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 Post Adjustment Mutliplicat (PMA) at capital eligible
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): Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
WELLBEING DIFFERENTIAL: Differential $200 x month
SECURITY: 100% reimbursement permissive with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE: Medical, life, disability, and travel insurance provided
REST AND RECUPERATION (R&R): Dependent on host Entity

DEPENDENTS POLICY
TRAVEL COVERAGE: Up to 3 dependents provided travel (under 21)
MEDICAL COVERAGE: UNH provide up to 5 dependents at the Duty Station
FAMILY ALLOWANCE: US $259 for one dependent, US $459 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAININGS: e-Campus
LEARNING & TRAINING: Access to learning create, virtual, and on-line learning programmes
IN-SERVICE TRAININGS: Provided by host Entity

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE: 5 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 unexcused, additional two days sick leave after 30 days is unlimited annual period. After 20 days of sick leave, case referred to UN Office of Gen
FAMILY LEAVE: Taken from unexcused sick leave
PARENTAL LEAVE: Maternity: 16 weeks

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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International UN Volunteer Expert
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 locality referencing the O.2
Basic 6 Salary Scale x 40% Entitlement Differential
ENTRY LUMP SUM
UN €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 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 miscellaneous risks provided

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

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING
s-Campus
LEARNING & TRAINING
Access to learning mats, 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 unchronic. Certified Sick Leave established at 10 days per annual period. After 20 days, leave referred to UN Office in Geneva
FAMILY LEAVE
taken from unutilized 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
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 (M.L.A): 40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- Entry Lump Sum
- Travel Ticket: US $200 at beginning and end of volunteering

HEALTH, SAFETY AND SECURITY
- Well-being Differential: Differential of 70% of VLA
- Security: 100% reimbursement per rules with UN Department of Safety & Security
- Medical and Other Insurance: Medical, life, disability, unemployment, and malpractice acts provided

DEPENDENTS POLICY
- Medical Coverage: Up to 3 dependents. Policy includes outpatient medical insurance, medical care, personal accident, and disability insurance. The coverage is national.

PROFESSIONAL & CAREER TRAINING BENEFITS
- Induction Training
- Learning & Training: Access to learning online, virtual, and on-the-job learning programmes
- In-service Training: Provided by the 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 per year
- Family Leave: Certified Family Leave established at 30 days per annual period
- Parental Leave: Maternity: 10 days, Paternity: 10 days

POST SERVICE BENEFITS
- Exit Allowance: 1 VLA per 12 months of satisfactory service
- Medical Benefits: 1 month medical coverage after assignment
- Travel Benefits: Registration entitlements and benefits after completion of all checks and 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 (MLA)
60% of the Volunteer Living Allowance (VLA) for nationals 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 at 12% of VLA

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

MEDICAL AND OTHER INSURANCE
Medical, repatriation,1st and 2nd class travel

DEPENDENTS POLICY
Medical coverage to the family of the volunteer abroad

MEDICAL COVERAGE

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
Access to learning online, virtual, and on-site learning programmes

LEARNING & TRAINING
Provided by host Entity

IN-SERVICE TRAINING
e-Campus

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 uncertified, Certified Sick Leave established at 30 days per annual period, After 30 days, case referred to UN Office at Geneva

FAMILY LEAVE
Take from un-certified 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
Medical benefits provided after completion of check out form

TRAVEL BENEFITS

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: 15% of VLA, Differential: 5% of VLA
- SECURITY: 100% reimbursement per rule 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-BORDING PROCESSES: Provided by-host entity
- IN-SERVICE TRAINING: Provided by-host Entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 16 working days per consecutive 3 months
- ANNUAL LEAVE: 10 days per year (2/day/month)
- SICK LEAVE: 7 days unutilized. Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN-Cntd at Genesis
- FAMILY LEAVE: Taken from unutilized sick leave
- PARENTAL LEAVE: Paternity: 10 days Maternity: 16 weeks

POST SERVICE BENEFITS
- MEDICAL BENEFITS: 1 month coverage after assignment
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, reflecting the 0.2 Step 5 Salary Guide
- 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 & 15% of VLA
- SECURITY: 100% reimbursement per sale with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, retirement, and malpractice/loss reimbursed

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

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: On-Campus
- LEARNING & TRAINING: Access to learning webinars, virtual, and online learning programmes
- IN-SERVICE TRAINING: Provided by host entity

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 crowdsourced 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 uncertified. Certified Sick leave is granted at 10 days per annual leave. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncertified sick leave
- PARENTAL LEAVE: Maternity: 18 weeks

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