5 per month)
- **HOME VISIT:** 30 days on Duty Station (2 or 24 month cycle)
- **SICK LEAVE:** Dependents on Host Entity
- **FAMILY LEAVE:** Taken for unforeseen sick leave
- **PARENTAL LEAVE:** Maternity: 12 weeks Paternity: 10 weeks

**POST SERVICE BENEFITS**
- **EXIT ALLOWANCE:** US $25 per month of satisfactory service
- **MEDICAL BENEFITS:** 1 month coverage after assignment
- **TRAVEL BENEFITS:** Round trip transportation is provided after completion of check-out formalities
International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer
National UN Volunteer Specialist
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 PV.2 scale & salary scale + 40% (local differential)
- ENTRY LUMP SUM: UN $4000 (including all costs related to obtaining entry medical examination)
- TRAVEL TICKET: US $200 at beginning and on when moving

HEALTH, SAFETY, AND SECURITY
- WELFARE 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 malicious acts 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 materials, 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 (0.5 month)
- SICK LEAVE: 7 days unentitled. Certified Sick Leave established at 30 days per annual period. After 20 days, leave referred to UN Office in Geneva
- FAMILY LEAVE: Taken from untitled sick leave
- PARENTAL LEAVE: Maternity: 10 days, Paternity: 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 - 2 years
STATUS
- Non-Family Assignment

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (M.A.)
- 47% of the Volunteer Living Allowance (VLA) for an Individual UN Volunteer
ENTRY LUMP SUM
- US $400 (including all costs related to obtaining entry medical examination)
TRANSPORTATION/COMMUTING
- US $200 at beginning and end of assignment

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL
- Differential of 15% of VLA
SECURITY
- 100% reimbursement per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
- Medical, flu, dental, transportation, and malpractice 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
INDUCTION TRAINING
- eCampus
LEARNING & TRAINING
- Access to learning online, virtual, and on-site 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 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
- Maternity 10 days Maternity 6 Weeks

POST-SERVICE BENEFITS
EXIT ALLOWANCE
- 1 VLA per 12 months of satisfactory service
MEDICAL BENEFITS
- 1 month coverage after assignment
TRAVEL BENEFITS
- Repatriation entitlements are provided after completion of service and if tax-exempt
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 $50 (including all costs related to obtaining entry medical examination)

HEALTH, SAFETY
AND SECURITY
WELL-BEING DIFFERENTIAL
Differential: A 15% of VLA, Differential: 25% of VLA
SECURITY
100% reimbursement per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, dismemberment, 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-BOARDING PROCESSES
provided by host entity
IN-SERVICE TRAINING
provided by host entity

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE
28 working days per consecutive 12-month period
ANNUAL LEAVE
30 days per year (0.5/month)
SICK LEAVE
7 days unreported. Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
FAMILY LEAVE
Taken from unreported sick leave
PARENTAL LEAVE
Parental: 10 days Maternity: 16 weeks

POST SERVICE BENEFITS
1 month coverage after assignment
MEDICAL BENEFITS

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Refugee UN Volunteer
REFUGEE UN VOLUNTEER
CONDITIONS OF SERVICE

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

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
ENTRY LUMP SUM
TRANSPORTATION /COMMUTING
Established locally, referencing the 0.2
Step 5 Salary Scale
US $400 (including all costs related to
obtaining any medical examination)
US $100 at beginning and end when
moving

HEALTH, SAFETY
AND SECURITY
WELL-BEING DIFFERENTIAL
Differential A: 10% 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, discontinuation, and
relocation costs covered

DEPENDENTS
POLICY
MEDICAL COVERAGE
Up to 3 dependents. Policy includes medical
insurance does not require any station
approval. This coverage is optional

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

POST SERVICE BENEFITS
EXIT ALLOWANCE
1 MLA per 12 months of satisfactory service
MEDICAL BENEFITS
1 month coverage after assignment
TRAVEL BENEFITS
Reimbursement of costs after completion of
check-out formalities

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 uncredited. Certified sick leave
assistance at 20 days per annual period. After 70 days, case
referred to UN Office at Geneva
FAMILY LEAVE
Taken from uncredited sick leave
PARENTAL LEAVE
Maternity: 16 weeks

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