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 $1,551 x (POM + Adjusted Multifactorial PFM) per capita grant

ENTRY LUMP SUM
US $4,000 (excluding 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 US $200 per month

SECURITY
100% reimbursement perquisite with UN Department of Safety & Security

MEDICAL AND OTHER INSURANCE
Medical, life, disability, and religion (as applicable)

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

DEPENDENTS POLICY

TRAVEL COVERAGE
Up to 3 dependents provided travel (Junior 2+)

MEDICAL COVERAGE
UNH 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 6 months

ANNUAL LEAVE
10 days per year 0.5/month

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

SICK LEAVE
1 day per month, cumulative sick leave established at 30 days per calendar year. After 20 days, can refer to UN Office in Geneva

FAMILY LEAVE
Maternity 16 weeks

PARENTAL LEAVE
Parental 16 weeks

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
e-Campus

LEARNING & TRAINING
Access to learning credits, virtual, and online learning program

IN-SERVICE TRAINING
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

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International UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT CONDITIONS OF SERVICE

ELIGIBILITY

AGE REQUIREMENT: 36+
YEARS OF EXPERIENCE: 15 - 20 years
STATUS: Pre-service

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA):
US $1,662 x 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 and shipment of personal effects)

TRANSPORTATION (COMMITTING)
Covering in Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential A: US $600 per month
Differential B: US $1,000 per month

SECURITY
100% reimbursement of salaries with UN Department or Industry Security

MEDICAL AND OTHER INSURANCE
Medical, life, disability, dismemberment and malicious acts provided

BEST AND RECOVERY (R&R)
Dependent on Host Entity

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
- Campus

LEARNING & TRAINING
- Access to learning resources, virtual, and online learning programmes

IN-SERVICE TRAINING
- Provided by host entity

POST SERVICE BENEFITS

EXIT ALLOWANCE
US $250 per month of satisfactory service

MEDICAL BENEFITS
1 month coverage after assignment

TRAVEL BENEFITS
Registration entitlements are counted after completion of check-out formalities

DEPENDENTS POLICY

TRAVEL COVERAGE
Up to 3 dependents provided travel (limited to 7)

MEDICAL COVERAGE
UNV provides up to $1,500 for one dependent

FAMILY ALLOWANCE
US $500 for two or more eligible dependents

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
10 working days per consecutive 12 months

ANNUAL LEAVE
30 days per year (7.5 months)

HOME VISIT
Deprives on Duty Station, 12 or 24 month cycle

SICK LEAVE
Deprives on Host Entity

FAMILY LEAVE
Taken from unapproved sick leave

PARENTAL LEAVE
Maternity: 10 days
Paternity: 10 days
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 $1000 + UN Host Adjustment

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 (VLA)

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential at US $500 a month

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, dismemberment, and marital care provided

REST AND RECUPERATION (RAR)
Dependent on Host Entity

DEPENDENTS

POLICY
Not applicable

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
US $500 for one dependent
US $1000 for two or more eligible dependents

FAMILY ALLOWANCE

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
10 working days per consecutive 12 months

ANNUAL LEAVE
30 days per year (15/2 months)

HOME VISIT
Not applicable

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

FAMILY LEAVE
Taken from unearned sick leave

PARENTAL LEAVE
Maternity: 12 weeks
Paternity: 16 weeks

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
e-Campus and Assignment Preparation Training (APT)

LEARNING & TRAINING
Across-in learning needs, virtual and online learning programs

IN-SERVICE TRAINING
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
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): Differential (0.1% of VLA)
- ENTRY LUMP SUM: US $3,000
- TRAVEL TICKET: US $3,500 at beginning and on when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: 100% reimbursement per rules with UN Department of Safety & Security
- SECURITY:
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, disruption, and miscellaneous risks provided

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 2 dependents, policy includes medical insurance does not require duty station presence. The coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: e-Campus
- 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 (0.5/month)
- SICK LEAVE: 7 days uncertified, certified Sick Leave established at 10 days per annual period. After 20 days leave referred to UN Office at Geneva
- FAMILY LEAVE: Taken from un-certified 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 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 (including 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
- **SECURITY**: 100% reimbursement per rules with UN Department of Safety & Security
- **MEDICAL AND OTHER INSURANCE**
  - Medical, life, disability, unemployment, and malpractice costs covered

**DEPENDENTS POLICY**
- Up to 3 dependents. Policy includes into medical insurance only for the duration of their station rotation. The coverage is national.

**MEDICAL COVERAGE**
- Provided by the hosting entity

**PROFESSIONAL & CAREER TRAINING BENEFITS**
- Orientation
- Induction Training
- Learning & Training
- In-Service Training

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

**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, established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- **FAMILY LEAVE**: Taken from unconfirmed sick leave
- **PARENTAL LEAVE**: Maternity: 10 days, Paternity: 16 weeks

**POST SERVICE BENEFITS**
- **EXIT ALLOWANCE**: 1 VLA per 12 months of satisfactory service
- **MEDICAL BENEFITS**: 1 month coverage after assignment
- **TRAVEL BENEFITS**: Reimbursement of travel and related costs after completion of the service period.
National UN University Volunteer
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 $50 (including all costs related to obtaining entry medical examination)

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential: 15% of VLA
- SECURITY: Differential: 33% of VLA
- MEDICAL AND OTHER INSURANCE: 100% reimbursement per rule with UN Department of Safety & Security
- Medical, life, disability, dismemberment, and malicious acts covered

DEPENDENTS POLICY
- Designated as single status regardless of the actual official status of the person

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 15 working days per consecutive 12-month period
- ANNUAL LEAVE: 30 days per year (0.5/month)
- SICK LEAVE: 7 days until certified. Certified Sick Leave is established at 30 days per annual period. After 20 days, case referred to UN Offices at Geneva
- FAMILY LEAVE: Taken from uncertified sick leave
- PARENTAL LEAVE: 10 days Maternity: 6 weeks

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

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 evaluated

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA)
- ENTRY LUMP SUM
- TRANSPORTATION/COMMUTING
  - Us $400 (including all costs related to obtaining an entry medical examination)
  - Us $100 at beginning and end when moving

HEALTH, SAFETY
AND SECURITY
- WELL-BEING DIFFERENTIAL
- SECURITY: 100% reimbursement per salary with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE
  - Medical, life, disability, and other insurance included

DEPENDENTS POLICY
- Medical Coverage
  - Up to 3 dependents. Policy includes medical insurance does not require any extra premium. This coverage is optional

PROFESSIONAL & CAREER
TRAINING BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING
  - Access to learning tools, 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 (2,5/day)
- SICK LEAVE
  - 7 days uncapped. Certified Sick leave must be evaluated at 20 days per annual period. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE
  - Taken from uncapped sick leave
- PARENTAL LEAVE
  - Maternity: 12 weeks
  - Paternity: 6 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE
- MEDICAL BENEFITS
  - 1 MLA per 12 months of satisfactory service
  - 1 month’s coverage after assignment
- TRAVEL BENEFITS
  - Reimbursement entitling to 12 months of satisfactory service
  - After completion of check-out formalities
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.