



Working Conditions

Conditions of Service For international Volunteers

Adequate working conditions are needed to enable over-seas volunteers to take up their tasks in a safe and healthy environment; to ensure their well-being and motivation, as well as adequate development of prevention, protection and assistance actions for the local community, that are being impacted by the work of the host organisation.

Both sending and hosting organisations must work together to ensure that the proposed working conditions, comply with the agreed procedures relating to protection, health and security

Working conditions for overseas Volunteers:

<u>Length of service</u>	The length of deployment is specific to each project. It ranges from 1 month to 18 month.	
	Working hours cannot not exceed 40 hours per week. Overtime and emergency work hours shall be negotiated with the volunteer, taking account of their psychological and physical well-being.	<u>Working hours</u>
<u>Leave</u>	Monthly leave shall be at least of two days per month. If missions are longer than 18 months holidays can take place in the country of origin	
	It is recommended that the holiday period will not coincide with the beginning or the end of the mission	<u>Holiday period</u>
<u>Other leave</u>	Is entitled to the provision for sick leave, maternity or parental leave, the death of a relative or any other determined by law	
	Volunteers should always be provided with adequate, safe, clean and secure working space with the necessary equipment	<u>Working environment</u>
	Risk prevention actions related to safety, health and security are to be set in place for the volunteer, including: availability to health care, vehicle maintenance, actions to prevent frequent diseases in the area and other detected risks, maintenance of premises	<u>Safety, health and security</u>

It is the responsibility of both the hosting and sending organisation to ensure that these working conditions comply with the agreed procedures relating to protection, health and safety. These measures can be found under the Healthy and Safety policy.



