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 $1,651 - (In 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/COMMITMENT**
Covered in the Volunteer Living Allowance (MLA)

**HEALTH, SAFETY AND SECURITY**

**WELLBEING DIFFERENTIAL**
Differential at USD $500 a month;
Differential at USD $1,000 a month

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

**MEDICAL AND OTHER INSURANCE**
Medical, life, disability, dismemberment, and hospital care provided;
Dependent on host Entity

**REST AND RECOncERATION (R&R)**

**DEPENDENTS POLICY**
Up to 3 dependents provided travel (under 21)

**TRAVEL COVERAGE**
UNF provides up to 5 dependents at the Duty Station

**MEDICAL COVERAGE**
US $250 for one dependent

**FAMILY ALLOWANCE**
Up to 3 dependents

**PROFESSIONAL & CAREER TRAINING BENEFITS**

**INDUCTION TRAININGS**
e-Campus

**LEARNING & TRAINING**
Access to learning crate, 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**
Reimbursement entitlements are provided after completion of check-out formalities

**LEAVE ENTITLEMENTS**

**TRAINING & LEARNING LEAVE**
10 working days per consecutive 2 months

**ANNUAL LEAVE**
30 calendar year 0.5/month

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

**SICK LEAVE**
1 days uncalculated; credited sick leave established at 10 days per annual period. After 20 days, case referred to UN Office at Genève

**FAMILY LEAVE**
Taken from uncalculated sick leave

**PARENTAL LEAVE**
Maternity: 16 weeks
International UN Volunteer Expert
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 $1100 x UN host adjustment multiplier (PMR) at capital city rate

ENTRY LUMP SUM
US $4000 (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 (MLA)

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential of US $500 x month
Differential of US $1000 x month

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, dismantlement, and malpractice will provided

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

DEPENDENTS POLICY

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
Not applicable

FAMILY ALLOWANCE
US $150/to one dependent
US $250/to two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
e-Campus and Assignment Preparation Training APT

LEARNING & TRAINING
Across In-learning needs, virtual and online learning programmes

IN-SERVICE TRAINING
Provided by Host Entity

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
12 working days per consecutive 12 months

ANNUAL LEAVE
30 days per year (30/ month)

HOME VISIT
Not applicable

SICK LEAVE
7 days uncapped. Certified Sick Leave established at 36 days per annual period. After 20 days, case reverts to 30 virtual or below

FAMILY LEAVE
Parental Leave: 10 days
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

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
NATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 21+
- YEARS OF EXPERIENCE: 2 - 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: Differenta A 1% of MLA. Differenta B 2% of MLA
- SECURITY: 100% minimum security per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, ILI, 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
- IN-CAMPUS TRAINING
- 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 untariffed. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from untariffed 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: Repatriation entitlements are provided after completion of check-out formalities
National UN Volunteer Expert
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 (MLA): 40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM
- TRAVEL TICKET: US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential $1200 of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, Illness, Disability, and loss of life as covered

DEPENDENTS POLICY
- MEDICAL COVERAGE: Medical benefits to up to 3 dependents. Policy includes medical insurance, does not require duty station presence. The coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING
- 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 months)
- SICK LEAVE: 7 days unconfirmed, certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office in Geneva
- FAMILY LEAVE: Parental Leave: 12 days
- MATERNITY LEAVE: 16 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 MLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Registration entitlements are provided after completion of checks 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/LA): 47% of the Unvember Living Allowance (VLA) for non-family 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 8.15% of VLA
- SECURITY:
  - 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE:
  - Medical, dental, disability, and malpractice as provided

DEPENDENTS POLICY
- Family status is recognized, but no travel, visa support, or inclusion of dependents at the duty station due to short duration of their assignment

MEDICAL COVERAGE
- Medical coverage

PROFESSIONAL & CAREER TRAINING BENEFITS
- eCampus
- INDUCTION 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 (2.5/month)
- SICK LEAVE
  - 7 days allowed, Certified Sick Leave established at 30 days per annual period. After 30 days, cases referred to UN Office at Geneva
- FAMILY LEAVE
  - Taken from uncapped sick leave
- PARENTAL LEAVE
  - Maternity 12 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1.1 VLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Reimbursement entitlements are provided after completion of checks and formalities
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 0 to 2 Step 3 Salary Scale
- ENTRY LUMP SUM: US $400 (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 & 10% of VLA
- SECURITY: 100% reimbursement per diem with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and accident/safety-related

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

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 30 days per year (3,5/month)
- SICK LEAVE: 7 days uncapped. Certified sick leave authorized at 10 days per annual period. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncapped sick leave
- PARENTAL LEAVE: Maternity: 16 weeks

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING
- IN-SERVICE TRAINING

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 provided after completion of check-out formalities
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.