



4th PROGRESS REPORT OF GLOBAL PRINCIPLES AGREEMENT

EDUCATIONAL VOLUNTEERS FOUNDATION OF TURKEY



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A LETTER FROM TEGV

Dear Stakeholders,

18 years ago, we started our journey in order for our children to live a lovely childhood, prepare themselves in a well-equipped manner and be hopeful for the future.

In accordance with this aim, we continue our activities pursuant to the Global Principles Agreement that we signed on October 2007 to leave a better and sustainable world to our children.

Since 2011 that we published our Third Progress Report;

- While the carbon emission of 1 person/an hour was 0,19 kg. in 2010, this figure increased slightly in 2011 and become 0,21 kg.
- Educational Volunteers Guidebook, which contains Children's Rights Agreement, Global Principles Agreement and Universal Declaration of Human Rights, is delivered to 6.500 new educational volunteers.
- We adopt the Oracle Human Resources, Finance Model and E-Payroll in order to prevent loss of time, ease our processes and decrease our paper consumption.
- The programme of "We Are Citizens We are Participants" is continue to be performed with the aim of enhancing awareness and critical thinking of the children and youth, leading them to solve their issues with a nonviolent manner, raising them as socially responsible persons without all prejudices and discriminations including social gender apartheid. This programme has been represented in the Good Examples in Education Congress, which was held in March 31, 2012.
- Transition of N-computing system, which was started in 2009 in accordance with Green BT Principles, is continued in our activity centres in this year as well. We accomplished the transition of N-computing system in our 19 activity centres in 2011-2012.
- Due to our principles, we strictly adhere to all legal and ethic values while considering our employees rights. The number of training hours of our employees is increased significantly, compared to last year.
- Green TEGV Group is joined to Project Working Groups, which have been established in order for the employees from the different departments of TEGV to get together in number of different subject matters and create synergy in this regard and reveal new projects.
- We continue our activities to prevent disabled obstacles in all over TEGV.
- We continue our activities performed for refugee children.

Yours Sincerely,



EDUCATIONAL VOLUNTEERS FOUNDATION OF TURKEY

The basis of existence of Educational Volunteers Foundation of Turkey (TEGV), which was established in January 23, 1995, is to support the primary education provided by the government for the age of children between 7-16 and to enhance their life skills.

TEGV prepares and launches number of programs to contribute the raise of the children as individuals who are committed to the basic principles and values of republic, rational, prudent, self-confident, analytic, questioner, creative, peaceable, respectful towards different ideas and beliefs and against any discrimination of sex, race, religion or language etc. As of the date of its establishment, TEGV has supported the education of more than 1.700.000 children in all over Turkey thank to more than 6.000 donor corporations, more than 500.000 individual donors, 123 million cash sources and ten thousands od volunteers.

TEGV reached 159.962 children in 2011-2012 activity term by means of the activities carried out in 10 Education Parks, 52 Learning Centers, 3 City Representative Offices and 21 Firefly Mobile Learning Units. TEGV who designs its activities from the date it is established in accordance with the Universal Declaration of Human Rights and the Children's Rights Agreement and signed United Nations Global Principles Agreement on October 03, 2007 with the purpose of synchronizing such activities with global values, published "the Progress Report of Global Principles Agreement" in 2009, 2010 and 2011.

Awareness and Communication Activities

After signing the Global Principles Agreement, TEGV, as a non-governmental organization, has focused on awareness activities in 2011-2012.

- 3rd Progress Report of Global Principles Agreement of TEGV is published in United Nations Global Compact web site in December 2011.
- Progress Report of Global Principles Agreement has been sent to all the activity centres and TEGV employees' awareness is increased accordingly.
- Progress Report of Global Principles Agreement has been published in "6 Month Letter" which is prepared by the General Manager, hence TEGV executives have been informed regarding the activities of TEGV performed under Global Principles Agreement.
- Progress Report of Global Principles Agreement has been published in 2011 Activity Report, which was distributed to 2.000 people, to improve the awareness of donors and supporters of TEGV in this regard.
- We continue to enhance our approximate 3.000 volunteers' awareness on "Global Principles" by referring to "Global Principles" in "Local Volunteer Meetings" which are held periodically during a year, in different regions of Turkey.
- Children's Rights Agreement, Global Principles Agreement and Universal Declaration of Human Rights are published in Educational Volunteers Guidebook, which has been delivered to 6.500 new educational volunteers as part of "Step-by-Step Voluntariness" every year.



HUMAN RIGHTS

No fines or penalties imposed on TEGV for the violation of rules and regulations on human rights.

Educational Volunteers Foundation of Turkey, engages its activities by considering the fact that all the people are born equal and free in terms of their honour and rights. TEGV aims to reach all the children indiscriminately but gives priority who are in a disadvantageous position due to their social and economic position. Any person who is above 18 years, has a high school degree, and has no criminal record is eligible to be a volunteer in TEGV. TEGV never treats their volunteer candidates by discriminating them based on their political views, religion, ethnic source or gender. TEGV considers such differences as the richness of the community and respect all thoughts and beliefs.

From the day it is established, TEGV has continued and is continuing its activities to protect human rights and raise the awareness of the children with regard to "Human Rights". All activities are grounded on the Universal Declaration of Human Rights and the Children's Rights Agreement. The values of TEGV are determined according to these principles.

Our Values

- 1. Independence:** Our Foundation is independent of any company or person.
- 2. Mission Oriented:** We use our resources only for our fundamental requirements, which are stated, in our Foundation Statute.
- 3. Justice, Equality, Tolerance and Respect:** We approach all our personnel, volunteers, children, donors and other partners in line with justice and equality principles. TEGV cannot be involved in any discrimination against any religious beliefs, language, ethnicity or gender. We have respect for different thoughts and beliefs. Mutual respect is important during our relationship between internal and external partners.
- 4. Reliability:** We comply with transparency and accountability principles at all levels of our activities. We do not share the information provided by our stakeholders with third party individuals and institutions.

