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 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 + UN Host Allowance

**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 (VLA)

**HEALTH, SAFETY AND SECURITY**

**WELL-BEING DIFFERENTIAL**

Differential a US $500 a month

**SECURITY**

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

**MEDICAL AND OTHER INSURANCE**

Medical, life, disability, dental insurance and medical assistance provided

**REST AND RECONCILIATION (R&R)**

Dependent on Host Entity

**DEPENDENTS POLICY**

Not applicable

**TRAVEL COVERAGE**

Not applicable

**MEDICAL COVERAGE**

US $150 for one dependent

**FAMILY ALLOWANCE**

US $150 for two or more eligible dependents

**PROFESSIONAL & CAREER TRAINING BENEFITS**

**INDUCTION TRAINING**

e-Campus and Assignment Preparation Training (APT)

**LEARNING & TRAINING**

Across in-country, 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**

Repatriation entitlements are provided after completion of check-out formalities

**LEAVE ENTITLEMENTS**

**TRAINING & LEARNING LEAVE**

10 working days per consecutive 12 months

**ANNUAL LEAVE**

30 days per year (35/day)

**HOME VISIT**

Not applicable

**SICK LEAVE**

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

**FAMILY LEAVE**

Taken from uncertified sick leave

**PARENTAL LEAVE**

Maternity: 12 weeks

Paternity: 16 weeks

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National UN Volunteer Specialist
NATIONAL UN VOLUNTEER SPECIALIST
CONDITIONS OF SERVICE

ELIGIBILITY
AGE REQUIREMENT
21+
YEARS OF EXPERIENCE
3 - 10 years
STATUS
Nursing 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
Dentists 95% of MLA
Dentists 95% of MLA
SECURITY
100% reimbursement per rule 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
0-Campus
LEARNING & TRAINING
Access to learning onsite, virtual, and online: learning programmes
IN-SERVICE TRAINING
Provided by Host Entity

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

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 unceertified. 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
Potentially: 10 days Maternity: 16 weeks

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National UN Volunteer Expert
National UN Youth Volunteer
NATIONAL UN YOUTH VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 0 - 2 years
- STATUS: Family assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): 40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM
- TRAVEL TICKET: US $200 at beginning and end of service

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE
- Dependents: Up to 3 dependents. Policy includes medical insurance. Cover includes dually stationed personnel. The coverage is national.

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING: Access to learning online, virtual, and on-site training programs
- IN-SERVICE TRAINING: Provided by the Host Entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 36 days per year (3.5 months)
- SICK LEAVE: 7 days unearned, certified
- FAMILY LEAVE: 10 days
- PARENTAL LEAVE: 10 days

POST SERVICE BENEFITS
- EXIT ALLOWANCE
- MEDICAL BENEFITS
- TRAVEL BENEFITS

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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 processed

LIVING PROVISIONS

- MONTHLY LIVING ALLOWANCE (MLA)
  Established locally, ranging from the 0.2 Step 6 Salary Scale
- ENTRY LUMP SUM
  US $400 (including all costs related to obtaining any medical examination)
- TRANSPORTATION/COMMUTING
  US $300 at beginning and end when moving

HEALTH, SAFETY AND SECURITY

- WELL-BEING DIFFERENTIAL
  Differential 16% of VLA Differential 30% of VLA
- SECURITY
  100% reimbursement per slice with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE
  Medical, life, disability, dismemberment, and matrimonial benefits included

DEPENDENTS POLICY

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

MEDICAL COVERAGE

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 unconfirmed, certified Sick leave is authorized at 30 days per annual period, after 30 days, case referred to UN Office at Genova
- FAMILY LEAVE
  Taken from unconfirmed sick leave
- PARENTAL LEAVE
  Maternity: 12 weeks

PROFESSIONAL & CAREER TRAINING BENEFITS

- INDUCTION TRAINING
  Access to learning videos, virtual, and online learning programs
- LEARNING & TRAINING
  Promoted by host entity
- IN-SERVICE TRAINING
  Campus

POST SERVICE BENEFITS

- EXIT ALLOWANCE
  VLA per 12 months of satisfactory service
- MEDICAL BENEFITS
  1 month coverage after assignment
- TRAVEL BENEFITS
  Reimbursement for check-out formalities

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Page 28
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.