

# FAQ about RECLAIM's Young Activist Programme

## 1. Is the YAP's €1,100 Stipend Taxed?

Yes, the stipend for YAP participants is subject to taxation in Belgium. RECLAIM's payroll management, handled by an external company, will deduct automatically a small percentage from your stipend and pay it to the tax authorities. While the exact amount can vary annually due to changes in tax laws, our experience indicates the deduction is typically not more than €15-20 per month.

Food vouchers and transportation cost reimbursements are not taxed. This aligns with Belgian regulations, ensuring RECLAIM provides the maximum allowable contribution for meal vouchers.

## 2. What is the value in euros of food voucher?

Meal vouchers amount to €8 per day, of which €1.09 are charged to YAP participants.

## 3. What transportation costs are reimbursed in the YAP?

The program covers commute expenses from home in Brussels to the workplace. The maximum rate RECLAIM is allowed to offer is around 35 EUR. These costs are included in your monthly payslip alongside the stipend. Relocation expenses to Brussels, however, are not covered.

## 4. Are YAP Participants Entitled to Vacation Time?

Under the Belgian Convention d'Immersion Professionnelle (CIP), participants are primarily engaged in a training capacity rather than as traditional employees. Consequently, the standard entitlements such as paid vacation days that apply to regular employment contracts do not directly translate to CIP arrangements.

In RECLAIM, however, we recognize the importance of rest and recuperation during the program. Accordingly, we grant 1.5 days of paid leave per month to our YAP participants. These days will appear as worked in your payslip. This policy is part of our commitment to ensuring a balanced and enriching experience for all interns, acknowledging that continuous work without breaks is not conducive to learning or well-being.