5. Cooperation and Solidarity: We see all NGO's as our stakeholders and we pay careful attention to be in cooperation, solidarity and communication.

6. Rights and Responsibilities: In all of our work, we precisely observe the Universal Declaration of Human Rights and Declaration of the Rights of the Child. The board of trustees, managers, volunteers and personnel of our Foundation fulfill the necessities of active and responsible citizenship. It is important for us to use today's resources effectively in order not to waste the resources of our children and we reflect this sensitivity to all our work.

7. Innovation: In line with the continuous development principle, our Foundation takes on an innovative perspective, creates unique models and implements them.

By considering the fact that the privilege of private life is one of the fundamental human rights, our Foundation adopt as a corporate principle not to contravene our employees private life and not to allow humiliating behavior towards our employees.

All the activities of TEGV are designed in accordance with children rights and education right and it is targeted to create an environment for the children to improve their life skills by revealing their potentials.

- During the planning and practice of the activities, child-centered, age-compatible approach, which incents contribution and sharing, is adopted. All the materials supporting the activities are designed and all activity centers are organized by considering such approach.
- Children come to TEGV and choose the activities they would like to join voluntarily.
- The activities of TEGV are planned by considering the local differences.
- We targeted the improvement of the children in a multidirectional manner. TEGV designs activities in three main areas (art - language - communication -personal development - social values - mental - intellectual area) and conducts club activities that enables diversity and draws interests of the children, along with the standard activities.
- The continuous feedbacks of the children on conducted activities are essential.
- Social responsibility, peace, equality, respect to diversity, creativity and cooperation are the fundamental values focused while conducting activities.
- TEGV, who aims to raise the children as searcher individuals, is a guide on the matters such as access to the information, use of various sources, by considering such aim.

TEGV regards "respect to human rights" as an irreplaceable part of life and expedites its activities in this field after signing Global Principles Agreement. Summary on TEGV's activities in this field are as follows:

We Are Citizens We are Participants Activity

Our activity called We Are Citizens We Are Participants is prepared in 2010 on behalf of model citizen, our valuable donor Nirun Şahingiray, with the aim of raising children and young people as contemporary individuals and citizens who know their rights; are free from the idea of taboos, prejudices, discrimination and violence; have critical thinking skills on social matters and in general. Good models, which are considered by of national and international institutions on the subject matter of citizenship are examined during the preparation of contents for the programmes and such models are included in the contents.

It is aimed to increase our children's and volunteers' interest and awareness in this field, to reach the information whenever they want and to enhance libraries by building We Are Citizens We are Participants-libraries.

2.934 children participated in We Are Citizens We are Participants program in 2011-2012. Our children has prepared number of presentations and impersonations with regard to the disabled rights, discrimination, right of education, social gender discrimination, human rights and children rights for project activities performed at the end of the program.

Nirun Şahingiray We Are Citizens We are Participants program has been presented in the Good-Model-in-Education Conference in March 31, 2012. Hence the program of which purpose is to create awareness on the children on children rights, discrimination, prejudices, social gender etc. has been introduced and shared with other people.

The Value of the Month-Activity

One of the fundamental aspects of Educational Volunteers Foundation of Turkey's mission is to contribute children to have fundamental values as well as life skills. The Value of the Month-Activity, which has been associated to the skills and values of TEGV mission and prepared in connection with various social matters is continued in 2011-2012 activity period. Short-term activities has been prepared on the following subjects for the Value of the Month-Activity and performed in activity centers.

November 2011	December 2011	April 2012	May 2012	June 2012
Individual and Social Responsibility	Human Rights and Democracy	Respect in Diversity and Discrimination	Peace and Tolerance	Respect in Environment



Individual and Social Responsibility

It is aimed to raise the children's awareness on values, their environment, and all living creatures and enable them to share the responsibility of the individuals and to promote their social relationship by controlling, developing themselves. In order for our children to improve and internalize their sense of responsibility, the value of the months has been determined as "Individual and Social Responsibility".

Human Rights and Democracy (Human Rights Day, December 10th)

The activity of Human Rights and Democracy, which has been held in December is closely related to one of the fundamental aspects of the mission of TEGV i.e. to raise the children as persons who are peaceable, respectful towards different ideas and beliefs, against any discrimination of sex, race, religion or language etc. To this end, group activities of children, which are based on democratic principles with regard to the human rights, have been urging.

Respect in Diversity and Discrimination

The value of April is designed on the subject matter of "Respect in Diversity and Discrimination" in order for the children to think deeply on different values, to respect in diversities and behave and express themselves accordingly during their relationship with themselves, others and community.

Peace and Tolerance

In order to help children to internalize the conception of peace which is quite actual and crucial in today's world, to have sustainable peace culture and to show them the conflicts and disputes can be solved by creative, non-violent, cooperative and win-win methods, the subject of the Value of the Month is determined as "Peace and Tolerance" and short-term activities are designed for such purpose.

Respect in Environment (World Environment Day, June 5th)

Due to World Environment Day which is held 5th of June every year, we determined the subject of the Value of the Month "Respect in Environment", with the aim of informing community and the children on environmental issues, creating affirmative and sensitive behavioral changes, to protect the habitat and enable the damaged environment to be survived.

