**Internship**

1. The internship policy provides guidance on the UNDP Internship Programme and provides information on the administration of UNDP interns.

**Purpose**

1. The purpose of the Internship Programme is to provide students and recent graduates from diverse academic backgrounds exposure to development issues and a first-hand experience with the day-to-day working environment of UNDP, either in person or remotely. UNDP will encourage a broad geographical representation of interns.

**Eligibility**

1. Applicants to the UNDP internship programme must at the time of application meet one of the following requirements:
2. Be enrolled in a postgraduate degree programme (such as a master’s programme, or higher);
3. Be enrolled in the final academic year of a first university degree programme (such as bachelor’s degree or equivalent);
4. Have recently graduated with a university degree (as defined in (a) and (b) above) and, if selected, must start the internship within one-year of graduation;
5. Be enrolled in a postgraduate professional traineeship program and undertake the internship as part of this program.
6. A person who is the child or sibling of a UNDP staff member is not eligible to apply for an internship at UNDP. An applicant who bears any other family relationship with a UNDP staff member may be engaged as an intern, provided that they must neither be assigned to the same work unit of the staff member nor be placed under the direct or indirect supervision of the staff member.
7. For purposes of this policy, “child” means: (i) the adult child of a staff member; (ii) the adult child of the spouse of a staff member (stepchild); and (iii) the spouse of an adult child of a staff member or the child of a staff member’s spouse (son- or daughter-in-law). “Sibling” includes the adult child of both or either parent of a staff member and the adult child of the spouse of a parent of a staff member (that is, also half- and stepsibling).

**Status**

1. Interns are not considered as having the status of a staff member. During the internship with UNDP, interns are subject to the [Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and Experts on Mission (ST/SGB/2002/9)](https://popp.undp.org/document/regulations-governing-status-basic-rights-and-duties-officials-other-secretariat-officials).
2. Interns must not be engaged as substitutes to supplement or replace staff members and must not encumber authorized posts.
3. Interns must not represent UNDP in any official capacity or commit resources on its behalf.
4. Interns are allowed to apply and may be considered and selected for other types of positions with UNDP during the period of their internship. In cases in which an intern is selected for another position, the internship will be discontinued as of the starting date of the other position.

**Duration of Internship Assignments**

1. Internship assignments vary in length according to the academic requirements of the intern, as well as the needs of UNDP. The duration of assignments may range from a minimum of six weeks to a maximum of six months. However, an internship may last up to nine months if the intern can demonstrate that it will award them a credit for an academic course.
2. Internship assignments completed as part of national service obligations or a postgraduate professional traineeship program may last up to 12 months.
3. Internship assignments are available on a part-time and full-time basis.
4. It is generally discouraged for the same individual to undertake multiple internships with UNDP in order to provide the opportunity of an internship and exposure to UNDP to as many people as possible. However, a maximum of two internships with UNDP by the same individual may be allowed if the following conditions are met:

(a) The individual is undertaking a course of study different from that which they were pursuing during the first internship, and the second internship is relevant to the new course of study; or

(b) The individual will be engaged by a different office and undertaking a different terms of reference than that of the first internship.

**Locations**

1. In-person internships must not be offered at any UNDP Office that is in a location that is designated as a non-family or high-risk duty station.
2. All UNDP Offices may offer remote internships that do not require any in-person presence at the office (remote internship) in accordance with the provisions of this policy.

**Responsibilities and obligations of receiving offices and supervisors**

1. The administration of interns is decentralized to the respective bureau, office or country office that is receiving the intern (the ‘receiving office’).
2. The receiving office and supervisors must create a working environment conducive to interns’ substantive learning and professional development. Receiving offices must:
   1. Ensure that an intern’s assignment is at the appropriate level of complexity and variety;
   2. Ensure proper supervision of the intern;
   3. Ensure that the intern is informed of UNDP’s policy on *Harassment, Sexual Harassment, Discrimination and Abuse of Authority* and *Sexual Exploitation and Abuse;*
   4. Prepare terms of reference describing the tasks to be performed during the internship; and
   5. Provide constructive feedback to the intern regarding their performance.
3. Where a remote internship is offered, the receiving office and supervisor should ensure that the guidance entitled “*How to engage interns remotely”* (Annex 1), is followed.

