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 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 
TRANSPORTATION / COMMUTING
Covered in the Volunteer Living Allowance
(VLA)

HEALTH, SAFETY
AND SECURITY
WELL-BEING DIFFERENTIAL
Differential $500 a month
SECURITY
100% reimbursement per rupee with
MEDICAL AND OTHER INSURANCE
Medical, life, disability, demobilization,
REST AND RECUPERATION (R&R)
and related services provided

DEPENDANTS
POLICY
TRAVEL COVERAGE
Not applicable
MEDICAL COVERAGE
Not applicable
FAMILY ALLOWANCE
US $250 for one dependent
US $350 for two or more eligible dependents

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING
e-Campus and Assignment Preparation Training
LEARNING & TRAINING
Across-in learning needs, virtual and online learning programmes
IN-SERVICE TRAINING
Provided by Host Entity

LEAVE ENTITLEMENTS
TRAINING & LEARNING LEAVE
30 working days per consecutive 12 month
ANNUAL LEAVE
15 days per year (1.25/month)
HOME VISIT
Not applicable
SICK LEAVE
7 days unurtified. Certified Sick Leave established at 36 days per
FAMILY LEAVE
taken from unurtified sick leave
PARENTAL LEAVE
Parental: 10 days
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

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 - 15 years
STATUS Nursing 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 $300 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
WELL-BEING DIFFERENTIAL Differential A 3% of VLA Differential B 40% of VLA
SECURITY 100% maintenance per rules with UN Department of Safety & Security
MEDICAL AND OTHER INSURANCE Medical, Illness, disability, disbursement, and miscellaneous provided

DEPENDENTS POLICY
MEDICAL COVERAGE Up to 3 dependents. Policy inclusion into medical insurance does not require duty station presence. The coverage is national

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING o-Campus
LEARNING & TRAINING Access to learning inside, virtual, and online learning programmes
IN-SERVICE TRAINING Provided by the Host Entity

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

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 unrepresented. Certified Sick Leave established at 70 days per annual period. After 20 days, case referred to UN Office at Geneva
FAMILY LEAVE Taken from unrepresented sick leave
PARENTAL LEAVE 10 days Maternity: 16 weeks

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 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 locality referencing the O.2 
Base 6 Salary Scale + 40% Differential

ENTRY LUMP SUM

TRAVEL TICKET
US $200 at beginning and on when moving

HEALTH, SAFETY
AND SECURITY

WELL-BEING
DIFFERENTIAL
Differential A 15% of VLA
Differential 2 20% of VLA

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

MEDICAL AND
OTHER INSURANCE
Medical, life, disability, disbursement, and 
disabilities are provided

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

MEDICAL COVERAGE

PROFESSIONAL & CAREER
TRAINING BENEFITS

INDUCTION TRAINING
s-Campus

LEARNING & TRAINING
Access to learning online, virtual, and 
online learning 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 months)

SICK LEAVE
7 days unearned. Certified from LEA 
established at 30 days per 
annual period. After 30 days, leave 
referred to UN Office in Geneva

FAMILY LEAVE
Taken from unearned sick leave

PARENTAL LEAVE
Maternity: 12 weeks
Paternity: 10 days

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 provided after completion of check-out formalities

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 YOUTH VOLUNTEER
CONDITIONS OF SERVICE

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

LIVING PROVISIONS
- VLA: 80% of the Volunteer Living Allowance (VLA) for a national UN Volunteer
- ENTRY LUMP SUM: US $400 (including all costs related to obtaining entry medical examination)
- TRAVEL TICKET: US $200 at beginning and end when moving

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL: Differential A: 12% of VLA, Differential B: 30% of VLA
- SECURITY: 100% reimbursement per role with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE: Medical, life, disability, and repatriation in case of death or serious injury

DEPENDS POLICY
- MEDICAL COVERAGE: Up to 3 dependents. Policy includes coverage for medical expenses and repatriation in the event of death or serious illness