Firefly Educational Program

The Firefly Educational Program, which aims to improve critical thinking, communication skills and to create awareness on fundamental community issues, includes number of short-term, flexible, different activities on the subject matters of health, personal development, occupations, traffic, environment and rights in order to satisfy the local needs. The subject of the short-term activities of such program that are adopted from We Are Citizens We Are Participants Program, which is designed on behalf of our donor, Nirun Şahingiray, is the requisites, rights and responsibilities of being a global citizenship. With these activities, it is aimed to inform the children and youth on Children's Rights Agreement.

Firefly Program, The model of Skopje

We prepared a different educational program for the Firefly Cultural Truck, which went to Skopje with the invitation of Skopje Yunus Emre Turkish Cultural Center in March 2012. Firefly Program, Skopje Model includes number of short-term activities with the themes including creativity and self-confidence, individual and social responsibility, voluntariness, social responsibilities, art, Turkey, respect in awareness, peace, tolerance and Children's Rights.

In order to raise the children's awareness on Children's Rights Agreement, the meaning of peace and other conceptions on peace and the similarities and diversities of people without considering their nation, language, belief and gender, we conduct activities on Children's Rights as part of the educational program.



Activity Planet Educational Program

This program is designed in order for children to know TEGV closely, to broaden their senses by encouraging them to think on a multidirectional manner on themselves and the community by joining attractive activities, to develop affirmative and responsible perspective on the actual matters of the social life. Accordingly, 2 weeks of 6-weeks-program has been designated to activities on "Children's Rights" and "the Protection of the Environment and the Sources".

The target of the activities with the theme of children rights include number of activities is to show the children the nature of the diversities in all over the world, to let them know the terms and effect of United Nations Children's Rights Agreement and to raise the awareness of the children between their fundamental rights and the requests. Moreover, as part of this program, we performed some comprehensive activities on game and fun right which is a fundamental children right.

Summer Club Activity Program

The activities that are adopted from "We Are Citizens We Are Participants" Program have been included in Summer Club Activity Program with regard to children rights. Accordingly, it is aimed to inform the children on the terms of the United Nations Children's Rights Agreement and raise their awareness on the fundamental rights they have such as "the right to life", "the right of privacy", "the protection of disabled children" and "education right".

UNICEF- Partnership Network for Prevention of Violence against Children

TEGV is joined Partnership Network for Prevention of Violence against Children in March 2012 which has been launched by UNICEF Turkey Office as part of the project i.e. "Prevention of Violence against Children in South East Europe". This project of which aim is to develop services to prevent violence against children as part of 2011-2015 country program, to improve the response systems and to determine the related strategies, will be applied simultaneously in Turkey, Serbia, Bosnia-Herzegovina and Albania. There are number of other non-governmental organizations (NGO) in this Network which is established in order to support NGOs for the prevention and tracking of the violence against children and response such violence and to enhance the cooperation amongst NGOs.

Research Workshop Program

Research Workshop Program is continued to apply with other activities conducted at schools, as part of the "The Protocol on Support to Social Activities" which was signed by the Ministry of National Education in July 20, 2005. With this Program, it is aimed to enable children to develop social responsibility projects on a particular problem they encountered and to let them create concrete projects on that. We reached 14.062 children through Research Workshop Program that was held in that reporting period. The children who joined that Program have developed number of projects on rights and environment and contribute to raise the awareness in this regard.



Refugee Children

The children whose families has been requesting refuge in our country are directed to our activity centers pursuant to the regulation published by Ministry of Internal Affairs to enable them to join social activities at the times when they are not at school. Therefore 33 children has benefited from such programs in Adana Süleyman Özgentürk Learning Unit with their educators' support. Moreover, after Van earthquake, the refugees have been entertained as our guests in Feyyaz Tokar Education Park and number of short-term activities has been conducted with their children.

Educational Volunteer Guide

Educational Volunteers Guidebook, which is delivered to 6.500 new educational volunteers as part of their Volunteering Step by Step process, contains Children's Rights Agreement, Global Principles Agreement and Universal Declaration of Human Rights.

Regional Volunteer Meetings

The regional volunteer meetings are held in every year in different cities with different slogans and concepts. This year's regional volunteer meeting's motto was "the children are happy and hopeful in TEGV" and the concept was "Well being of a child". Within this concept, we tried to raise the awareness of 3022 volunteers regarding "Well being of a child" at the meetings held in Samsun, Istanbul, Izmir, Ankara, Batman and Gaziantep.

Burcu Oy, from Youth Activities Unit and Zeynep A. Kılıç from Child Activities Unit of Istanbul Bilgi University have shared the research results of "Understanding Well Being of a Child; Conceptualization; Assessment and the Determination of the Indicators" respectively in Izmir and Ankara. The target of "Research on Indicators of Well Being of a Child", which is conducted by Child Activities Unit of Istanbul Bilgi University, Immigration Research Center of Istanbul Bilgi University and Social Politics Forum of Bosphorous University and supported by Scientific and Technological Research Council of Turkey, (TUBITAK) is to adopt and develop the approach of "well being of a child" in Turkey which supersedes the research of "child poverty" in international platform.

Mr. Kenan Çayır, who is the Administrator of Istanbul Bilgi University Sociology and Educational Research Unit and Associate Professor in Sociology Department, has made a presentation in Gaziantep on Children's Rights, Social Gender Taboos and the effect of such in our education system to our volunteers.

Professor Server Özdemir has shared his opinions with our volunteers regarding the place of children's and youth's rights and necessities in the current educational system by giving statistical information in this regard in Samsun and Istanbul.

After Van Earthquake

After Van Earthquake, which was occurred on October 23, 2011, TEGV informed City Disaster and Coordination Desk in Van that it was ready to provide all kinds of support. Accordingly, TEGV opened the doors of Van Feyyaz Tokar Education Park at the earthquake night to approximately 400 earthquake victims in accordance with the resolution taken by TEGV.

