

**No. 13321**

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**UNITED NATIONS  
(UNITED NATIONS DEVELOPMENT  
PROGRAMME)  
and  
FINLAND**

**Agreement concerning the participation of Finnish  
citizens in the programme of United Nations  
Volunteers (with annex). Signed at Geneva on  
28 May 1974**

*Authentic text: English.*

*Registered ex officio on 28 May 1974.*

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**ORGANISATION DES NATIONS UNIES  
(PROGRAMME DES NATIONS UNIES  
POUR LE DÉVELOPPEMENT)  
et  
FINLANDE**

**Accord relatif à la participation de citoyens finlandais au  
programme des Volontaires des Nations Unies  
(avec annexe). Signé à Genève le 28 mai 1974**

*Texte authentique : anglais.*

*Enregistré d'office le 28 mai 1974.*

## AGREEMENT<sup>1</sup> BETWEEN THE GOVERNMENT OF FINLAND AND THE UNITED NATIONS VOLUNTEERS CONCERN- ING THE PARTICIPATION OF FINNISH CITIZENS IN THE PROGRAMME OF UNITED NATIONS VOLUNTEERS

The Government of Finland and the United Nations Volunteers,  
Desiring to co-operate in the provision of volunteers to projects assisted by  
the United Nations System in developing countries,

Have agreed as follows:

*Article I.* The Government of Finland (hereinafter called “the Govern-  
ment”) undertakes to provide volunteers in connection with the United Na-  
tions Volunteers programme (hereinafter called “UNV”) in accordance with  
the following principles:

(1) Volunteers shall be provided in response to specific requests from  
UNV, which shall in turn request such volunteers only when asked to do so  
by the recipient countries. Volunteers shall be assigned to specified develop-  
ment projects assisted by organizations in the United Nations system. No  
volunteers shall be sent to a country without prior approval of its government,  
or remain therein without the consent of that government.

(2) Volunteers shall not be placed in any posts at the Headquarters of any  
United Nations organizations or in those of UNV.

(3) The final decision regarding the assignment of volunteers shall rest  
with UNV and the government of the recipient country.

(4) Volunteers shall for the duration of their assignment with UNV be  
subject to the Rules of Conduct and Conditions of Service for United Nations  
volunteers as set forth by UNV in a Letter of Engagement [annex I].

(5) While in the country of assignment the volunteer shall be under the  
administrative authority of the resident representative of the United Nations  
Development Programme (hereinafter called UNDP). Volunteers shall not  
seek or accept instructions in the performance of their duties from any govern-  
ment including their own or other authority external to the United Nations.

(6) The Government shall be responsible for all the following expenses  
pertaining to the assignment of the volunteers:

- a) pre-departure expenses, including medical examination, vaccination, and  
visas;
- b) round-trip travel by air, economy or tourist class with 10 kg. excess baggage,  
and unaccompanied air baggage of 80 kg. (with insurance), between the  
place of permanent residence and the duty station, including travel to the  
headquarters of the United Nations organizations concerned for briefing  
and to sites of training programme, where appropriate;
- c) terminal expenses and daily subsistence allowance during travel referred to  
in subparagraph b), at 75% of the rate applicable to United Nations staff in  
the professional category;
- d) pre-departure allowance;

<sup>1</sup> Came into force on 28 May 1974 by signature.

- e) premiums for UNV group insurance and supplementary insurance as required by the Government, the insurance period starting on the date of the commencement of travel and terminating one month after the completion of service;
- f) air travel in connection with compassionate leave;
- g) air travel in connection with home leave after 24 months of service, if the volunteer will serve at least for another 12 months;
- h) if the volunteer is accompanied by dependants, a dependency allowance and all expenses for dependants as referred to under subparagraphs a), b), c), d), e) and g) above;
- i) a resettlement allowance for each month of service, payable upon completion of service; and
- j) training expenses.

When required, the Government shall also be responsible for the settling-in grant and monthly living allowance paid to the volunteer in accordance with the UNV Conditions of Service.

(7) UNV shall be responsible for all other identifiable expenses in accordance with the Conditions of Service issued by UNV and pertaining to the assignment of the volunteers as well as the disbursements of and all other administrative measures connected with the expenses mentioned under this paragraph and paragraph (6) above.

*Article II.* Requests for volunteers to be submitted to the Government by UNV shall normally be in the form of a detailed job description giving also a general background of the project to which the volunteer will be assigned, and shall include sufficient data to enable the Government to find and nominate suitable candidates for the particular project or assignment.

*Article III.* The Government, although not committed to the provision of any specific number of volunteers in any given period, undertakes to make every effort to find suitable candidates for requests submitted to it in accordance with article II above, and to advise UNV of the results of its recruitment efforts within time limits requested by UNV.

*Article IV.* UNV shall, where appropriate, assume the responsibility of giving basic orientation and training in local language to the volunteers.

*Article V.* The assignment of a volunteer to a project or projects under this Agreement shall be for an initial period of 12 months, excluding any period of basic orientation and language training. This period of assignment shall normally be extended by UNV in agreement with the Government.

