

31 January 2017

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WELL-BEING DIFFERENTIAL

The Well-Being Differential was introduced as an entitlement for international UN Volunteers serving in hardship duty stations, and will now be expanded to national UN Volunteers.

The same eligibility rationale for international UN Volunteers will be used, only that the methodology differs for national UN Volunteers in that there is not a fixed amount provided but instead a percentage of the national UN Volunteer Living Allowance (VLA).

Those eligible for Well-Being Differential B would receive a 30% increase in VLA. National UN Volunteers eligible for Well-Being Differential A would receive 15% percent.

The methodology for adjusting the national UN Volunteer Living Allowance will be updated to align with local salary surveys conducted in accordance with the comprehensive methodology approved by ICSC. A reference point within the UN salary scale has been established that will guide any changes in the VLA. Adjustments will comply with local rules, including retroactive payment, and will be automatically reflected in the same pay period of national UN staff members.

VOLUNTEER LIVING ALLOWANCE METHODOLOGY

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3 RESETTLEMENT ALLOWANCE

The Resettlement Allowance is accrued per month and disbursed to departing UN Volunteers following the completion of their UN Volunteer assignments. The prior system paid out only what was collected, which due to currency devaluation and inflation often had lost value. Going forward, the Resettlement Allowance will be paid at one (1) month VLA using the current rate at the time of completing service for every year of service, prorated accordingly. This will ensure that the value of the resettlement allowance provided is retained.

National UN Volunteers currently have to request reimbursement for initial costs associated with finalizing their recruitment such as visiting a doctor and purchasing prophylactic items. To ease administration and expedite payment, a \$75 lump sum will now be provided for pre-assignment for medical exam globally as a lump sum payment.

PRE- DEPARTURE LUMP SUM

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UNV Overview - UNV Conditions of Service for national UN Volunteers. (UNV, 2017)

Overview: UNV Conditions of Service for national UN Volunteers

Effective globally as of 31 January 2017, the many changes to the national UN Volunteer Conditions of Service include paternity cover, revised living and hardship support, the introduction of short term and university schemes and extending medical coverage, among others.

The United Nations Volunteers (UNV) programme has undergone a holistic approach in reviewing the Conditions of Service for national UN Volunteers. This was in part driven by a changed environment for development cooperation and the impact of the global financial crisis on the UN system. The changes in the Conditions of Service for national UN Volunteers are a result of a process of review and revision – a process which has yielded an updated, workable instrument to better suit the changing needs of UN Volunteers, retain

UNV as an attractive effective option to UN partners, and streamline volunteer management procedures.

 https://www.unv.org/sites/default/files/National_UN_Volunteers_Conditions_of_Service_2017_1.pdf

• national UN Volunteer

Sustainable Development Goal: [SDG 17: Partnerships for the goals](#)