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 $1,681 x 12 (in post adjustment multiplier (PAM) 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/Commuting: Processed in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
Wellbeing Differential: Differential in UN $500 x 12 (in post adjustment multiplier (PAM) at capital city rate)
Safety: 100% reimbursement per nurse with UN Department of Safety & Security
Medical and Other Insurance: Medical, life, disability, exclusion, and reassignment expenses provided
Rest and Recuperation (R&R): Depending on job entity

DEPENDENTS POLICY
Travel Coverage: Up to 3 dependents provided travel (under 21)
Medical Coverage: UNH provides up to 3 dependents at the Duty Station
Family Allowance: US $250 for one dependent, US $450 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
Induction Trainings: e-Campus
Learning & Training: Access to learning credits, virtual, and online learning programs
In-Service Trainings: Provided by host Entity

LEAVE ENTITLEMENTS
Training & Learning Leave: 15 working days per consecutive 2 months
Annual Leave: 10 days per year (0.5/month)
Home Visit: Depends on duty station, 12 or 24 month cycle
Sick Leave: 3 days unapproved, unapproved sick leave (established at 30 days per annual period. After 30 days, case referred to UN Office of the Ombudsman
Family Leave: Taken from unapproved sick leave
Parental Leave: Maternity: 16 weeks, Paternity: 10 days

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
30+

YEARS OF EXPERIENCE
15 - 20 years

STATUS
Family or non-family duty station

LIVING PROVISIONS

MONTHLY LIVING ALLOWANCE (MLA)
US $6,602 x UN Post Adjustment Multiplier (PAM) at capital city level +40% Expatiation 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 & COMMUTING
Covering the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

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

SECURITY
100% reimbursement per risks with UN Department or Industry Security

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

REIMBURSEMENT (R&R)
Dependent on Host Entity

DEPENDENTS POLICY
Up to 3 dependents provided travel (limited to 70)

TRAVEL COVERAGE
UNV provides up to 2 dependents at the Duty Station

US $750 for one dependent
US $450 for two or more eligible dependents

MEDICAL COVERAGE

FAMILY ALLOWANCE

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING

LEARNING & TRAINING
Access to learning online, virtual, and on-the-job 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 (1.25/month)

HOME VISIT
Doses at Duty Station, 12 or 24 month cycle

SICK LEAVE
Dose of one Host Entity

FAMILY LEAVE
Taken from unapproved sick leave

PARENTAL LEAVE
Maternity: 10 days
Maternity Leave: 6 weeks

POST SERVICE BENEFITS

EXIT ALLOWANCE
US $225 per month of satisfactory service

MEDICAL BENEFITS
1 month coverage after assignment

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

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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 $1,000 x UN host adjustment multiplied by 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/Commuting: Covered in the Volunteer Living Allowance (VLA)

Health, Safety, and Security
- Well-Being Differential: Differential of US $500 per month
- Security: 100% reimbursement per rules with UN Department of Safety & Security
- Medical and Other Insurance: Medical, life, disability, maternity, and malpractice provided
- Rest and Recuperation (R&R): Dependent on Host Entity

Dependents Policy
- Travel Coverage: Not applicable
- Medical Coverage: Not applicable
- Family Allowance: US $1,500 for one dependent, US $450 for two or more dependent children

Professional & Career Training Benefits
- Induction Training: e-Campus and Assignment Preparation Training (APT)
- Learning & Training: Across-in-learning needs, virtual and on-line learning programmes
- In-Service Training: Provided by Host Entity

Leave Entitlements
- Training & Learning Leave: 15 working days per consecutive 12 months
- Annual Leave: 30 days per year (15/month)
- Home Visit: Not applicable
- Sick Leave: 7 days uncredited. Certified Sick Leave established at 30 days per annual period. After 20 days, case reverts to UN virtual telehealth
- Family Leave: Taken from uncredited sick leave
- Parental Leave: Maternity: 12 weeks

