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 $1,689 x (In Post Adjustment Multifactor
    PMI) 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 (COMMITMENT):
  - Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY
AND SECURITY
- WELLBEING DIFFERENTIAL:
  - Differential 1 US $500 / month
  - Differential 2 US $1,000 / month
- SECURITY:
  - 100% reimbursement per month
    with UN Department of Safety & Security
- MEDICAL AND
  OTHER INSURANCE:
  - Medical, life, disability, and hospitalization
    insurance provided
  - Dependent on host Entity

DEPENDENTS
POLICY
- UP TO 3 dependents
  - Up to 3 dependents provided travel (under 2)
- MEDICAL COVERAGE:
  - UNH provides up to
    3 dependents at the Duty Station
- FAMILY ALLOWANCE:
  - US $250 for one dependent
- FAMILY ALLOWANCE:
  - 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:
  - 10 working days per consecutive
    2 months
- ANNUAL LEAVE:
  - 30 days per year 0.5/month
- HOME VISIT:
  - Depends on duty station, 12 or 24
    month cycle
- SICK LEAVE:
  - 1 days unconfirmed, confirmed sick leave
    established at 20 days annual period. After 20
    days, case referred to UN Office at Geneva
- FAMILY LEAVE:
  - Taken from unconfirmed 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: 36+
YEARS OF EXPERIENCE: 15 - years
STATUS: Family or non-family duty station

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA):
US $1,620 x UN Post Adjustment Multiplier (PAM) at capital city rate +40% Expertise 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 (COMMITTING):
Covered in the Volunteer Living Allowance (MLA)

HEALTH, SAFETY
AND SECURITY
WELL-FEED DIFFERENTIAL:
Differential A: US $200 a month
Differential B: US $1,000 a month
SECURITY:
100% reimbursement per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE:
Medical, life, disability, and accidental death and dismemberment
BEST AND RECOVERY (R&R):
Dependent on Host Entity

DEPENDENTS
POLICY
Up to 3 dependents
TRAVEL COVERAGE
provided travel under 18
MEDICAL COVERAGE
UNV provides up to:
US $250 for one dependent
US $450 for two or more eligible dependents
FAMILY ALLOWANCE

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING:
e-Campus
LEARNING & TRAINING:
Access to learning visits, 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)
HOME VISIT:
Days on Duty Station, 12 or 24
SICK LEAVE:
Days on Host Entity
FAMILY LEAVE:
Taken from unapproved sick leave
PARENTAL LEAVE:
Paternity: 10 days
Maternity: 6 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
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 plus UN Host Adjustment, multiplied by the capital city rate
- **ENTRY LUMP SUM**: US $4,000 (including all costs related to obtaining passport and visa, entry medical examinations, vaccinations, and shipment of personal effects)
- **TRANSPORTATION (COMING)**: Covered in the Volunteer Living Allowance (VLA)

**HEALTH, SAFETY AND SECURITY**

- **WELL-BEING DIFFERENTIAL**: Differential of US $500 per month
- **SECURITY**: Differential of US $500 per month
- **MEDICAL AND OTHER INSURANCE**: 100% reimbursement per rule with UN Department of Safety & Security
- **REST AND RECOVERY (R&R)**: Medical, life, disability,ornament, and medical aid provided

**DEPENDENTS POLICY**

- **TRAVEL COVERAGE**: Not applicable
- **MEDICAL COVERAGE**: Not applicable
- **FAMILY ALLOWANCE**: US $150 for one dependent
- **US $250 for two or more eligible dependents**

**PROFESSIONAL & CAREER TRAINING BENEFITS**

- **INDUCTION TRAINING**: e-Campus and Assignment Preparation Training (APT)
- **LEARNING & TRAINING**: Across in-learning needs, virtual and online learning programmes
- **IN-SERVICE TRAINING**: Provided by Host Entity

