

Transition to Unified Conditions of Service for UN Volunteers

About the Changes to the Conditions of Service

UNV has undergone a holistic review of the Conditions of Service for UN Volunteers (COS). The revision of the COS are a result of a review process which has yielded an updated, workable instrument. This reviewed document and policies better suit these changing needs of UN Volunteers, retain UNV as an attractive, cost effective modality to UN partners, and streamline volunteer management procedures.

Transition Roadmap

AUDIENCE



Narrative on the Conditions of Service changes necessary for stakeholders to absorb the Transition Plan and promote readiness for implementation.

FEBRUARY 2021



Inform stakeholders of the material changes in the Conditions of Service with general information on implications starting from 2021.

MARCH-APRIL 2021



Launch of the Unified Volunteering Platform and Unified Conditions of Service.

MAY 2021

18 Conditions of Service Changes

Milestones at a Glance

TIMING:

■ Effective for All Contracts as of 1 May 2021

■ Effective for All Contracts upon Extension

■ Effective for All New Contracts

NEW	CHANGED	PHASED OUT
 <p>UNIFIED DOCUMENT</p>	 <p>SICK LEAVE</p>	 <p>SPECIAL LEAVE WITHOUT PAY</p>
	 <p>REASSIGNMENT</p>	
	 <p>POST ADJUSTMENT MULTIPLIER (PAM)</p>	
 <p>UN YOUTH VOLUNTEER ASSIGNMENT BECOMES FAMILY STATUS</p>	 <p>EXIT ALLOWANCE</p>	 <p>UN PERSONNEL SPOUSES ALLOWANCE</p>
	 <p>PARENTAL LEAVE</p>	
	 <p>TRAVEL TICKET</p>	
 <p>ENTRY LUMP SUM**</p>	 <p>MAXIMUM SERVING PERIOD</p>	 <p>INDIVIDUAL LEARNING ALLOWANCE</p>
	 <p>ELIGIBILITY CRITERIA*</p>	
 <p>MINIMUM CONTRACT DURATION *</p>	 <p>WELL-BEING DIFFERENTIAL</p>	 <p>ACCOMMODATION SUPPLEMENT</p>

*From new Description of Assignment submission in the Unified Volunteering Platform

**For all new offers/contracts

18 Conditions of Service Changes

Transitions

TIMING:

■ Effective for All Contracts as of 1 may 2021

	CURRENT	CHANGED					
 <p>Conditions of Service Design</p>	<p>TWO CONDITIONS OF SERVICE International: University, Youth, Specialist National: University, Youth, Specialist Policy Note for Community and Expert Volunteers</p>	<p>UNIFIED CONDITIONS OF SERVICE International: Youth, Specialist, Expert National: Community, Youth, Specialist, Expert/ University Category under Special Programme</p>					
 <p>UN Youth Volunteer assignment becomes family status</p>	<p>US \$250 for 1 dependant US \$450 for 2 or more</p>	<p>Tickets, insurance and inclusion of dependents extended to all UN Youth Volunteers. University remain single status due to short duration. Family Allowance extended to International Youth</p>					
 <p>Sick Leave</p>	<p>CERTIFIED SICK LEAVE ACCRUAL 2.5 days per month of contract</p> <p>UNCERTIFIED SICK LEAVE 4 days up to 6 months 7 days < 6 months per every 12 months</p> <p>NO REQUIREMENT FOR UNOG VALIDATION</p>	<p>CERTIFIED SICK LEAVE Calculation streamlined using annual 30 days. After 20 days sick leave, the case is referred to UNOG. Separation policy delegated to Host Entity.</p> <p>UNCERTIFIED SICK LEAVE 7 days per annual cycle</p>					
 <p>Reassignment</p>	<p>Multiple combinations and complex</p>	<p>Possibility for national and international UN Volunteers to be reassigned within the same Host Entity, same country, same category</p>					
 <p>Post Adjustment Multiplier (PAM)</p>	<p>MLA (monthly living allowance) adjusted on a monthly basis per the United Nations International Civil Service Commission (ICSC) Post Adjustment Multiplier (PAM) for the country of assignment, to reflect differences in the cost of living and purchasing power across the world.</p>	<p>Post Adjustment Multiplier (PAM) established at capital city rate</p>					
 <p>Exit allowance</p>	<p>International UN Volunteers</p> <table border="0"> <tr> <td>RSA US \$200/month (Specialists) US \$50/month (Youth) No RSA for University</td> <td>SHIPMENT US \$500/US \$250 for dependents US \$200 for Youth & Uni</td> <td>SHORT-TERM No RSA Reduced Shipment</td> </tr> </table> <p>National UN Volunteers</p> <table border="0"> <tr> <td>SHIPMENT WHEN MOVING</td> <td>RSA 1 VLA/12 months (Specialists) 1 VLA/24 months (Youth) No RSA (University)</td> </tr> </table>	RSA US \$200/month (Specialists) US \$50/month (Youth) No RSA for University	SHIPMENT US \$500/US \$250 for dependents US \$200 for Youth & Uni	SHORT-TERM No RSA Reduced Shipment	SHIPMENT WHEN MOVING	RSA 1 VLA/12 months (Specialists) 1 VLA/24 months (Youth) No RSA (University)	<p>International UN Volunteers US \$225/month</p> <p>National UN Volunteers 1 VLA/12 months</p> <p>Community UN Volunteers Not Applicable</p>
RSA US \$200/month (Specialists) US \$50/month (Youth) No RSA for University	SHIPMENT US \$500/US \$250 for dependents US \$200 for Youth & Uni	SHORT-TERM No RSA Reduced Shipment					
SHIPMENT WHEN MOVING	RSA 1 VLA/12 months (Specialists) 1 VLA/24 months (Youth) No RSA (University)						
 <p>Parental leave for Youth</p>	<p>Paternity: 10 days Maternity: 16 weeks</p>	<p>Current provision is extended to all</p>					