Post Service Benefits
- Exit Allowance: US $2,225 per month of satisfactory service
- Medical Benefits: 1 month coverage after assignment
- Travel Benefits: Repatriation entitlements are provided after completion of check-out formalities
National UN Volunteer Specialist
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 referencing the 0.2 times the Salary Scale = 40% of the Differentiable

ENTRY LUMP SUM
UN €400 (including all costs related to obtaining entry medical examination)

TRAVEL TICKET
US $200 at beginning and one when moving

HEALTH, SAFETY AND SECURITY

WELL-BEING DIFFERENTIAL
Differential A 10% of VLA
Differential B 20% of VLA

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, hospitalization, and accidental sick pay provided

DEPENDENTS

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
i-Campus

LEARNING & TRAINING
Access to learning online, virtual, and off-line 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 2.5 months

SICK LEAVE
7 days unconfirmed. Certified Sick Leave established at 10 days per annual period. After 20 days, leave referred to UN Office at Geneva

FAMILY LEAVE
taken from unconfirmed 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 prorated after completion of check-out formalities
National UN Youth Volunteer
### NATIONAL UN YOUTH VOLUNTEER
#### CONDITIONS OF SERVICE

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#### HEALTH, SAFETY AND SECURITY
- **WELL-BEING DIFFERENTIAL**
  - Differential 10% of VLA
  - Differential is 30% of VLA

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

- **MEDICAL AND OTHER INSURANCE**
  - Medicus, travel, disability, dependent, and medical/health coverage provided

#### PROFESSIONAL & CAREER TRAINING BENEFITS
- **INDUCTION TRAININGS**
  - Access to learning modules, virtual, and active learning programmes

- **LEARNING & TRAINING**
  - Provided by Host Entity

#### POST SERVICE BENEFITS
- **EXIT ALLOWANCE**
  - 12 months of satisfactory service
- **MEDICAL BENEFITS**
  - 1 month coverage after assignment
- **TRAVEL BENEFITS**
  - Adoption of travel insurance for volunteers

#### 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 unexcused, certified sick leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- **FAMILY LEAVE**
  - Taken from unexcused sick leave
- **PARENTAL LEAVE**
  - Maternity: 10 days
  - Maternity: 6 weeks

#### DEPENDENTS POLICY
- Up to 3 dependents. Policy inclusion into medical insurance does not include duty station presence. The coverage is national.

#### MEDICAL COVERAGE
- Provided by Host Entity.
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 Volunteer Living Allowance (VLA) for national 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 at 15% of VLA
SECURITY
100% reimbursement per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, transportation, evacuation, and maladies etc. insured

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

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING
Access to learning online, virtual, and on-the-job training programmes
LEARNING & TRAINING
Provided by host Entity
IN-SERVICE TRAINING

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE
16 working days per consecutive 12 months
ANNUAL LEAVE
20 days per year (2.5/month)
SICK LEAVE
7 days uncreditable. Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
FAMILY LEAVE
Taken from uncreditable 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
Reimbursement entitlements are provided after completion of checks out from UN office.
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: USD 500 (including all costs related to obtaining entry medical examination)

HEALTH, SAFETY AND SECURITY

- WELL-BEING DIFFERENTIAL: Differential A 15% of VLA, Differential B 33% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and malicious actsshielded

DEPENDENTS POLICY

- Designated as single status regardless of the actual civil status of the person

PROFESSIONAL & CAREER TRAINING BENEFITS

- INDUCTION TRAINING AND ON-BORDING PROCESSES: Provided by the entity
- IN-SERVICE TRAINING: Provided by the entity

LEAVE ENTITLEMENTS

- TRAINING & LEARNING LEAVE: To working days per consecutive 12 months
- ANNUAL LEAVE: 30 days per year (0.5/month)
- SICK LEAVE: 7 days unauthorised, Certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN/WHO at Geneva
- FAMILY LEAVE: Taken from unauthorised sick leave
- PARENTAL LEAVE: Parental: 0 days, Maternity: 10 weeks
Refugee UN Volunteer
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.