PROFESSIONAL & CAREER TRAINING BENEFITS
- INDUCTION TRAINING
- LEARNING & TRAINING
- IN-SERVICE TRAINING: Provided by the host entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE: 10 working days per consecutive 12 months
- ANNUAL LEAVE: 36 days per year (2.5 months)
- SICK LEAVE: 7 days unapproved, 14 days approved
- FAMILY LEAVE: 30 days per year
- PARENTAL LEAVE: Maternity: 12 weeks, Paternity: 10 weeks

POST SERVICE BENEFITS
- EXIT ALLOWANCE: 1 VLA per 12 months of satisfactory service
- MEDICAL BENEFITS: 1 month coverage after assignment
- TRAVEL BENEFITS: Responsibility for travel is shared between the sending country and the UN Office at Geneva
National UN University Volunteer
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 300 (including all costs related to obtaining entry medical examination)

HEALTH, SAFETY AND SECURITY
- WELL-BEING DIFFERENTIAL
  - Differential: 15% of VLA
  - Differential: 35% of VLA
- SECURITY
  - 100% reimbursement per rules with UN Department of Safety & Security
- MEDICAL AND OTHER INSURANCE
  - Medical, life, disability, dismemberment, and malicious acts shielded

DEPENDENTS POLICY
- Designated as single status regardless of the actual marital status of the person

PROFESSIONAL & CAREER TRAINING BENEFITS
- IN-INDUCTION TRAINING AND ON-BOARDING PROCESSES
  - Provided by host entity
- IN-SERVICE TRAINING
  - Provided by host entity

LEAVE ENTITLEMENTS
- TRAINING & LEARNING LEAVE
  - 5 working days per consecutive 12-month period
- ANNUAL LEAVE
  - 30 days per year (0.5/month)
- SICK LEAVE
  - 7 days un-certified, Certified Sick Leave established at 30 days per annual period. After 30 days, case referred to UN Office at Genes
- FAMILY LEAVE
  - Taken from un-certified sick leave
- PARENTAL LEAVE
  - Paediatric: 6 days
  - Maternity: 16 weeks

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 beingStatistic

LIVING PROVISIONS
MONTHLY LIVING ALLOWANCE (MLA)
Established locally, referring the 0 2
Step 2 Salary Guide
ENTRY LUMP SUM
Us $400 (including all costs related to
obtaining any medical examination)
TRANSPORTATION/COMMUTING
Us $100 at beginning and end when
moving

HEALTH, SAFETY
AND SECURITY
WELL-BEING DIFFERENTIAL
Differential of 16% of VLA
Differential of 10% of VLA
SECURITY
100% reimbursement per policy with UN
Department of Safety & Security
MEDICAL AND OTHER INSURANCE
Medical, life, disability, short, and
long-term sickness covered

DEPENDENTS
POLICY
Up to 3 dependents. Policy
includes medical
coverage does not require
any statutory insurance. The
coverage is voluntary

MEDICAL COVERAGE

PROFESSIONAL & CAREER TRAINING BENEFITS
INDUCTION TRAINING
u-Campus
LEARNING & TRAINING
Access to learning online, virtual,
and intensive learning programmes
IN-SERVICE TRAINING
Promoted 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 unsubsidized, Certified Sick
leave is authorized at 20 days per
annual period, after 30 days, case
referred to UN Office at Geneva
FAMILY LEAVE
Taken from unclassified sick leave
PARENTAL LEAVE
Maternity: 12 weeks

POST SERVICE BENEFITS
EXIT ALLOWANCE
1 VLA per 12 months of satisfactory service
MEDICAL BENEFITS
1 month’s coverage after assignment
TRAVEL BENEFITS
Reimbursement of travel costs after
classification of check-out formalities
Serving UN Volunteers may be interested in reviewing changes made to the UN Volunteer Conditions of Service.