Lots of donors, supporters, employees, volunteers, partners of TEGV called us after the earthquake and told us that they were ready for any help. The requirements list has been sent to them. The fundamental needs of 3.000 earthquake victims tried to be provided by this way.

The families lived in our Education Park, which have been hosted to earthquake victims, went back to their home on November 4th, Friday. The ones who were not able to go their homes have been placed in tent cities. The refugee families who were staying in our Parks have left our Park as per the decision of United Nations High Commission for Refugees (UN-HCR).

Besides, our Learning Unit hosted to earthquake victims in Erciş, which has been affected from the earthquake mostly.

Seasonal Agricultural Workers Project

Turkish Ministry of Labor and Social Security built tent cities and container cities in order to satisfy the accommodation, transportation, education and security needs of the victims, in accordance with its action plan which was launched to raise the life standards of mobile agricultural workers. Aygaz 3 and Aygaz 5 Mobile Learning Units has introduced its TEGV activities with the children of seasonal agricultural workers thanks to the cooperation between Şanlıurfa Governership and Polatlı District Governersip in such tent and container cities with the purpose of preventing children working as agricultural workers and of continuing their education properly.



Field Works



Education Parks

- Izmir Çiğli Education Park contributed to Children's Council Meeting on November 10, 2011, which has been held as part of Children's Rights Week activities realized by Izmir Metropolitan Municipality City Council.
- Before the study of Izmir Çiğli Education Park and Özge-Der, a conference on "Hate Crimes and Children Oriented Practices for Fighting against Hate Crimes" is organized with the contribution of our 8 volunteers.
- As part of Children's Rights Day, our volunteers have performed "Pusulacık" training to children on human rights on November 22, 2011 in Samsun Metropolitan Municipality Education Park. 44 children joined this training. Children's Rights Agreement, universality and irrevocability of rights and the protection of mutual freedom has been told to children as part of the training namely "Most Important for Whom". The subjects of equality of genders and social equality of genders, rising tolerance, discrimination due to taboos are discussed in "Boys Do Not Cry" part. At the end of the training, the books from "Children Rights Children Books" library of Anadolu Kültür have been given to children as a present.
- A seminar was held as part of "Alienation Project" which was carried out by Solidarity Association for Youth Who Are Deprived of Freedom Children's Rights Day with the contribution of our volunteers between 1 and February 24, 2012 in Samsun Metropolitan Municipality Education Park.

- We helped to raise children's awareness on children rights by launching "Journey to Children's Rights" club in Gaziantep Metropolitan Municipality Education Park.
- Gaziantep Metropolitan Municipality Education Park has increased children's awareness on 23rd April with "I Have Rights Too" study.
- The activity namely "How About Being a Volunteer?" which has designed to raise their awareness on voluntariness, was presented to the children accompanied by music and dance in Gaziantep Metropolitan Municipality Education Park as part of "2011 European Voluntariness Year" to tell the children about justice, tolerance, freedom and civilization which are fundamental values of European Union.
- On the same day of the earthquake (October 23, 2011), Van Feyyaz Tokar Education Park opened its doors to our citizens who had to spend the night outside and other refugee guests. Accommodation, food and clothing needs of approximately 3000 earthquake victims have been satisfied.
- Aid materials gathered in Antalya Suna - Inan Kiraç Education Park for the Van earthquake have been sent to earthquake victims. Also, bottle caps collected by the children and our volunteers under "One Wheel Chair for 10.000 Blue Bottle Caps" campaign, have been sent to related authorities.

Learning Units and Fireflies

- It is aimed to raise the children's awareness on Children's Rights and Children's Rights Agreement in Izmir Egekent Learning Unit. Accordingly, a theatre club has been established with the theme of children rights and the said club has carried out number of activities.
- Mamak Learning Unit gave a seminar to 20 volunteers regarding Women Identity and Women Rights.
- Uşak Learning Center children played a box game namely "Children has right to speak" enabling them to think and discuss about Children's Rights on Children's Rights Day (November 20th)
- The box game namely "Children has right to speak" has been played in Denizli Sevindik Learning Unit with the children who were attending primary schools that TEGV has been conducting school activities.
- World Volunteers Day has been celebrated in Gümüşpala Learning Unit with the children.
- Children's Rights Day (20th November) has been celebrated with the kids in Mardin Savur Learning Unit.
- In Istanbul Zeyrek Learning Unit, Animal Rights Workshop, Disabled Foundation workshop, Making a Barn workshop, Planting workshop, ÇOÇA - Studies on Children's Rights have been performed for children; Seminar on Setting the Animals Free, Homophobia Seminar, Social Gender Seminars 1-2-3, Reading Books to Sight-Disabled Persons organization, Watching Thematic Films organization, the Rights of Sex Workers Seminar, Clean Energy Seminar, Hate Crimes Workshop, Workshop to Overcome the Prejudices for AIDS patients, Human Rights Training-Amnesty, Children's Rights Training have been carried out for the volunteers and finally Seminar on Sexual Abuse and Violence against Women has been given to parents.
- Children's Rights Day (20th November) has been celebrated with 30 children in Mersin Learning Unit thanks to the support of Akdeniz Rotaract Club. Our children started the celebrations with "Rights" game and read all the Children's Rights one by one.
- A seminar has been given to 50 children due to Children's Rights Day in Sivas Central Learning Unit on November 19-20, 2011. At the end of the seminar, children drew a picture by illustrating one of the provisions of the Children's Rights Agreement.
- After finalizing summer activities on children's rights, "Children has right to speak" game has been played in Zonguldak Ayten Maksut Çavdar Çaycuma Learning Unit in order for them to strengthen their knowledge on children's rights.
- In order to create awareness on Universal Declaration of Human Rights, JP Morgan Firefly has been carried number on social activities namely "Our Rights is our Freedom" in the cities that Firefly Mobile Unit located.