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	CURRENT	CHANGED
 <p>Travel</p>	<p>International UN Volunteers 120% of the most direct and least costly (DLC) fare</p> <p>National UN Volunteers Reimbursed when traveling</p>	<p>International UN Volunteers Monetization of all entitlement travel</p> <p>National UN Volunteers US \$200 at beginning and end of assignment when traveling. Shipment integrated into Entry Lump Sum and Exit Allowance</p>
 <p>Special Leave Without Pay</p>	Authorized	Phased out
 <p>UN personnel spouses</p>	Allowances and benefits adjusted	When the UN Volunteer has a spouse in the UN system, Family Allowance (children) and Travel Allowance for the Home Visit do not apply
 <p>Individual Learning Allowance</p>	US \$500/12 months	Learning is embedded in other activities. UN Volunteers can access learning onsite, virtual and online learning programmes for their on-boarding, professional development and career support
 <p>Maximum Service Period</p>	Distinctions between serving period as Youth and Specialist	In a lifetime, one can serve a maximum of four years as a national UN Volunteer and another four years as an international UN Volunteer
 <p>Accommodation Allowance Supplement</p>	Individuals meeting the eligibility criteria may receive an accommodation allowance supplement	Phased out as an individual entitlement. Duty station wide supplement delegated to Regional Offices and New York Office.
 <p>Minimum Initial Contract Duration*</p>	Two weeks	Three months
 <p>Well-Being Differential</p>	The current determination guided from the International Civil Service Commission (ICSC) and the UN Department of Safety & Security (DSS) is not exhaustive	UN Volunteers placed in unclassified duty stations receive Well-Being Differential established at capital city rate. Duty station wide Well-Being Differential determination delegated to Regional Offices

*From new Description of Assignment submission in the Unified Volunteering Platform

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TIMING:

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	CURRENT	CHANGED
 <p>Entry Lump Sum**</p>	<p>International UN Volunteers</p> <p>PREDEPARTURE US \$600 (Specialists & Youth) None for University</p> <p>SHIPMENT US \$500/US \$250 for dependents US \$200 for Youth & University</p> <p>SHORT-TERM Prorated calculations</p> <p>National UN Volunteers</p> <p>SHIPMENT & SIG WHEN MOVING</p>	<p>International UN Volunteers</p> <p>US \$4000 (Pre-departure, shipment, Settling-in Grant (SIG) and additional SIG merged into one lump sum)</p> <p>National UN Volunteers US \$400</p> <p>Community UN Volunteers US \$50</p>
 <p>Eligibility Criteria*</p> <p>Current eligibility criteria to be in effect for the duration of volunteer service including contract extensions for all volunteer categories as per request of Host Entities</p>	<p>YEARS OF EXPERIENCE Community: n/a years University/Youth: 0-2 years Specialist: 2+ years Expert: 10 years</p> <p>AGE REQUIREMENTS: *OVERLAPS* Community: 18+ University/Youth: 18-29 National Specialist: 22+ International Specialist: 25+</p> <p>STATUS University Volunteers should be students or recently graduated</p>	<p>YEARS OF EXPERIENCE Community: 0 years University/Youth: 0-3 years Specialist: 3-15 years Expert: 15+ years</p> <p>AGE REQUIREMENTS: *NO OVERLAP* Community: 18+ University & Youth: Between 18-26 Specialists: 27+ Experts: 35+</p> <p>STATUS University Volunteers students or recently graduated</p>
 <p>Volunteer Living Allowance (VLA)</p>	<p>Current methodology</p>	<p>Updated methodology to be implemented in 2022</p>

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**For all new offers/contracts

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