*Article VI.* As soon as a volunteer has been accepted by UNV and the recipient country, UNV shall provide the Government with a detailed cost of calculation covering all the expenses set out in article I, paragraph (6), above. Within 45 days thereafter, the Government shall pay the corresponding sum in full to an account designated by UNV. Unless otherwise agreed, such payment shall be made in United States dollars or in another freely convertible currency. The same procedure shall apply in cases where the initial period of the assignment of the volunteer is extended in accordance with article V above. This should, however, be done before any commitments to this effect are made.

The difference, if any, between the sum paid by the Government under this article in respect of a particular assignment, on the one hand, and the actual drawings against such sum or the actual expenses incurred by UNV for the purpose set forth in article I, paragraph (6), above, on the other hand, shall either be repaid to the Government or be made up by it through an additional payment to UNV, as the case may be, within 3 months of the completion of an assignment. Notwithstanding the foregoing provision, UNV may approach the Government at any time for a further contribution whenever it becomes apparent to UNV that the funds initially contributed by the Government in respect of a particular assignment are or will be insufficient for that assignment.

*Article VII.* UNV shall draw on the sums paid by the Government under article VI above to meet all identifiable expenses for which the Government is responsible under article I, paragraph (6), above. All drawings against the account shall, where applicable, be debited at the operational exchange rates currently used by the United Nations Development Programme.

*Article VIII.* UNV shall maintain separate accounting records of the payments made by the Government under article VI above, showing the use of the money. Every year, as soon as audited accounts become available and not later than April 15 each year, UNV shall submit to the Government a statement of the financial position of the account as of December 31 of the preceding year.

*Article IX.* In a Letter of Engagement, UNV shall describe the terms and conditions of service in full detail. This Letter shall cover the whole period of engagement, including the period of basic orientation and language training and travel to and from the duty station.

*Article X.* With a view to contributing to the universal character of UNV, the Government also agrees to undertake the expenses for bursaries for volunteers from developing countries in cases where no other suitable financial arrangement can be made by UNV and the recipient country finds the candidate acceptable. UNV will propose to the Government suitable candidates and identify the envisaged expenses in accordance with article I, paragraph (6), and article VI.

*Article XI.* The terms and conditions of this Agreement may be modified by written agreement between UNV and the Government.

*Article XII.* This Agreement shall remain in force until terminated on three months' written notice either by the Government or by UNV.

IN WITNESS WHEREOF the undersigned, duly appointed representatives of the Government of Finland and the United Nations Volunteers respectively, have on behalf of the Parties signed the present Agreement in the English language at Geneva, this 28th day of May 1974.

For the Government  
of Finland:

[Signed]

KLAUS A. SAHLGREN

Ambassador

Permanent Representative  
of Finland

For United Nations  
Volunteers Programme:

[Signed]

JOHN GORDON

Co-ordinator

## [ANNEX I]

UNV Form VC I-E (1-72)

UNITED NATIONS VOLUNTEERS  
GENEVA

Dear

1. It is with great pleasure that I welcome you as a United Nations Volunteer. You have been accepted to serve in . . . . . assigned to . . . . . which is being implemented by . . . . . The effective date of engagement shall be the day of arrival in the country of assignment or at the place of UNV orientation within the region.

2. The date of arrival is scheduled to be . . . . . Your engagement will last . . . . . months. Any curtailment or extension of this term may be arranged in accordance with the needs of the project.

3. A description of the tasks to which you are assigned is attached. It is understood that in the performance of your duties you will work under the overall professional supervision and control of . . . . .

4. While you are within the country of assignment you will be under the administrative authority of the Resident Representative of the United Nations Development Programme (UNDP).

5. Also annexed are the Conditions of Service and Rules of Conduct, and I assume that they are understood by and acceptable by you.

6. To confirm your dedication to the principles of the United Nations Charter and the goals of United Nations Volunteers, I would ask you to sign the attached pledge.

[ . . . . . ]  
[ . . . . . ]

7. If you will kindly sign and return to me one copy of this letter as evidence of your acceptance of the terms of your engagement, together with the signed pledge, you will receive the UNV certificate. Further instructions will be issued to you by . . . . .

8. With appreciation for your services and with best wishes for success in your assignment.

Yours sincerely,

Date

.....  
Co-ordinator  
of United Nations Volunteers

To: Co-ordinator of United Nations Volunteers  
United Nations Development Programme  
Palais des Nations  
1211 Geneva, Switzerland

I hereby accept the engagement to serve as a United Nations volunteer in accordance with the terms of your letter of appointment and subject to the Conditions of Service and Rules of Conduct of United Nations Volunteers attached to it.

Date

Signature of Volunteer

UNV Form VC 3a-E

UNITED NATIONS VOLUNTEERS  
GENEVA

*RULES OF CONDUCT AND CONDITIONS OF SERVICE  
FOR UNITED NATIONS VOLUNTEERS*

I. *Rules of conduct*

The United Nations Volunteers (UNV) constitutes a part of the common endeavour in the achievement of economic and social development and better society to which the organizations of the United Nations system are collectively committed.

