15 February 2022

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 $6,000 x 12

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 (COMMITMENT)
Paid as 1st Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY

WELLBEING DIFFERENTIAL
Differential at AUD $500 per month

SECURITY
100% reimbursement for costs with UN Department of Safety & Security

MEDICAL AND OTHER INSURANCE
Medical, life, disability, discontinuation, and hospitalization insurances provided

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

DEPENDENTS POLICY

TRAVEL COVERAGE
Up to 3 dependents provided travel (Junior 2+)

MEDICAL COVERAGE
UNV provides up to 3 dependents at the Duty Station

FAMILY ALLOWANCE
US $250 for one dependent or above

PROFESSIONAL & CAREER TRAINING BENEFITS

INDUCTION TRAININGS
e-Campus

LEARNING & TRAINING
Access to learning online, virtual, and online learning programmes

IN-SERVICE TRAININGS
Provided by host Entity

POST SERVICE BENEFITS

EXIT ALLOWANCE
US $225 per month of satisfactory service

MEDICAL BENEFITS
1 month coverage after assignment

TRAVEL BENEFITS
Repatriation entitlements provided after completion of check-out formalities

LEAVE ENTITLEMENTS

TRAINING & LEARNING LEAVE
15 working days per consecutive 2 months

ANNUAL LEAVE
30 calendar year 0.5/month

HOME VISIT
Depends on Duty Station, 12 or 24 month cycle

SICK LEAVE
3 days unconfirmed, cumulative sick leave established at 30 days over a 12-month period. After 20 days, case referred to UN Office at Geneva

FAMILY LEAVE
Parental: 16 weeks

PARENTAL LEAVE
Maternity: 16 weeks

General enquires
Email: unv.media@unv.org
Tel: +49-228-815 2000
Fax: +49-228-815 2001

Partnership enquires
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International UN Volunteer Expert
INTERNATIONAL UN VOLUNTEER EXPERT
CONDITIONS OF SERVICE

ELIGIBILITY
AGE REQUIREMENT
36+
YEARS OF EXPERIENCE
15 - 20 years
STATUS
Family or non-family duty station

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
US $1,462 x UN Post Adjustment Multiplier (PAM) at capital city level + 400% Expertise Differential
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 within the Volunteer Living Allowance (MLA)

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL
Differential A: US $600 x month
Differential B: US $1,000 x month
SECURITY
100% reimbursement per rules with UN Department of Safety & 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 under 16
MEDICAL COVERAGE
UNV provides up to US $250
FAMILY ALLOWANCE
US $450 for one dependent
US $450 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING
Access to learning matrix, virtual and online learning programmes
LEARNING & TRAINING
e-Campus
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
Dependent on host station, 12 or 24 month cycle
SICK LEAVE
Dependent on host entity
FAMILY LEAVE
Taken from unapproved sick leave
PARENTAL LEAVE
Maternity: 10 days
Paternity: 6 weeks

POST SERVICE BENEFITS
EXIT ALLOWANCE
US $25 per month of satisfactory service
MEDICAL BENEFITS
1 month coverage after assignment
TRAVEL BENEFITS
Re-enteral entitlements are provided after completion of check-out formalities

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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**: Specialist assignment

**LIVING PROVISIONS**
- **MONTHLY LIVING ALLOWANCE (MLA)**: Established locally, referencing the G 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**
- **WELFARE DIFFERENTIAL**: Differential A 95% of VLA Differential B 90% of VLA
- **SECURITY**: 100% reimbursement per policy with UN Department of Safety & Security
- **MEDICAL AND OTHER INSURANCE**: Medical, life, disability, disbursement, 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**
- **INDUCTION TRAINING**: On Campus
- **LEARNING & TRAINING**: Access to learning inside, virtual, and online learning programmes, Provided by Host Entity

**LEAVE ENTITLEMENTS**
- **TRAINING & LEARNING LEAVE**: 10 working days per consecutive 12 months
- **ANNUAL LEAVE**: 30 days per year (2 1/2 months)
- **SICK LEAVE**: 7 days per year, sick leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- **FAMILY LEAVE**: Taken from unclassified sick leave
- **PARENTAL LEAVE**: Maternity: 16 weeks, Paternity: 16 weeks

**POST SERVICE BENEFITS**
- **EXIT ALLOWANCE**: 1 VLA per 12 months of satisfactory service
- **MEDICAL BENEFITS**: 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
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 (MIA): 67% of the Volunteer Living Allowance (VLA) or a maximum 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 15% of VLA or VLA differential 35% of VLA
- Security: 100% reimbursement per rules with UN Department of Safety & Security
- Medical and Other Insurance: Medical, repatriation, disembarkation, and relatives' visits are provided

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: e-Campus
- Learning & Training: Access to learning online, 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: 20 days per year (2.5/month)
- Sick Leave: 7 days uncorrected. Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Genève
- Family Leave: Take from uncorrected sick leave
- Parental Leave: Maternity 10 days; Paternity 15 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 and provided after completion of checks out from site box

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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 stationed

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 any medical examination)
- TRANSPORTATION / COMMUTING: US $300 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A: 16% of VLA, Differential B: 20% of VLA
- SECURITY: 100% reimbursement per sales with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismemberment, and malpractice/acts terrordist

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

PROFESSIONAL & CAREER TRAINING BENEFITS
- IN-CAMPUS: Access to learning, on-site, virtual, and online training programmes

INDUCTION TRAINING
- LEARNING & TRAINING
- IN-SERVICE TRAINING

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 check-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 uncapped. Certified Sick leave counted at 30 days per annual period. After 70 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from uncapped sick leave
- PARENTAL LEAVE: Maternity: 16 weeks

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