WORKING STANDARDS

TEGV has not imposed any fines so far for violating the laws and regulations against their personnel.

Due to its principles, TEGV considers their personnel's rights. In accordance with this approach, TEGV satisfies all the requisites of Law No. 4875 (Labor Law), Law No. 5510 (Social Securities Law) and Law No. 5502 (Social Security Authority Law). Besides, despite the fact that it is not required by law, TEGV personnel has continued to benefit from private health insurance and personal accident insurance in 2012. TEGV opposes the political, religious and ethnic discriminations during and after the recruitment process. Local employment is supported in the cities that TEGV operates.

Due to the nature of the work, Unit Supervisors of Mobile Learning Units have to be male. Other than the said exception, no gender discrimination applies.

For the last 8 years, the distribution of gender of TEGV personnel is as follows:

Year	Woman	Man
2012	%62	%38
2011	%66	%33
2010	%66	%33
2009	%71	%29
2008	%70	%30
2007	%71	%29
2006	%71	%29
2005	%73	%27

Due to its principle of equal opportunity, TEGV announces its open positions and required qualifications for such positions through www.tegv.org, HR web sites, newspaper advertisements and related e-mails groups in order to reach person who has education, experience, skills and personal competence required for such position. The applications are evaluated and the most appropriate candidates are invited for the interview. All the candidates are evaluated based on the same objective criteria and the most appropriate candidate is hired. The candidates who are recommended by TEGV personnel or partners are also evaluated by considering the same objective criteria without any privilege. Now there are 70 personnel working for TEGV who used to be a volunteer and has been applied for an open position. Being a TEGV volunteer is not a sufficient criterion alone in order to be hired, all other pre-requisites should be met. Yet, it is preferable to choose a TEGV volunteer if he meets the said criteria.

There is no force labor or compulsory hiring in TEGV. The personnel are chosen from the candidates who apply for a position voluntarily and are working in accordance with a labor contract. The personnel are entitled to terminate their contracts as per Turkish Labor Law either by giving notification or without notification within the trial period.

In TEGV every labor scale has a particular job description and such job description has its own salary scale. As a principle, the salary of personnel has to be determined by considering such salary scale.

Article 8 of TEGV Personnel Regulation set forth the principles of recruitment of foreign personnel. The candidate has to be a Turkish citizen or to have working permit in Turkey as per Law No. 4817. So far, there is only one foreign person working with the said permit.

New personnel of TEGV are joining orientation training. It is aimed to facilitate the adaptation of the new personnel with such training.

TEGV makes one performance assessment every year for its personnel. The personnel and its director evaluate the past year, business results and targets. In order to conduct an objective assessment, the directors submits their assessments to their executives.

The working term of TEGV personnel is high. As of May 2012, the sonority level of the personnel is as follows:

Years of Seniority	Percentage
0 - 1 yıl	%16
1 - 2 yıl	%15
2 - 5 yıl	% 21
5 - 7 yıl	% 7
More than 7 Years	% 41

Due to TEGV's HR Policy, TEGV provides its personnel equal opportunities in terms of personal development and career. The training period of each personnel of TEGV is 35 hours in 2012.

Years	2008	2009	2010	2011	2012
Training Period for Each personnel	10,5 hours	20,1 hours	27 hours	30,13 hours	35 hours

TEGV urges its personnel's promotion and career development. The principle of promotional decisions is to coincide the personnel's career aims and expectations with TEGV's job targets and needs.

Between September 2011 and May 2012, eight personnel are entitled for a promotion. One of our personnel was appointed as district director, four of our personnel were appointed as coordinator and three of our personnel were appointed as park manager.

Due to the legal requirements and TEGV's positive discrimination principle, disabled people are also hired in TEGV. As of August 2012, the number of disabled personnel is 5. TEGV, who is supporting children's education, is strictly against child labor and abuse of labor. TEGV raises its personnel's awareness in this regard. As of the date of its establishment, no personnel who is younger than 18 has been hired in TEGV.

Age	Years							
	2005	2006	2007	2008	2009	2010	2011	2012
Under 18	0	0	0	0	0	0	0	0
18-25	28	28	25	19	22	19	18	13
26-30	55	49	62	60	45	49	52	54
31-35	35	39	38	39	55	55	51	52
36-40	15	17	20	20	19	23	27	28
41-45	9	9	6	14	16	17	18	19
+45	12	14	16	18	17	16	16	17

Open office and open door approaches, which are adopted in our headquarters, are the indicators of our "transparency in management" policy.

Oracle Self Service Module Practice

TEGV HR Department started its transition to Oracle System in June 2011. Analysis and practices has been completed in March 2012 and pilot practice group has been launched in March 20, 2012. Upon adopting Oracle Self-Service Module, training approvals, allowances, salaries and down payment requests of the personnel is dealt by this system. Another benefit of the system is to reduce the consumption of paper and the mail deliveries. We ease our processes by saving time accordingly.

By launching e-payroll system, we enable our personnel to track their pay rolls at any time and in anywhere. Therefore, consumption of paper and the mail deliveries reduced accordingly.

Green TEGV Group Practices

The Working Groups of TEGV, which aim to create a synergy among the personnel working at from different departments of TEGV and to reveal contributing projects for TEGV, have been enlarged with Green TEGV group.