**Responsibilities and obligations of interns**

1. Interns must:
2. Observe all applicable rules, regulations, instructions, procedures and directives of UNDP notwithstanding their status as described in paragraph 6 of this policy;
3. Provide the receiving office with a copy of all materials prepared by them during the internship. UNDP is entitled to all property rights, including but not limited to patents, copyrights and trademarks, with regards to material that bears a direct relation to, or is made in consequence of, the services provided under the internship. At the request of UNDP, the interns must assist in securing such property rights and transferring them to UNDP in compliance with the requirements of the applicable law;
4. Respect the impartiality and independence required of the United Nations and of the receiving office and must not seek or accept instructions regarding the services performed under the internship agreement from any Government or from any authority external to UNDP;
5. Unless otherwise authorized by the receiving office, an intern may not communicate at any time to the media or to any institution, person, Government or any other external party any information that has become known to them by any reason of their association with the United Nations, UNDP or the receiving office, that they know or ought to have known has not been made public. They may not use any such information without the written authorization of the receiving office, and such information may never be used for personal gain. These obligations also apply after the end of the internship with UNDP;
6. Refrain from any conduct that would adversely reflect on the United Nations, UNDP, or the receiving office and will not engage in any activity which is incompatible with the aims and objectives of the United Nations or UNDP;
7. Comply with local laws and customs, including any taxation requirements.
8. The conditions regulating both in-person and remote internships are set out in an internship agreement. Further conditions regulating a remote internship are set out in a supplementary agreement for remote internships to be signed in addition to the internship agreement.
9. Failure to comply with the requirements in paragraph 19, as well as those contained in the internship agreement between UNDP and the intern and in the supplementary agreement for remote internship when applicable, may result in the immediate termination of the internship agreement by UNDP without compensation.

**Third-party claims**

1. UNDP is not responsible for any claims by any parties where the loss of or damage to their property, death or personal injury was caused by the actions or omission of action by the interns during their internship.

**Stipend**

1. Where an intern is engaged in an in-person internship and is not financially supported by any institution or programme, such as a university, government, foundation or scholarship programme, a stipend intended to help cover related, basic daily expenses, such as meals and transportation at the duty station, must be paid by the receiving office.
2. Where an intern is engaged remotely and is not financially supported by any institution or programme, such as a university, government, foundation or scholarship programme, a remote stipend intended to help cover related, basic expenses, such as internet connections or other means to remain in contact with the receiving office, must be paid by the receiving office.
3. The amount of the stipend for in-person and remote internships will be set for each duty station. The monthly stipend rates of both remote and in-person internships will be published periodically on the POPP by the Bureau for Management Services’ Office of Human Resources (BMS/OHR). The amount of the in-person stipend is based on 45% of the lowest level of the applicable NPSA scale in the country of the duty station. In countries where there is no NPSA scale, 10% of the applicable DSA for the country will be used. The stipend will be paid on a monthly basis and will be pro-rated for part-time internship arrangements. The amount of the remote stipend is 50% of the in-person stipend rate and is based on the remote location of the intern, not the location of the receiving office.
4. Where an intern is financially supported by an institution, Government or third party, UNDP will, subject to the rules of such institution, Government or third party, pay the intern the difference, if any, between the external financial support provided and the applicable UNDP stipend.
5. No other payments of any kind, or advance on the stipend due, will be made to an intern by the receiving office in connection with an internship agreement, except for any reimbursements made to an intern under paragraph 33 of the present policy.
6. Interns will accrue combined sick and annual leave at the rate of 1 ½ days per month, which will be prorated to the nearest half day for part-time internships. Any accrued leave days not used by the end of the internship will be forfeited. Any unjustified absences during the internship period exceeding a total of nine days or as prorated for part-time internships, will be deducted from the monthly stipend.

**Interns’ expenses and insurance**

1. Costs and arrangements for travel, visas, passports, accommodation and living expenses are the responsibility of:
2. The sponsoring institution, related institution or Government, which may provide the required financial assistance to its students; or
3. The intern.
4. Interns, whether engaged in-person or remotely, are responsible for securing adequate medical insurance for the duration of their internship with UNDP and must provide self-certification of good health prior to starting the internship. UNDP will not reimburse the medical insurance of the intern. Any costs arising from accidents and illness incurred during an internship assignment will be the responsibility of the intern.
5. Selected candidates for in-person internships must show proof of valid medical insurance for the duty station in which they will intern. For interns that are neither nationals nor residents of the duty station of the internship, the insurance must include adequate coverage in the event of an injury or illness during the internship duration which:
6. Requires transportation to the home country or country of residence for further treatment;
7. Results in death and requires preparation and return of the remains to the home country, or country of residence.
8. UNDP accepts no responsibility for loss or damage to personal effects that may occur during the internship.

