



LP4Y Alliance

LP4Y CHARTER

Our Ethical Compass

LP4Y Alliance est la fédération des alliés du mouvement international LP4Y

Association sans but lucratif régie par la loi du 1er Juillet 1901

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Glossary :

- **LP4Y / LP4Y Movement / the Movement:** A network of 16 national entities across 13 countries in Southeast Asia, South Asia, the Middle East, Europe, and North America, each locally registered and independently managed, working together to develop innovative solutions for the holistic and sustainable inclusion of young people living in extreme poverty and facing exclusion.
- **LP4Y Alliance** : Federative entity of the 16 organizations members of the LP4Y Movement in 13 countries.
- **Excluded young adults** : Are Youths who live in situations of extreme poverty and have been marginalized from education, employment, and social participation.
- **Extreme poverty** : Refers to conditions where individuals lack access to basic needs such as food, shelter, healthcare, education, and economic opportunities.
- **Youth inclusion** : Process of recognizing, supporting, and empowering Youths to participate fully in social, professional, and civic life.
- **Sustainable professional and social inclusion** : Means enabling Youths to access decent work and become active, autonomous members of society over the long term.
- **Youth(s)** : Young adults aged 18 to 24, supported by LP4Y in their journey toward inclusion.
- **Communities** : Groups of people living in the areas where LP4Y operates, including the families of Youths, neighbors, local leaders, and other individuals connected to the local context. LP4Y works closely with these communities to build trust, foster inclusion, and create sustainable impact.
- **Training & Development Centers (TDCs)** : LP4Y's third pedagogical format launched at the end of 2020. It is a condensed form of PTE, lasts 6 months and is strongly advocacy- and MEI-oriented. For more information, please see the TDC format innovative solution.
- **Green Villages (GVs)** : Located in rural areas, Green Villages are LP4Y's second pedagogical format, deployed since 2013 to support Youth toward their professional and social inclusion. Through a 3-month residential and accelerated program, adapted from the PTE, Youth are accompanied toward their inclusion.
- **Little Angel Academies** : Nurseries settled in the Training and Development Centers that welcome the children of the young mothers following LP4Y programs. It contributes to the education and development of children through training in hygiene, nutrition, health, safety, and child development.
- **YouthLABs**: Dedicated space for the development of innovative solutions that support the socio-professional insertion of excluded Youth. Located in New York and Paris.
- **STARS Clubs** : The Star Club is an alumni network that brings together former Youth from LP4Y Centers to stay connected, share experiences, and support each other's professional and personal growth. It also contributes to the integration of new Youth and fosters a spirit of solidarity and collaboration..
- **Digital Inc. (as Digital Inclusion)** : LP4Y e-learning platform dedicated to the whole LP4Y Ecosystem : Young people victims of exclusion, Catalysts, volunteers, board members, partners, ie. It allows e-learning training from anywhere.
- **Youth Visions Studio** : Member of the LP4Y movement participating in the campaign mission of the Movement. This production studio has a commitment to giving a voice to young people from underprivileged backgrounds through meaningful audiovisual projects. "I am the Future", produced by Youth Visions Studio, first feature film, released September 2025.
- **Catalysts** : LP4Y Professional in voluntary mission. As in chemistry, a catalyst triggers or simply accelerates a reaction. LP4Y Catalysts commit to supporting the positive transformation of their environment to a more inclusive society. They are dedicated to the empowerment of excluded Youth and work as catalysts for their professional integration.
- **Decent job** : According to the International Labour Organization (ILO), decent work involves opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. Additionally, LP4Y is advocating for : - National or local minimum wage if any - Contract which defines clearly schedule with rest vacation, job title, benefits, place, duration - Freedom to decide
- **Gender equality** : Commitment to ensure equal rights, opportunities, and treatment for all individuals, regardless of gender.
- **Frugality** : One of LP4Y's fundamental principles, particularly as far as economics, ecology and society are concerned. "Less is More" is the motto of this value.

OUR VISION

Since 2009, LP4Y Movement has united 16 independent organizations across South and Southeast Asia, Europe, the Middle East, and the US around a common mission:

To develop innovative solutions for the professional and social inclusion of excluded Youths (17–24 years old) living in extreme poverty.

OUR MISSION

1. Accompany

Since its creation, LP4Y has been committed to **accompanying** the most excluded young people towards sustainable professional and social inclusion. Too many young adults living in extreme poverty remain invisible, excluded from access to education and employment opportunities. Yet, with the right support, they can develop the skills needed to secure entry-level jobs, break out of exclusion and escape poverty sustainably.

To respond to this, LP4Y has created more than [55 solutions](#) for sustainable inclusion in different types of training centers such as :

- Training & Development Centers (TDCs)
- Green Villages (GVs)
- Little Angel Academies
- YouthLABs

These resource centers also now make it possible to develop training programs for STARS clubs, surrounding communities, training of trainers, as well as various events to mobilize all stakeholders. When there is no possible location, LP4Y develops its e-learning platform: Digital Inc.

2. Campaign

Accompanying young people is essential but not enough. Their voices need to be heard, and their potential recognized. LP4Y's second mission is to **campaign**, by enabling Youths to:

- Share their experiences on national and international platforms (including the United Nations),
- Speak to businesses and policymakers,
- Raise awareness about the millions of other young people who remain excluded despite having strong qualities: motivation, adaptability, and resilience.