The fundamental aim of the Green TEGV Group is to increase the awareness to conserve energy, utilize the renewable and natural energy sources consciously and reduce carbon emission, management of wastes, change daily life accordingly. To this extent, the working group conducts number of nature-friendly activities such as reduction of paper consumption, placing recycling boxes in TEGV headquarters and informing people on waste management.

Green TEGV Group has carried out number of important activities within a short time. The list of some of the activities conducted by the Group in order to create greener working environment in TEGV is listed below:

- Recycling boxes in TEGV headquarters have been changed with the support of Üsküdar Municipality, all metal-paper-plastic wastes have been collected in a box and sent to said Municipality.
- Glass wastes have been collected in particular boxes designed for glass wastes in order to sent them to bigger boxes for glass wastes in our neighborhood.
- TEGV applied for WWF Green Office Program and signed.
- Number of interviews has been conducted with Üsküdar Municipality regarding wastes management trainings.
- In order to support the campaign launched by Turkey Paraplegia Foundation to provide wheeling chair for disabled people, bottle caps have been collected in our headquarters.

Civil Society Working Group

The aim of the Civil Society Working Group which was established in 2011, is to track the developments in the field of civil society and increase the awareness of the headquarters personnel on civil society. To this end, the Group launched its conversation activities called "Different Voices". Number of guests has been entertained from different non-governmental organizations and headquarters personnel also joined the activities.

The conversation activities are listed below:

- **Differ-ent Voices -1**
Cengiz Solakoğlu - One of the TEGV founders
- **Differ-ent Voices -2**
Ayla Göksel - Vice Chairman/General Manager of AÇEV
- **Differ-ent Voices -3**
Güven Eken - Chairman of Doğa Derneği
- **Differ-ent Voices -4**
Prof. Dr. Murat Belge
- **Differ-ent Voices -5**
Ass. Prof. İtir Erhart and Yonca Tokbaş - Founders of Adım Adım Organization
- **Differ-ent Voices -6**
Ercan Tural - The Founder of AYDER and Project Coordinator of Dreams Workshop





Trainings on Occupational Health and Safety

We started the trainings on Basic Disaster and also Occupational Health and Safety in 2010 in order to create safer working environments and increase our personnel's awareness in this regard. Occupational Health and Safety training, which was carried out in 2010 for headquarters personnel, was also provided for field workers in 2012. With 119 persons who have benefited from the training in February 2012, the total number of personnel we reached was 176. The training was 3,5 hours.

On October 23, 2011, after Van earthquake, in order to create awareness on earthquake we joined the Secure Life Seminar held by Governorship of Istanbul with our 76 personnel. The seminar took 1,5 hours.

Non-Governmental Organizations (NGOs)-HR Platform

In order to share, compare and exchange the ideas and experiences on the human resources practices of NGOs, we continue our activities carried out by the contribution of HR personnel of NGOs (TEGV, İKSV, TEV, TEMA, AÇEV, YADA, DARÜŞŞAFKA and TESEV).

ENVIRONMENT

So far, TEGV has not imposed any fines or penalties due to the non-compliance of laws and regulations on environmental matters.

Despite the fact that the environment is not one of the fundamental purposes of TEGV, it cooperates with the environmental authorities and foundations and carries out joint activities and trainings with such authorities in this regard.

In order to raise awareness to protect the ecological balance and to use the sources in an efficient manner, we display sensitivity in our headquarters and activity centers on consuming printed materials, electricity, water and on collecting wastes by waste parsing.



Carbon Footprint Project

TEGV has calculated the carbon cost of its activities and published its carbon footprint in the Global Principles Progress Reports of October 2009, 2010 and 2011. Accordingly, the average carbon emission value of 1 person/hour in TEGV is listed below.

	2008	2009	2010	2011
Carbon Emission	0, 23 kg	0, 18 kg	0, 19 kg	0, 21 kg

Green Information Technologies (Green IT)

TEGV's Information Technologies Strategy Paper for 2011-2016, which has been prepared by considering TEGV's improving technological structure, is approved. The BT vision of TEGV is stated as follows: "To use the information, communication and education technologies by complying with the cost, effectiveness, appropriateness, security and sustainability criteria and Green BT principles. To adopt creativeness and inventiveness principles by adhering to the said criteria".

N-Computing Technology, which is a part of transmission process of energy efficiency high infrastructure, has continued to be generalizing in our activity centers. While we managed to reach 3 educational parks and 8 learning units in the previous reporting period, this figure has increased to 6 educational parks, 6 fireflies and 18 learning units.

Virtualization activities have been continued in our headquarters. All the servers activated as virtual servers and the pilot virtualization program supported by 2X technology has been launched. Accordingly we are aiming the increase of energy efficiency for the users due to advantages of virtualization and flexibility of infrastructure.

Video calls, which meet the necessity for travel for trainings, interviews etc., have been tested upon the IP Centrex infrastructure. Upon achieving successful results of such tests, trainings on Oracle HR and Finance Module have been provided as a pilot scheme in Izmir activity centers by using the said infrastructure and remote desktop sharing system applications. It has been planned to use telephone devices in all activity centers, which enables such video calls through IP Centrex.

Electronic waste collection has been continued and 3217 kg waste in total has been sent to Anel Doğa Entegre Geri Dönüşüm Endüstri A.Ş. for recycling. The old PCs, which became idle due to the adaptation of desktop virtualization systems, constituted the majority of such wastes.

Waste Batteries Recycling Program, handled by TAP, has been continued in 2012.

Accumulation Training Program

In Accumulation-1 Training sponsored by Citibank, there are number of activities carried out on consumption habits, recycling, consumer rights, savings etc.. During these activities, children reused and made creations with the used papers, controlled paper consumption by tracking waste production and increased their awareness on consumer rights by using different activity materials. In Accumulation-2 Training, children created new projects regarding environmental problems in accordance with the project based software.



