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 - 15 years
STATUS
Family or non-family duty station

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
US $1,681 x (N Post Adjustment Multiplier (PM) 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 CONTINGENCY
Funded from the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
WELLBEING DIFFERENTIAL
Differential A UN $500 a month
Differential at UN $2,000 a month
SECURITY
100% reimbursement in case of crisis
with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, disbursement, and hospitalization are provided
REST AND RECUPERATION (R&R)
Dependent on host Entity

DEPENDENTS POLICY
TRAVEL COVERAGE
Up to 3 dependents provided travel (subject to 2)
UNV provides up to 3 dependents at the Duty Station
MEDICAL COVERAGE
Medical insurance for one dependent
US $250 for two or more eligible dependents
FAMILY ALLOWANCE

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

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE
10 working days per consecutive 2 months
ANNUAL LEAVE
10 days per year 0.5/months
HOME VISIT
Depends on Duty Station, 12 or 24 month cycle
SICK LEAVE
1 days uncredited, credited sick leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
FAMILY LEAVE
Maternity: 16 weeks
PARENTAL LEAVE

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 - 25 years

STATUS
Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $1,682 x UN Post Adjustment Multiplier (PAM) at capital city rate + 45% 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 (COMMISSARY)
Complain the 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 per risks with UN Department of Safety and Security

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

BEST AND RECUPERATION (R&R)
Dependent on host entity

DEPENDENTS POLICY

TRAVEL COVERAGE
Up to 3 dependents provided travel (least 12)

MEDICAL COVERAGE
UNV provides up to:
- US $500 for one dependent
- US $850 for two or more eligible dependents

FAMILY ALLOWANCE

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING

LEARNING & TRAINING
Access to learning onsite, 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 (2.5 months)

HOME VISIT
Days spent on Duty Station, 12 or 24 month cycle

SICK LEAVE
2 Dependent 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
Registration 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
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 $3,000 + UN Host Adjustment
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 / COMMUTING
Covered in the Volunteer Living Allowance (VLA)

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL
Differential 4 US $500 a month
Differential 2 US $1,000 a month
SECURITY
100% reimbursement per rule with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, dental, and sickness provided
REST AND RECUPERATION (R&R)
Dependent on Host Entity

DEPENDENTS POLICY
TRAVEL COVERAGE
Not applicable
MEDICAL COVERAGE
Not applicable
FAMILY ALLOWANCE
US $350 per one dependent
US $500 per two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING
e-Campus and Assignment Preparation Training (APT)
LEARNING & TRAINING
Access to learning needs, virtual and online learning programmes
IN-SERVICE TRAINING
Provided by Host Entity

LEAVE ENTITLESMENTS
TRAINING & LEARNING LEAVE
12 working days per consecutive 12 months
ANNUAL LEAVE
30 days per year (3/4 month)
HOME VISIT
Not applicable
SICK LEAVE
7 days uncapped. Certified Sick Leave established at 26 days per annual period. After 20 days, case investigated
FAMILY LEAVE
Taken from uncapped sick leave
PARENTAL LEAVE
Maternity: 40 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 enquiries
Email: unv.media@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001

Partnership enquiries
Email: partnershipsupport@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001
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 locally reflecting the G-2 Base 6 Salary Scale + 40% Extremity Differential
- ENTRY LUMP SUM: UN $4000 (including airfare and travel expenses)
- TRAVEL TICKET: US $200 at beginning and one when leaving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential of 15% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security

MEDICAL AND OTHER INSURANCE
- Medical, life, disability, illness, and accidental death provided

DEPENDENTS POLICY
- Up to 3 dependents; policy includes medical insurance does not require duty status presence. The coverage is national

MEDICAL COVERAGE
- Access to learning tisks, virtual, and online learning programmes

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 30 days per year, 2.5/week
- SICK LEAVE: 7 days per year, Certified Sick Leave established at 10 days per annual period
- FAMILY LEAVE: 30 days per year
- PARENTAL LEAVE: Paternity: 10 days, Maternity: 12 weeks
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: 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 is 10% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Meets, HRI, repatriation, dismemberment, and risks not covered are provided

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

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: Access to learning onsite, virtual, and online learning programs
- LEARNING & TRAINING IN-SERVICE TRAINING: Provided by Host Entity

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 VLA of 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Registration entitlements and provisions after completion of checks-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 per year, certified
- FAMILY LEAVE: Certified Sick Leave, vacation, and leave at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- PARENTAL LEAVE: Maternity: 10 days, Paternity: 14 weeks
National UN University Volunteer
UN Community Volunteer
Refugee UN Volunteer
REFUGEE UN VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 27+
- YEARS OF EXPERIENCE: 3 – 15 years
- STATUS: Refugee in living situation

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the 0.2 Step 1 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 A: 10% of MLA/ Differential B: 20% of MLA
- SECURITY: 100% reimbursement per recall with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and malpractice/first aid

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

PROFESSIONAL & CAREER DEVELOPMENT BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING: Access to learning videos, virtual, and online training programmes
- IN-SERVICE TRAINING: Provided by host entity

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

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