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

<table>
<thead>
<tr>
<th>Age Requirement</th>
<th>27-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Years of Experience</td>
<td>3 - 15 years</td>
</tr>
<tr>
<td>Status</td>
<td>Family or non-family duty station</td>
</tr>
</tbody>
</table>

## Living Provisions

<table>
<thead>
<tr>
<th>Monthly Living Allowance (MLA)</th>
<th>US $1,681 + (N Post Adjustment Multibloc PMK) at capital city rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Lump Sum</td>
<td>US $4,000 (including all costs related to obtaining passport and visa, entry medical examination, vaccinations, and shipment of personal effects)</td>
</tr>
<tr>
<td>Transportation/Commitment</td>
<td>Covered in the Volunteer Living Allowance (MLA)</td>
</tr>
</tbody>
</table>

## Health, Safety and Security

<table>
<thead>
<tr>
<th>Wellbeing Differential</th>
<th>Differential at USD $600 + month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security</td>
<td>100% reimbursement per risks with UN Department of Safety &amp; Security</td>
</tr>
<tr>
<td>Medical and Other Insurance</td>
<td>Medical, life, disability, chromosomal and hereditary acts provided; dependent on host entity</td>
</tr>
<tr>
<td>Rest and Recuperation (R&amp;R)</td>
<td>Provided by host entity</td>
</tr>
</tbody>
</table>

## 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       | Up to 2 dependents, US $250 for one dependent, US $500 for two or more eligible dependents |

## Professional & Career Training Benefits

<table>
<thead>
<tr>
<th>Induction Trainings</th>
<th>e-Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning &amp; Training</td>
<td>Access to learning credits, virtual, and online learning programmes</td>
</tr>
<tr>
<td>In-service Trainings</td>
<td>Provided by host entity</td>
</tr>
</tbody>
</table>

## Leave Entitlements

<table>
<thead>
<tr>
<th>Training &amp; Learning Leave</th>
<th>10 working days per consecutive 2 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Leave</td>
<td>30 days per year 0.5/months</td>
</tr>
<tr>
<td>Home Visit</td>
<td>Depends on Duty Station, 12 to 24 month cycle</td>
</tr>
<tr>
<td>Sick Leave</td>
<td>10 days unconfirmed, confirmed sick leave established at 15 days per annual period. After 20 days, case returns to UN Office at Geneva</td>
</tr>
<tr>
<td>Family Leave</td>
<td>Taken from unconfirmed sick leave</td>
</tr>
<tr>
<td>Parental Leave</td>
<td>Maternity: 16 weeks</td>
</tr>
</tbody>
</table>

## Post Service Benefits

<table>
<thead>
<tr>
<th>Exit Allowance</th>
<th>US $225 per month of satisfactory service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Benefits</td>
<td>1 month coverage after assignment</td>
</tr>
<tr>
<td>Travel Benefits</td>
<td>Repatriation entitlements are provided after completion of check-out formalities</td>
</tr>
</tbody>
</table>
International UN Volunteer Expert
International UN Youth Volunteer

UN Youth Volunteer

International UN University Volunteer

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
National UN Volunteer Specialist
NATIONAL UN VOLUNTEER SPECIALIST CONDITIONS OF SERVICE

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

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE MLA: Established locally, referencing the 0.2 Step 5 Salaries Scale
- ENTRY LUMP SUM: US $400 (including 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 A 5% of MLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, hospitalization, 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: Campus
- LEARNING & TRAINING: Access to learning inside, 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 un sanctioned. Certified Sick leave established at 30 days per annual period. After 20 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Taken from un sanctioned sick leave
- PARENTAL LEAVE: Maternity: 16 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: MLA 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

General enquiries
Email: unv.media@unv.org
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
National UN Volunteer Expert
National UN Youth Volunteer
NATIONAL UN YOUTH VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 0 - 2 years
- STATUS: Family assignment

LIVING PROVISIONS
- Monthly Living Allowance (MLA)
- Entry Lump Sum
- Travel Ticket

40% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
US $400 (including all costs related to obtaining entry medical examination)
US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- Well-being Differential
  - Differential: 10% of VLA
  - Differential: 30% of VLA
- Security
  - 100% reimbursement per rules with UN Department of Safety & Security
- Medical and Other Insurance
  - Medical, life, disability, dependent, and medical/health care provided

DEPENDENTS POLICY
- Up to 3 dependents. Policy includes international medical insurance during deployment.
- Friendly host station presence. The coverage is national.

PROFESSIONAL & CAREER TRAINING BENEFITS
- Access to learning online, virtual, and on-site training
- Provided by Host Entity

INDUCTION TRAINING
- 3 days

LEARNING & TRAINING
- 12 months of satisfactory service
- 1 month coverage after assignment

IN-SERVICE TRAINING
- Registration entitlements are provided after completion of full service terms

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
- Parental Leave: Maternity 10 days, Paternity 16 weeks
- Family Leave: 30 days

EXIT ALLOWANCE
- VLA per 12 months of satisfactory service

MEDICAL BENEFITS
- 1 month coverage after assignment

TRAVEL BENEFITS
- Registration entitlements are provided after completion of full service terms
National UN University Volunteer
NATIONAL UN UNIVERSITY VOLUNTEER CONDITIONS OF SERVICE

ELIGIBILITY
- AGE REQUIREMENT: 18 - 26 years
- YEARS OF EXPERIENCE: 0 - 3 years
- STATUS: Non-Family Assignment

LIVING PROVISIONS
- MONTHLY LIVING ALLOWANCE (M/LA): 45% of the Volunteer Living Allowance (VLA) for an unmarried UN Volunteer
- ENTRY LUMP SUM: US$400 (including all costs related to obtaining entry medical examination)
- TRANSPORTATION / COMMUTING: US$200 at beginning and on when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential of 15% of VLA
- SECURITY: 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, absconding, disablement, and malpractice risks 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
- IN-DISTRIBUTION 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 unconfirmed, Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Geneva
- FAMILY LEAVE: Tackled 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: Repatriation entitlements are provided after completion of 6 months of service

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