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

<table>
<thead>
<tr>
<th>AGE REQUIREMENT</th>
<th>18 - 26</th>
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<td>YEARS OF EXPERIENCE</td>
<td>0 - 3 years</td>
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<tr>
<td>STATUS</td>
<td>Non-family assignment</td>
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LIVING PROVISIONS

| MONTHLY LIVING ALLOWANCE (MLA) | £1,000 + £3,000 or Host Adjustment Multiplier (PMU) of capital city rate |
| ENTRY LUMP SUM | £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 £3,000 a month |
| SECURITY | 100% reimbursement per rules with UN Department of Safety & Security |
| MEDICAL AND OTHER INSURANCE | Medical, ill, disability, dismemberment, and Miscellaneous supplements provided |
| REST AND RECREATION (R&R) | Dependent on Host Entity |

DEPENDENTS POLICY

| TRAVEL COVERAGE | Not applicable |
| MEDICAL COVERAGE | Not applicable |
| FAMILY ALLOWANCE | £500 for one dependent, £100 for two or more eligible dependents |

PROFESSIONAL & CAREER TRAINING BENEFITS

| INDUCTION TRAINING | e-Campus and Assignment Preparation Training (AP) |
| LEARNING & TRAINING | Across-in-learning and online learning programmes |
| IN-SERVICE TRAINING | Provided by Host Entity |

LEAVE ENTITLEMENTS

| TRAINING & LEARNING LEAVE | 10 working days per consecutive 3 months |
| ANNUAL LEAVE | 30 days per year (25% of month) |
| HOME VISIT | Not applicable |
| SICK LEAVE | 7 days unconfirmed, 20 days confirmed |  |
| FAMILY LEAVE | Taken from confirmed sick leave |
| PARENTAL LEAVE | Maternity: 16 weeks, Paternity: 10 days |

POST SERVICE BENEFITS

| EXIT ALLOWANCE | £2,500 per month of satisfactory service |
| MEDICAL BENEFITS | 1 month coverage after assignment |
| TRAVEL BENEFITS | Repatriation benefits are provided after completion of check-out formalities |
National UN Volunteer Specialist
NATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

ELIGIBILITY
AGE REQUIREMENT: 21+
YEARS OF EXPERIENCE: 2 - 15 years
STATUS: Nursing assignment

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the 0.2 Step 5 Salary Scale
ENTRY LUMP SUM: US $400 (including all cost related to obtaining entry medical examination)
TRANSPORTATION/COMMUTING: US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL: Differentiate A: 95% of MLA
Differential to 90% of MLA
SECURITY: 100% reimbursement per rule with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE: Medical, Ill, disability, disbursement, and miscellaneous provided

DEPENDENT 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: O-Campus
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 per year (unbenefited). Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
FAMILY LEAVE: Taken from unbenefited sick leave
PARENTAL LEAVE: Maternity: 18 weeks

POST SERVICE BENEFITS
EXIT ALLOWANCE: MLA per 12 months of satisfactory service
MEDICAL BENEFITS: Medical coverage at the rate of 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 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): 60% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM: US $400 (includes 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: Medicos, NRIs, disability, disablement, and malpractice acts covered

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: e-Comus
- LEARNING & TRAINING: Access to learning onsite, 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: 36 days per year (2.6/month)
- SICK LEAVE: 7 days unpaid, certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from unexpired 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: Medical entitlements are provided after completion of check out formalities
National UN University Volunteer
UN Community Volunteer
Refugee UN Volunteer
REFUGEES UN VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 27+
- YEARS OF EXPERIENCE: 3 - 5 years
- STATUS: Refugee or having refugee status

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the 0.2 Step 5 Salary Scale
- ENTRY LUMP SUM: Us $400 (excluding 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 of 10% of VLA
- SECURITY: 100% reimbursement per sales with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and miscellaneous benefits

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

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: u-Campus
- LEARNING & TRAINING: Access to learning online, virtual, and in-person learning programmes
- IN-SERVICE TRAINING: Managed by host entity

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 unconfirmed, certified sick leave authorized at 20 days per annual period. After 70 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from unconfirmed sick leave
- PARENTAL LEAVE: Maternity: 16 weeks
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.