Dreams Workshop and Little Artists Educational Program

Each of Dreams Workshop held in Educational Parks and Little Artists Program held in Learning Units include an activity conducting by using waste materials. The aim of these two activities, which are designed parallel to each other, is to raise children's awareness on recycling, to improve their waste material skills, to help them to create new creative products from such wastes and to show them how wastes can be used to create an artistic work.

Research Workshop Program

While creating Research Workshop Program, we aimed children to develop and perform their projects on social problems in accordance with the Social Activities Regulation published by Ministry of National Education. With this program the children has developed number of projects to improve the awareness on environment and environmental consciousness.

Starting My Career Journey

This program aims to raise consciousness and awareness among children on developing their information and skills during their decision processes while choosing an occupation. Children, who benefit from this program, join number of activities and tours to raise their awareness on environment.

Firefly Education Program

With the "Young Environmentalists" module of Firefly Education Program, which was designed in 2011, we aim to create sensibility and increase children's awareness on environmental issues.

Club Activities

The Club Activities, of which contents are designed by the volunteers, aims children's active participation to the projects they are deeply interested in and create a product or performance based on such project. Within the scope of the club activities, numbers of performances are conducted on the subject matters of rights and environment.

Short-Term Activities

Besides the standard educational programs of TEGV, there are also short-term activities organized by the initiatives of activity centers. Some of the activities of short-term activities include some performances on the environment.

Renewable Energy Seminar

With the Renewable Energy Program, has been launched with the collaboration of Zorlu Energy Group and continued until December 2011. The program which aims to raise children's awareness on energy sources, use of energy in an efficient manner, energy saving and renewable energy resources in general, children have been informed about wind power plants, hydroelectric power plants, natural gas and geothermal power plants and have been urged children to use the energy in an efficient manner. We reached 936 children with Renewable Energy Seminars that were conducted in 9 Education Parks.



Citibank Global Volunteers' Day

In the scope of Citibank Global Volunteers' Day, Citibank and TEGV volunteers organized a festival in Sema and Aydın Doğan Education Park and Ferit Aysan Education Park, which are located in Istanbul. Accordingly, 110 Citibank volunteers, 50 TEGV volunteers and 310 children have joined the workshops, of which materials were mostly wastes and recycling materials.

Earth Hour Movement

Invitations for the "WWF Earth Hour Movement", which was held in 31 March 2012 between 8.30 pm- 9.30 pm by turning off the lights in apartments and buildings, were sent to all our volunteers via e-mail.

International Volunteers' Day

5th of December is determined as "International Volunteers' Day" by United Nations in order to announce the benefits of voluntariness and volunteer activities and to increase the number of volunteers in all over the world. TEGV organized, as part of European Year of Voluntariness and 10th Anniversary of United Nations Year of Voluntariness, the 6th International Volunteers' Day Conference was held in December 5, 2011 with the collaboration of Center for EU Educational and Youth Programs and UN Voluntariness Program (UNV). General Overview of "The Report for the Status

of Voluntariness in the World", which was printed on 100% recycled FSC paper by using herbal ink, was submitted to the volunteers and partners. Also, recycled papers have used to produce the body part of the pens distributed in the Conference.

ÇEKÜL & TEGV Collaboration

Second stage of our collaboration with Çekül Vakfı (the Foundation for the Protection and Promotion of the Environment and Cultural Heritage), which was started with the aim of popularization of the collaboration between the NGOs and Institutions in July 2011, was finalized. Accordingly, while the volunteers of TEGV carried out an activity called "Voluntariness and Social Responsibility for the Children" with ÇEKÜL children, the volunteers of ÇEKÜL carried out an activity called "Cultural Ambassador" with TEGV children. There were 197 children joined in "Voluntariness and Social Responsibility for the Children" activity. The activities were performed by TEGV in the activity centers determined by ÇEKÜL in Nallıhan, Tosya, Bursa, Şhitkamil, Silifke, İskilip and Mecitözü. There were 159 children joined in "Cultural Ambassador" activity. This activity was performed in Ankara Semahat - Dr. Nüsret Arsel, Gaziantep Metropolitan Municipality Education Parks, Kastamonu Sepetçioğlu Mukaddes Akay Activity Center, Bursa, Mersin, Çorum, Mardin Savur Learning Units and Nahum Family Firefly Mobile Learning Unit.

The Activities of NGO Working Groups / "Different Voices" Conversations

The Different Voices Conversations is aimed to share the experiences of individuals and NGOs who contribute NGOs actively, to listen their success stories and accordingly to inform our volunteers on the developments of civil society. The guest of third Different Voices Conversations held in 14 July in TEGV headquarters, was Güven Eken (the President of Doğa Derneği and Columnist in Radikal) and he told the establishment history, development and activities of Doğa Derneği. He shared the details of the projects namely "Crucial Natural Areas" and "To Know the Historical Value of Hasankeyf" which were carried out to prevent the extinction of species. Eken explained the importance of environmental awareness, give crucial information on the environmental problems and its solutions, and answered the questions.

Third Progress Report, which was prepared in accordance with Global Principles Agreement signed in October 2007, was published in December. In that Report, compatibility of TEGV's activities to Global Principles has covered four titles of Global Principles. The carbon emission of 1 person/hour was 0,21 kg in 2011. For the future, it has been targeted to ease the accesses of disabled persons and to generalize the eco-friendly N-Computing System in all over our facilities.