**UNDP’s expenses**

1. Expenses incurred by interns, including undertaking official travel at the request of UNDP, in the discharge of the activities related to the internship are reimbursed by UNDP on the same basis as costs incurred by staff members or costs reimbursed to staff members, including payment of daily subsistence allowance and additional insurance coverage, as applicable.

**Working Conditions**

1. When completing an in-person internship in a UNDP Office, interns must be provided with the workspace and equipment necessary to accomplish the activities related to the internship.
2. When completing a remote internship, interns will be responsible for providing their own equipment, internet and communication access and workspace.
3. The terms and conditions of an internship will be specified in the internship agreement. The same terms and conditions must be applied throughout the full duration of the internship, it will not be possible to change the location of the internship or the related stipend, or to switch from an in-person assignment to a remote assignment.
4. The internship, whether in-person or remote, may be performed using flexible working arrangements, except for telecommuting outside the duty station, if:
   1. The receiving office agrees in writing to accept an intern on the basis of flexible working arrangements; and
   2. The intern agrees that they are required to work the equivalent of a minimum of at least six weeks on a full-time basis. An internship under such arrangements must be completed within a six-month period.

**Termination**

1. The internship can be terminated by either UNDP or the intern for any reason upon giving two weeks’ notice.

**Selection, Recording, Evaluation and Certification**

1. Internships must be published electronically, either individually, or generically when filling a roster.
2. Interns must be competitively selected from as wide a geographical basis as possible without distinction as to race, sex, sexual orientation, gender identity or religion.
3. Once the internship agreement is signed, the personnel records of the intern must be entered into the designated ERP module.
4. At the end of the internship, the supervisor must prepare a written evaluation of the intern’s performance and organize a meeting with the intern to provide feedback.
5. Upon completion of the internship, the intern receives a certificate from UNDP.

**Subsequent Employment**

1. There is no expectation of employment with UNDP following an internship.

**ANNEX 1**

How to engage interns remotely

UNDP’s Internship Programme provides interns with a framework under which experience is gained through practical work assignments while also being exposed to UNDP’s work. One of the most important advantages of being an intern is the close interaction with the supervisor and colleagues, and the opportunity to develop the skills required within a professional environment.

While remote internships will address Organization needs, especially in circumstances where in-person internships are not possible or opportune, supervisors and managers are required to ensure that additional attention and guidance be provided to enable the intern to make the most out of this experience.

To ensure the internship programme’s continuing success, the following key points when engaging an intern remotely must be considered.

**Key points for Receiving Offices:**

* Visas will be not provided for remote internships;
* Remote interns are expected to provide their own equipment, internet and communication access and workspace necessary to undertake the internship;
* Ensure payment of the stipend at the remote stipend rate, in accordance with the policy;
* All interns need access to UNDP platforms, a corporate email, and virtual learning sessions;
* Ensure that remote interns are added to office/team mailing lists and ensure they are invited to all staff meetings; and
* Remind supervisors to regularly check-in with the intern regarding the intern’s assignment.

**Key points for supervisors:**

* Verify that the developed Terms of Reference are tailored to a remote assignment; it should be concise, concrete, and with a focus on the learning experience;
* Establish and follow an onboarding plan;
* Establish strong channels of communication with the intern, considering that all meetings are virtual;
* Regular contact needs to be established between the supervisor and intern to check-in on the intern’s wellbeing, the progress of the work, and learning;
* Team meetings should be virtual or have the capacity to accommodate remote participants;
* Invite the intern to all virtual team meetings and activities (formal and informal);
* Ensure that the intern is aware of all Organization/office updates related to special / crisis situations; and
* Remind the intern of [UNDP’s Wellbeing resources](https://undp.sharepoint.com/teams/OHR-Portal/SitePages/Staff-Wellbeing/Home.aspx).