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
National UN Volunteer Specialist
NATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 21+
- YEARS OF EXPERIENCE: 2 - 5 years
- STATUS: Female assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, referencing the 0-2 Step 5 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: Differential A 11% of MLA
- SECURITY: Differential B 20% of MLA
- MEDICAL AND OTHER INSURANCE: 100% reimbursement per rules with UN Department of Safety & Security
- Medical, life, disability, dismemberment, and malicious acts provided

DEPENDENTS POLICY
- MEDICAL COVERAGE: Up to 3 dependents. Medical inclusion into medical insurance does not require duty station presence. This coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
- IN-CAMPUS 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/month)
- SICK LEAVE: 7 days uncredited. Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncredited sick leave
- PARENTAL LEAVE: Paternity: 10 days, Maternity: 16 weeks
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)**: Calculated based on the UN 2022 Basic Salary Scale and 30% of VLA
- **ENTRY LUMP SUM**: UN E4000 (excluding all costs related to obtaining entry medical examination)
- **TRAVEL TICKET**: US $200 at beginning and one when moving

**HEALTH, SAFETY AND SECURITY**
- **WELLBEING DIFFERENTIAL**: Differential of 1% of VLA
- **SECURITY**: 100% reimbursement per rules with UN Department of Safety & Security
- **MEDICAL AND OTHER INSURANCE**: Medical, life, disability, and personal accident insurance 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**: Access to learning online, virtual, and off-site 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 uncounted, certified by the UN Office at Geneva
- **FAMILY LEAVE**: Earned from uncounted 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 University Volunteer
NATIONAL UN UNIVERSITY VOLUNTEER
CONDITIONS OF SERVICE

ELIGIBILITY
- Age Requirement: 18 - 25 years
- Years of Experience: 0 - 3 years
- Status: Non-Family Assignment

LIVING PROVISIONS
- Monthly Living Allowance (M LA)
- Entry Lump Sum
- Transportation/Commuting

HEALTH, SAFETY AND SECURITY
- Well-Being Differential: Differential 15% of M LA
- Security: 100% reimbursement per rules with UN Department of Safety & Security
- Medical and Other Insurance: Medical, life, disability, and malpractice are 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

PROFESSIONAL & CAREER TRAINING BENEFITS
- eCampus
- Induction Training
- Learning & Training
- In-Service Training

LEAVE ENTITLEMENTS
- Training & Learning Leave
- Annual Leave
- Sick Leave
- Family Leave
- Parental Leave

POST SERVICE BENEFITS
- Exit Allowance
- Medical Benefits
- Travel Benefits

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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
UN Community Volunteer
Refugee UN Volunteer
REFUGEE UN VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 27+
- YEARS OF EXPERIENCE: 3 - 15 years
- STATUS: Refugees or being resettled

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (MLA): Established locally, reflecting the G 2 Step 8 Salary Scale
- ENTRY LUMP SUM: US $400 (including all costs related to obtaining emergency medical examination)
- TRANSPORTATION/COMMUTING: US $100 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A: 10% of VLA, Differential B: 20% of VLA
- SECURITY: 100% reimbursement per subscriber with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, disbursement, and malpractice cover provided

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

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING: On-Campus
- LEARNING & TRAINING: Access to learning media, virtual, and online learning programmes
- IN-SERVICE TRAINING: Promoted 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 unsubmitted, Certified Sick leave authorized at 20 days per annual period, after 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from unsubmitted sick leave
- PARENTAL LEAVE: Maternity: 16 weeks, Paternity: 6 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 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.