



► UNV Teacher Farah Chahine talking to one of the students during the recess, while another kid is holding Ms. Layal Ammar's neck and kissing her. Layal is a UNV teacher as well, and she teaches English to grade 1 & 2 students at Ramallah School in Chatila Palestinian Refugee camp.

OVERVIEW

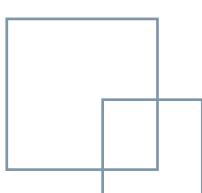
// UNV CONDITIONS OF SERVICE FOR NATIONAL UN VOLUNTEERS

(effective 31 January 2017)

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.

National UN Volunteers serve in their home country and combine their professional expertise with in-depth knowledge of local conditions. They are particularly well-placed to nurture capacities at the community level, foster ownership and enhance sustainability. Equal inclusion of qualified candidates with legal refugee status allows them to serve as national UN Volunteers in their host country in support of their own displaced communities, as well as contributing to national goals. Full integration of refugees into the national UN Volunteer modality strengthens the social impact of volunteerism by affording marginalized people the opportunity to participate as active members of the societies in which they reside.





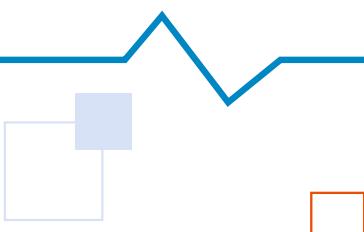
► In the aftermath of the earthquake in Nepal in 2015, national UN Volunteer Civil Engineer Reshma Pokharel served in Sindhupalchowk. She was one of 80 UN Volunteer Civil Engineers, and one of 13 women, helping communities recover through a UNDP debris management project. (Lesley Wright, 2015)

IMPROVEMENTS TO THE CONDITIONS OF SERVICE FOR NATIONAL UN VOLUNTEERS

UNV is sharpening its focus on adapting to the changing needs of its UN partners while providing safe and adequate support to UN Volunteers who dedicate their skills to further peace and development globally. In this context, a number of improvements have been made in the revised Conditions of Service for national UN Volunteers that provide for an improved, updated and efficient volunteer management structure adaptable to the needs of UN Volunteers without compromising on standards of service.

There are a number of changes proposed ranging from paternity cover, resettlement allowance and the introduction of short term and university schemes to extended medical coverage and revised living and hardship support.

The proposals are to refocus to the original goals and mission of the UN volunteer schemes and best facilitate volunteer programmes in line with those goals and mission.



TOP 7

MAJOR POLICY CHANGES IN THE NEW CONDITIONS OF SERVICE FOR NATIONAL UN VOLUNTEERS

1

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

2

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

3

POST SERVICE MEDICAL COVERAGE

Currently, Cigna health insurance benefits for national UN Volunteers terminate on the date on which they complete their assignment. Going forward, all national UN Volunteers will receive one month of Post-Service Medical Coverage provided to both the UN Volunteer and their dependents with the possibility to purchase six months of coverage at the expense of the UN Volunteer at the UNV price.

The learning policy for national UN Volunteers has been amended to expand the learning opportunities for national UN Volunteers so that they may now:

- undertake individual training outside the country of assignment;
- are provided up to ten days of learning and training leave for approved learning purposes;
- if a national UN Youth Volunteer, take advantage of group training opportunities.

LEARNING AND CAREER DEVELOPMENT

4

PATERNITY LEAVE

A UN Volunteer with a contract of at least three months shall receive 10 working days of Paternity Leave for the birth of their recognized new born child. Use of Paternity Leave must be used in connection with the birth of a child whose birth certificate lists the UN Volunteer as the biological parent.¹ This absence should be taken consecutively and within the first three months following the birth, which must also have occurred after the Commencement of Service date.

¹ Paternity Leave, although semantically referring to fathers, is not precluded from being extended to females whose legally recognized partners will deliver a new born child, in which case the biological requirement is waived.



IMPLEMENTATION STRATEGY FOR THE NEW CONDITIONS OF SERVICE FOR NATIONAL UN VOLUNTEERS

TENTATIVE ROLL OUT TIMELINE

BEFORE 31 JANUARY 2017

NEW RECRUITMENTS

Under the old NCOS
(edition 2012)

CONTRACT EXTENSIONS

Under the old NCOS
(edition 2012)

ON-GOING CONTRACTS

Under the old NCOS
(edition 2012)

AS OF 31 JANUARY 2017

NEW RECRUITMENTS

Under the updated NCOS

CONTRACT EXTENSIONS

Under the updated NCOS

ON-GOING CONTRACTS

Under the updated NCOS

HOW WILL UN PARTNERS DIRECTLY BENEFIT?

UNV's new set of conditions of service and institutional measures will provide the following benefits for our partners:

- Clearer structure of benefits and entitlements
- More efficient and effective provision of volunteer management support and care

- Enhanced well-being for volunteers in hardship situations
- Attraction of stronger talent
- A wider set of modalities and initiatives to respond more flexibly to both UN Agency and Missions' capacity requirements



The United Nations Volunteers (UNV) programme contributes to peace and development through volunteerism worldwide. We work with partners to integrate qualified, highly motivated and well supported UN Volunteers into development programming and promote the value and global recognition of volunteerism.

UNV is active in around 130 countries every year. With field presences in over 80 countries, UNV is represented worldwide. UNV is administered by the United Nations Development Programme (UNDP).

UNV (November 2016)