**LEAVE ENTITLEMENTS**

- **TRAINING & LEARNING LEAVE**: 10 working days per consecutively 12 months
- **ANNUAL LEAVE**: 30 days per year (30/60/month)
- **HOME VISIT**: Not applicable
- **SICK LEAVE**: 7 days unencumbered, Certified Sick Leave established at 36 days per annual period. After 20 days, case reviewed for a medical opinion
- **FAMILY LEAVE**: Taken from unencumbered sick leave
- **PARENTAL LEAVE**: Maternity: 10 days; Paternity: 16 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
National UN Volunteer Specialist
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 (M.A.): 47% of the Unicef Volunteer Living Allowance (VLA) for an ordinary UN Volunteer
- ENTRY LUMP SUM: US $400 (including all costs related to obtaining and maintaining a medical examination)
- TRANSPORTATION/COMMUTING: US $200 at beginning and end of assignment

HEALTH, SAFETY
AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential @ 15% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, travel, liability, repatriation, and evacuation

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

PROFESSIONAL & CAREER TRAINING BENEFITS
- eCampus: Access to learning online, virtual, and on-site training programmes
- IN-SERVICE TRAINING: Provided by host entity

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 per year, including certified sick leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from unassigned sick leave
- PARENTAL LEAVE: Maternity 12 weeks or 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 course or mission
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): 120% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM: €500 (including all costs related to obtaining entry medical examination)

HEALTH, SAFETY AND SECURITY

- WELL-BEING DIFFERENTIAL: Non-VIA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, dismembrment, and malicious acts avoided

DEPENDENTS POLICY

- Designated as single status regardless of the actual official status of this person

PROFESSIONAL & CAREER TRAINING BENEFITS

- INDUCTION TRAINING AND ON-BOARDING PROCESSES: Provided by host entity
- IN-SERVICE TRAINING: Provided by host entity

LEAVE ENTITLEMENTS

- TRAINING & LEARNING LEAVE: 20 working days per consecutive 3 months
- ANNUAL LEAVE: 30 days per year (Use/month)
- SICK LEAVE: 7 days unsubmitted, certified sick leave established at 30 days per annual period. After 30 days, case referred to UN/ONU at ONU
- FAMILY LEAVE: Taken from unsubmitted sick leave
- PARENTAL LEAVE: Maternity: 18 weeks, Paternity: 3 days

POST SERVICE BENEFITS

- MEDICAL BENEFITS: 1 month coverage after assignment
Refugee UN Volunteer
REFugee UN volunteer
conditions of service

ELIGIBILITY
AGE REQUIREMENT
27+
YEARS OF EXPERIENCE
3 - 15 years
STATUS
Refugee or being stationed

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
Established locally, referencing the 6.2
Step 5 Salary Scale
ENTRY LUMP SUM
Us $400 (including all costs related to
taking employer medical examinations)
TRANSPORTATION / COMMUTING
Us $100 at beginning and end when
moving

HEALTH, SAFETY,
AND SECURITY
WELL-BEING DIFFERENTIAL
Differential 0% of VLA
Differential 30% of VLA
SECURITY
100% reimbursement per male with UN
Department of Safety & Security
MEDICAL AND
OTHER INSURANCE
Medical, life, disability, dismemberment,
and malpractice costs reimbursed

DEPENDENTS
POLICY
Up to 3 dependents. Policy
inclusion with medical
insurance does not require
any station insurance. This
coverage is national

MEDICAL COVERAGE

PROFESSIONAL & CAREER
TRAINING BENEFITS
- Campus
INDUCTION TRAINING
Access to learning videos, virtual,
and online learning programmes
LEARNING & TRAINING
- Promoted by host entity
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 unapproved. Certified Sick
leave available at 30 days per
annual period. After 30 days, case
referred to UN Office at Geneva
FAMILY LEAVE
Taken from unapproved sick leave
PARENTAL LEAVE
Maternity: 16 weeks
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.