1. In keeping with the pledge of commitment, United Nations volunteers will discharge their functions and regulate their conduct with the interest of the United Nations only in view.

2. In accordance with the highest ideals of a volunteer service, United Nations volunteers will be guided by the sole motivation to devote their knowledge and abilities without regard to any financial benefit or gain towards the realization of the broad objectives as laid down by the United Nations Charter for the economic and social advancement of mankind.

3. United Nations volunteers are not to engage in any activity which is incompatible with the proper discharge of their duties nor participate in any outside employment.

4. While United Nations volunteers are not expected to give up their national sentiments or their political and religious convictions, they are not to engage in any political activity which might be inconsistent with the independence and impartiality required of a member of the United Nations Volunteers. Furthermore, United Nations volunteers should avoid any action and in particular any public statement which may adversely reflect on their special international status as members of the United Nations Volunteers.

5. During the period of their assignment, United Nations volunteers shall not without prior explicit approval of the Resident Representative issue statements to the press, radio or other agencies of public information, release any visual information for publication, or take part in mass communication activities such as film, radio or television productions which are in any way related to project activities or to the aims, activities or interests of the United Nations or the host country.

6. United Nations volunteers will at all times respect the existing laws and moral codes and traditions prevailing in the host country.

II. *Conditions of service*

7. It is understood that the following conditions of service relate specifically for the duration of assignment in the field. Any obligations prior to a United Nations volunteer's arrival at the country of service and following the completion of the term of his assignment shall be the responsibility of the sponsoring organization. Further, any prior contractual agreement that a United Nations volunteer may enter with the sponsoring organization shall be superseded by the following provisions during the course of his assignment to the extent that they are conflicting.

8. *Settling-in Grant.* An appropriate settling-in grant will be payable to United Nations volunteers on commencement of assignment.

9. *Living allowance.* The United Nations volunteers will receive a monthly living allowance in local currency.

10. *Accommodation.* The United Nations volunteers shall be provided with simple but adequately furnished accommodation free of any rental. As a substitute for free living accommodation, a special indemnity can be paid to volunteers.

11. *Travel allowance.* Travel expenses in local currency shall be payable whenever United Nations volunteers are called upon to undertake official travel within the country of assignment in the performance of their duties. The foregoing will be provided under conditions to be notified to the United Nations volunteers.

12. *Annual leave.* United Nations volunteers will be entitled to annual leave at the rate of two and a half working days a month, which they will be expected to take during their term of assignment. Such leave shall be arranged with the project manager and approved by the Resident Representative. No payment in lieu of accrued leave may be made.

As a general rule, leave shall be restricted to the area of service. Exceptions will have to be approved by the Resident Representative who must also be informed of address of volunteers during periods of leave.

13. In the event of any absence due to illness, injury or public health requirements, the volunteer will be required to submit a report. Where the absence is for five consecutive working days or longer, it shall be supported by a certificate from a qualified member of the medical profession. During illness United Nations volunteers shall not leave the area of the duty station without the prior approval of the Resident Representative or the project manager concerned.

14. *Medical and hospital expenses.* The United Nations Volunteers will undertake the responsibility for medical and hospital expenses arising from injury or illness incurred during the course of assignment. For this purpose, in the first instance, the government health services will be made available to United Nations Volunteers free of charge. This provision will include the following:

- (a) all medical expenses caused by illness or accidents during the period of assignment;
- (b) expenses for curative dental care;
- (c) all expenses for medical examinations including immunizations and inoculations while in country of assignment;
- (d) all transportation costs resulting from accidents or illness including evacuation;
- (e) all follow-up expenses for accidents and illnesses originated while under contract.

15. *Compensation for injury or illness attributable to service.* In the event of death, injury or illness attributable to the performance of official duties on behalf of the United Nations Volunteers, volunteers, or their dependants in the event of death, shall be entitled to compensation in accordance with the provisions established for the United Nations Volunteers.

16. United Nations volunteers may be required to undergo periodic medical examinations including undertaking such immunization and inoculation vaccinations as may be necessary. Further they will undergo a medical examination on the completion of their term of assignment and the report on this last examination shall be submitted to the United Nations Medical Director for review.

17. *Privileges and immunities.* The United Nations Volunteers undertakes to negotiate with the host government the provision of such limited privileges and immunities as are necessary for the proper performance of its functions.

18. The United Nations Volunteers may waive the immunity of any United Nations volunteer where, in the opinion of the United Nations Volunteers, the immunity would impede the course of justice and can be waived without prejudice to the interests of the United Nations Volunteers.

19. The United Nations Volunteers reserves the right to amend the conditions of each engagement without prejudice to the rights acquired under it. The United Nations Volunteers also reserves the right to withdraw a volunteer from an assignment after having informed the authorities concerned.

20. The engagement as a United Nations volunteer may be terminated by either side on six weeks written notice.

21. The United Nations Volunteers may summarily dismiss a volunteer for serious misconduct.

22. Any controversy arising out of the observance or non-observance of an engagement shall be resolved through appeals procedures to be established for the United Nations Volunteers.

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