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 2022. 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 (In Post Adjustment Multiplier (PMK) + capitaligrate)
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 (MLA)

HEALTH, SAFETY, AND SECURITY
WELLBEING DIFFERENTIAL
Differential: AUC: $500 a month, Differential at USS $1,000 a month
SECURITY
100% reimbursement per risk with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, and medical expenses provided
REST AND RECOVERY (R&R)
Depending on host entity

DEPENDENTS POLICY
TRAVEL COVERAGE
Up to 3 dependents provided travel (under 21)
MEDICAL COVERAGE
UNV provides up to 5 dependents at the Duty Station
FAMILY ALLOWANCE
US $250 for one dependent

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAININGS
e-Campus
LEARNING & TRAINING
Access to learning crede, virtual, and online learning programs
IN-SERVICE TRAININGS
Provided by host entity

LEAVE ENTITLEDNESS
TRAINING & LEARNING LEAVE
10 working days per consecutive 2 months
ANNUAL LEAVE
30 day per year 0.5/months
HOME VISIT
Depends on Duty Station, 12 or 24 month cycle
SICK LEAVE
1 days unexcused, 3 days excused sick leave established by 30 day per year annual period. After 30 days, case referred to UN Office of Geneva
FAMILY LEAVE
Taken from unexcused sick leave
PARENTAL LEAVE
Maternity: 16 weeks

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

Partnership enquires
Email: partnershipsupport@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001
International UN Volunteer Expert
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 + 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 = US $500 x month

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

MEDICAL AND OTHER INSURANCE
Medical, life, disability, inpatient and outpatient care provided

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

DEPENDENTS POLICY

TRAVEL COVERAGE
Not applicable

MEDICAL COVERAGE
Not applicable

FAMILY ALLOWANCE
US $250 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 credits, 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 (3.5 days/month)

HOME VISIT
Not applicable

SICK LEAVE
7 days unauthorised. Certified Sick Leave established at 36 days per annual period. After 20 days, case reviewed by UN medical advisor

FAMILY LEAVE
Taken from unauthorised sick leave

PARENTAL LEAVE
Maternity: 12 weeks
Paternity: 12 weeks

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 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 6 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: 10% of MLA
- SECURITY: 100% reimbursement for costs with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, retirement, and miscellaneous provided

**DEPENDENTS 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**
- IN-CAMPUS TRAINING
- LEARNING & TRAINING: Access to learning onsite, virtual, and online training 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/month)
- SICK LEAVE: 7 days unextended, certified Sick Leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from certified sick leave
- PARENTAL LEAVE: Paternity: 10 days Maternity: 15 weeks

**POST SERVICE BENEFITS**
- EXIT ALLOWANCE: 100% MLA for 12 months 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 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, referencing the 0.2
Basic 6 Salary Scale + 40% Enterprise Differential

ENTRY LUMP SUM
UN €4000 (including all costs related to
obtaining entry medical examination)

TRAVEL TICKET
US $200 at beginning and once when
moving

HEALTH, SAFETY
AND SECURITY

WELL-BEING DIFFERENTIAL
Differential 15% of VLA
Differential 5% of VLA

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

MEDICAL AND
OTHER INSURANCE
Medical, life, disability, demobilization,
and miscellaneous as provided

DEPENDENTS
POLICY
Up to 2 dependents; policy includes
medical insurance does not require
duty station presence. The coverage is national

MEDICAL COVERAGE

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
e-Campus

LEARNING & TRAINING
Access to learning smalls, 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 unexpired, certified sick
leave established at 30 days per
annual period. After 20 days, leave
referred to UN Office at Geneva

FAMILY LEAVE
taken from unexpired sick leave

PARENTAL LEAVE
Maternity: 10 days
Parental: 16 weeks

POST SERVICE
BENEFITS

EXIT ALLOWANCE
1 VLA per 12 months of satisfactory service

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

TRAVEL BENEFITS

National UN Youth Volunteer
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 (MLA)
42% of the UN Volunteer Living Allowance (VLA) for a 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 IS 125% of VLA Differential IS 30% of VLA

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

MEDICAL AND OTHER INSURANCE
Medical, flu, absences, displacement, and mandatory acts insured

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

MEDICAL COVERAGE

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAINING
Access to learning online, virtual, and online learning 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 unauthenticated, Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva

FAMILY LEAVE
Take from unauthenticated sick leave

PARENTAL LEAVE
Maternity 10 days
Paternity 10 days

POST SERVICE BENEFITS

EXIT ALLOWANCE
1 VLA per 2 months of satisfactory service

MEDICAL BENEFITS
1 month coverage after assignment

TRAVEL BENEFITS
Repatriation entitlements are provided after completion of course or mission

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
UN Community Volunteer
REFUGEE UN VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
AGE REQUIREMENT: 27+
YEARS OF EXPERIENCE: 3 – 15 years
STATUS: Refugee or being processed

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
Established locally, reimbursing the 0.2 Step 3 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 Differential is 2% of VLA
SECURITY
100% reimbursement per visa with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, disbursement, and malpractice benefits provided

DEPENDENTS POLICY
Up to 3 dependents. Policy includes medical insurance does not require any state residence. This coverage is national

MEDICAL COVERAGE

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING
Access to learning tools, virtual, and online training programmes
LEARNING & TRAINING
IN-SERVICE TRAINING

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 un超過, Certified Sick leave authorized at 20 days per annual period. After 30 days, case referred to UN Office at Geneva
FAMILY LEAVE
To take from un超過 sick leave
PARENTAL LEAVE
Maternity: 90 days

POST SERVICE BENEFITS
EXIT ALLOWANCE
1 x VLA per 12 months of satisfactory service
1 month coverage after assignment
MEDICAL BENEFITS
Reimbursement entitlements are provided after completion of check-out formalities
TRAVEL BENEFITS

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
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.