All teams are involved in this mission with the constant support of the advocacy and communications team and the Youth Visions Studio.

3. Engage

Raising awareness is only the first step. True inclusion only becomes real through action. LP4Y's third mission is to **engage** all stakeholders who can make a difference: companies, institutions and local administrations, civil society organizations, Individuals, etc.

LP4Y provides expertise on inclusive recruitment, supports training for Youths, and helps build networks dedicated to Youth inclusion.

OUR DNA

"Excluded Youths have exceptional potential" Young adults who have survived exclusion and extreme poverty possess qualities that are real assets in the professional world. They can become strong leaders in their communities and must know they have the right to be part of the world of inclusion.

"An inclusive ecosystem is the solution to exclusion" Exclusion is a rupture between an individual and society. LP4Y focuses on creating and strengthening the connections that enable inclusion, working hand-in-hand with excluded Youths to build networks of opportunities.

"Frugality as a policy and tool for inclusion" For LP4Y, frugality means using local resources in an ecological and sustainable way.
This principle reflects LP4Y's founding belief: **less is more**.

"Connecting with others opens broader perspectives" LP4Y believes diversity and intercultural exchange are key to building understanding and breaking down stereotypes. Catalysts bring new perspectives that help Youths free themselves from cultural stereotypes. Their commitment and unbiased presence boost Youths self-confidence and growth.

"Learning by doing" LP4Y offers an alternative to traditional education systems. The approach favors learning through experience, intuition, and creativity. This applies to both Youths and Catalysts.

The pedagogical balance promoted by LP4Y is:

- $\frac{2}{3}$ soft skills,
- $\frac{1}{3}$ hard skills.

OUR COMMITMENTS

As a committed actor for Youth inclusion, LP4Y places ethics at the heart of its actions. These commitments guide everyone involved in the movement: Youths, Catalysts, Boards, Partners, Ambassadors, and all stakeholders, to ensure our shared values are reflected in our day-to-day work.

These values are also at the core of how we design our programs. For LP4Y, inclusion is not only about access to employment, but also about **empowering Youths to grow as individuals, citizens, and changemakers.**

This is why our programs include sessions and initiatives that promote:

- **Well-being**, through awareness of physical and mental health;
- **Citizenship**, through civic engagement and participation;
- **Environmental awareness**, by addressing sustainability and climate challenges.

These dimensions of personal and social development are essential to achieving our vision of sustainable, holistic inclusion.

RESPECT FOR HUMAN RIGHTS

We are committed to respecting and promoting **fundamental human rights**, as outlined in the Universal Declaration of Human Rights.

We support the protection of individual freedoms, dignity, and equality, and strive to foster environments free from discrimination based on origin, gender, belief, ability, or social status.

DIGNITY AND DECENT WORK

We promote access to decent, sustainable, and fulfilling work for all.

We support fair and respectful working conditions, reasonable working hours, and safe and healthy environments.

We do not support any form of forced, involuntary, or undeclared labor, and we encourage our partners to do the same.

We are committed to maintaining workplaces where everyone is treated with respect and free from harassment or abuse.

This commitment reflects LP4Y's core purpose: **to accompany excluded Youth toward access to decent jobs and social inclusion.**

EMPOWERING WOMEN

We are deeply committed to promoting gender equality and empowering women, recognizing that they are often among the most excluded from opportunities.

In 2024, 81% of the Youths accompanied were women, and 78% of the Catalysts were women.

Gender equality also naturally extends to LP4Y's governance, with an increasing number of women taking on leadership roles ; whether as presidents, vice presidents, or secretaries within entity boards, or as members of the Alliance Board and Office.

These figures reflect an inclusive dynamic deeply embedded in LP4Y's DNA, where everyone, regardless of gender, can learn, grow, and lead with confidence.

NON-DISCRIMINATION

LP4Y does not tolerate any form of discrimination against any person or group.

This includes, but is not limited to: age, color, citizenship, gender, religion, physical or mental disability, political or other opinions, race, religion, and sexual orientation.

CHILD SAFEGUARDING

Through the Little Angels Academies (LAA), we provide safe, welcoming spaces for the children of young mothers participating in our programs.

LP4Y is fully committed to ensuring the protection, safety, and well-being of all children involved in its activities.

We maintain a **zero-tolerance policy** toward abuse, neglect, or exploitation. All visitors, partners, and team members are required to adhere to strict safeguarding rules and protocols.

These are outlined in our dedicated [Child Safeguarding Policy](#), which applies to all stakeholders and is supported by regular training and proactive prevention measures.

We believe that safeguarding is a shared responsibility and a fundamental condition for inclusion.

INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY

All members of the LP4Y movement are expected to act with integrity, accountability, and transparency.

In 2024, the movement was supported by 120 Catalysts who contributed to building strong relationships based on trust and shared responsibility.

In this spirit, all stakeholders must:

- Act in the best interests of LP4Y and the communities we serve;
- Use the organization's name, image, assets, information, and resources fairly and responsibly;
- Communicate transparently and make decisions ethically and accountability;
- Uphold the values of the movement and maintain the trust of Youths, partners, and communities.

CONTRIBUTING TO 10 OF THE UN'S SUSTAINABLE DEVELOPMENT GOALS



Together, let's act for the future of the Youth!

Jean-Marc Delaporte, President



Claire Fleury, Secretary

