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 - 9 years

STATUS
Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $1,681 x (In Post Adjustment Multiplier + PMR) 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 (COMMITMENT)
Crossed in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

WELLBEING DIFFERENTIAL
Differential A US $500 per month

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

MEDICAL AND OTHER INSURANCE
- Medical, life, disability, dismemberment, and hospitalization aids provided
- Dependent on host entity

PROFESSIONAL & CAREER TRAINING BENEFITS
- IN-CAMPUS: Access to learning crisis, virtual, and online learning programmes
- IN-SERVICE TRAINING: Provided by host entity

INDUCTION TRAININGS
- e-Campus

LEARNING & TRAINING

IN-SERVICE TRAININGS

DEPENDENTS POLICY

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

MEDICAL COVERAGE
UNF provides up to 3 dependents at the Duty Station

FAMILY ALLOWANCE
US $250 for one dependent

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
15 working days per consecutive 2 months

ANNUAL LEAVE
30 days per year 0.5 months

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

SICK LEAVE
1 days uncertified, certified sick leave established at 20 days annual period. After 20 days, case referred to UN Office at Geneva

FAMILY LEAVE
20 days; maternity: 16 weeks

PARENTAL LEAVE
10 days of family leave, 16 weeks maternity

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
International UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT
CONDITIONS OF SERVICE

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

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA): US $1,600 x UN Post Adjustment Multiplier (PAM) at capital city level +40% of PAM Differential
ENTRY LUMP SUM: US $4,000 (covering all costs related to obtaining passport and visa, entry medical examination, vaccinations and shipment of personal effects)
TRANSPORTATION (COMMITING): Covers the cost of the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL: Differential A: US $600 x month
SECURITY: 100% reimbursement per rules with UN Department or Safety & Security
MEDICAL AND OTHER INSURANCE: Medical, life, disability, and malicious acts provided
BEST AND RECUPERATION (R&R): Dependent on Host Entity

DEPENDENTS POLICY
Up to 2 dependents provided travel (under 18)
UNV provides up to: 2 dependents or all those in the Duty Station
US $250 for one dependent
US $450 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING: e-Campus
LEARNING & TRAINING: Access to learningursos, 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: Depends on Host Entity
FAMILY LEAVE: Taken from unapproved sick leave
PARENTAL LEAVE: Paternity: 10 days Maternity: 6 weeks

POST SERVICE BENEFITS
EXIT ALLOWANCE: US $25 per month of satisfactory service
MEDICAL BENEFITS: 1 month coverage after assignment
TRAVEL BENEFITS: Recreation entitlements are provided after completion of check-out formalities
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 Adjustment
  - Multiplier (M) is 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 (Travel):** Covered in the Volunteer Living Allowance (VLA)

## Health, Safety and Security
- **Well-Being Differential:**
  - Differential of US $5,000 a month
  - Differential of US $2,500 a month
- **Security:** 100% reimbursement per rules with UN Department of Safety & Security
- **Medical and Other Insurance:**
  - Medical, life, disability, Sickness, and Repatriation sickness or accident care provided
- **Rest and Recuperation (R&R):**
  - Dependent on Host Entity

## Dependents Policy
- **Travel Coverage:** Not applicable
- **Medical Coverage:** Not applicable
- **Family Allowance:**
  - US $150 per one dependent
  - US $200 per two or more eligible dependents

## Professional & Career Training Benefits
- **Induction Training:** e-Campus and Assignment Preparation Training (APP)
- **Learning & Training:**
  - Across in-person, 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 (5/12 months)
- **Home Visit:**
  - Not applicable
- **Sick Leave:**
  - 7 days unaccrued, Certified Sick Leave established at 36 days per annual period. After 20 days, case referred to UN medical body of reference
- **Family Leave:**
  - 30 days per year
- **Parental Leave:**
  - Maternity: 18 weeks, Paternity: 10 days

## 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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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)

ENTRY LUMP SUM

TRAVEL TICKET
US $200 at beginning and on when moving

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential A 1% of VLA
Differential C 20% of VLA

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

MEDICAL & OTHER INSURANCE
Medical, life, disability, disbursement, any miscellaneous as provided

DEPENDENTS POLICY
Up to 3 dependents, policy included into medical insurance does not require duty station presence. The coverage is national

MEDICAL COVERAGE

ENTRY TRAINING BENEFITS

INDUCTION TRAINING
8-Campus

LEARNING & TRAINING

IN-SERVICE TRAINING
Provided by Host Entity

PROFESSIONAL & CAREER TRAINING BENEFITS

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 un matrimonial Certified Sick Leave established at 30 days per annual period. After 30 days leave referred to UN Office in Geneva

FAMILY 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
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: 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: US $400 (excluding 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 A: 10% of VLA, Differential B: 30% of VLA
SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE: Medical, life, liability, disability, and medical evacuation costs are covered

DEPENDENTS POLICY
MEDICAL COVERAGE: Up to 3 dependents. Policy includes medical insurance coverage for the duration of the volunteer's assignment. Coverage is national.

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAININGS
LEARNING & TRAINING
IN-SERVICE TRAININGS: 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 per annum. Certified sick leave is paid at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
FAMILY LEAVE: Taken from unclassified sick leave
PARENTAL LEAVE: Paternity: 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 reimbursements are provided after completion of check-out formalities

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National UN University 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.L.A.): 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 of 15% of VLA
- SECURITY: Differential of 30% of VLA
- MEDICAL AND OTHER INSURANCE: 100% reimbursement per rules with UN Department of Safety & Security
- Medical, EHA, disability, bereavement, and maladies are insured

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
- LEARNING & TRAINING: eCampus
- IN-SERVICE TRAINING: Access to learning onsite, virtual, and online learning programs

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 16 working days per consecutive 12 months
- ANNUAL LEAVE: 20 days per year (2.5/month)
- SICK LEAVE: 7 days unassigned, Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: 10 days leave (Subject to UN rules)
- PARENTAL LEAVE: 10 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: VLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Reimbursement entitlements after completion of service

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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): 42% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
ENTRY LUMP SUM: US $500 (Including all costs related to obtaining entry medical examination)

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL: Differential A 15% of VLA, Differential B 35% 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

DEPENDANTS POLICY
Designated as single status regardless of the actual civil status of the person

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING AND ON-BORDING PROCESSES: Provided by host entity
IN-SERVICE TRAINING: Provided by host entity

POST SERVICE BENEFITS
MEDICAL BENEFITS: 1 month coverage after assignment

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE: 15 working days per consecutive 12 months
ANNUAL LEAVE: 30 days per year (0.5/month)
SICK LEAVE: 7 days unamortized. Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Central Office for Disease
FAMILY LEAVE: Taken from unamortized sick leave
PARENTAL LEAVE: 10 days Maternity: 10 weeks
Refugee UN Volunteer
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.