Climate Change Exhibition

Nearly 1.000 TEGV kids enjoyed the Climate Change Exhibition in Santralistanbul Main Gallery by January 15, 2012, which was first launched in 2008 by American Natural History Museum in New York and was visited by 237.000 people, thanks to the ticket donation of Organization Company to TEGV.



Field Activities

Education Parks

- TEGV kids in Eskişehir Atatürk Education Park Ali Numan Kırac Activity Center joined the Sukurusu Children Program in groups by using Tepebaşı Municipality Mobile Learning Vehicle. The children played two games in the said vehicle namely “Ecological Balance” and “Let’s Correct the Mistakes”. The games started by explaining the Earth’s ecological balance on a model that shows the key elements of nature. This “nature model” of which parts could be changed, turned into a “city model” to enable the children to understand the adverse effects caused by mankind. Accordingly, the children who realized the effects of urbanization, contamination and consumption step by step, had visually chance to learn the danger of extinction of animals, global warming, increase on diseases due to malnutrition, harmful characteristics of the wastes and carbon release.
- We helped children to enhance their creativity and intelligence with the club activity called “Creative Hands” held in Eskişehir Atatürk Education Park Ali Numan Kırac Activity Center, by urging them to use waste materials.
- Sema and Aydın Doğan Education Park has carried out a planting activity with the 1st grade primary school children in order to increase their sense of responsibility and help them to have love of environment and nature permanently. The children informed by the municipality personnel of Directorate of Parks and Gardens regarding the planting, the types of soil, watering etc...
- Izmir Çiğli Education Park has focused on re-use of waste materials, environmental cleaning and recycling with its activities. Such activity has been carried out with “Happy Wastes” activity of Tüpraş Aliağa Refinery. On the first week of the activities, children made kites by using waste materials and had chance to fly their kites with our volunteers in Kite Festival held by TÜPRAŞ on May 19, 2012.

Moreover, by inspiring the question of “What can we do to make the World a cleaner place?”, the children created projects such as a robot-trash man, a bin which could see the wastes around it by using waste materials. At the last week of the activities, we held “Closing Festival” with the children by carrying out some activities such as face painting, stone painting and Turkish paper marbling.

- Izmir Çiğli Education Park obtained short term awareness for the children on the topics of the importance and correct utilization of soil in our life, products that might be harvested, the importance of reforestation by the cooperation of TEMA Foundation.
- We held a seminar with Izmir Branch of Chamber of Shipping, Turmepa and our 49 volunteers in Izmir Çiğli Education Park regarding sea pollution, the importance of keeping the marine clean, the protection and importance of marine creatures. In order for our volunteers to raise children’s awareness in this regard, the content of that activity has shared with our volunteers and 400 kids from different schools had chance to join the seminars called “The Marine is Clean”. After the end of this seminar, we organized the “Sailor Kids Festival” with the contribution of 400 kids, 16 teachers and 19 volunteers. In the scope of that festival, number of activities has been carried out such as basic naval education, the importance of the seas, global warming, the presentations on healthy food/fish consumption, ALİPOT children’s theatre, puppet show, sketch of a sailor family, sketch of Mr Right-Mr.Wrong, Pinyata Contest, mini disco game, sail an optimist boat, sailor’s knot, workshops on making a ship model, touch-and-feel-box and fishing with magnets contest.
- 38.000 bottle caps collected in Van Feyyaz Tokar Education Park by the children, park personnel and our volunteers under “One Wheel Chair for 10.000 Blue Bottle Caps” campaign.
- Samsun Metropolitan Municipality Education Park launched “My friend Nature and Environment” club and aimed to raise the children’s awareness on the environmental issues.
- The children joined the Environment Club of Samsun Metropolitan Municipality Education Park visited Bafra Bird Sanctuary with our volunteers. The volunteers of TEMA Foundation also joined our visit in the delta of Kızılırmak. The children were informed about the delta of Kızılırmak, which satisfies 3 most important criterias out of 4 of European Bird Fields.
- Children prepared a show with the theme of “love of forest” in Ferit Aysan Education Park under the activities of Theatre Club.
- In Gaziantep Metropolitan Municipality Education Park, number of projects has been carried out and presentations performed in order to raise awareness on environmental pollution, water pollution, the prevention of factory wastes, the protection of rain forests, generalization of recycling, the protection of endangered species.
- In order to increase children’s awareness on the animal rights, 250 children have joined a seminar called “Protection of Street Animals and Animal Rights” in Antalya Suna – İnan Kırac Education Park.

Learning Units and Fireflies

- Children drew pictures in Izmir Gümüşpala Learning Unit for the raise of awareness of environmental protection. The drawings have focused on the subjects such as recycling/air pollution/marine pollution. After that activity with the support of Bostanlı Rostract Club a film was made and shared in social media networks.



- Izmir Gümüşpala Learning Unit and TEMA Foundation carried out an insemination activity. Before the activity, the children were informed about insemination materials and methods for insemination. After the informing, every child inseminated his/her own seeds and brought it to his/her home.

- Mardin Savur Learning Unit had a walk around the town with the children and collected the garbage. Activity finalized by planting some flowers and trees.
- Izmir Eşrefpaşa Learning Unit organized a festival for planting trees under the Sustainable Agricultural Support Project with the contribution of Karabağlar Mayor.
- Our volunteers and children planted the garden of Körfez Learning Unit on December 30, 2011 in order to raise awareness on environment, planting and teamwork. After Körfez Municipality's examination and observation, 15 Daphne, 8 Plane Tree, 8 Acer, 8 Ash Tree, 11 Cypress and 11 Cherry Laure planted. In order to follow their growth, the children tagged their names and watered them for the first time. Lastly, children were informed on planting and draught.
- Uşak Learning Unit, with 37 children and 11 volunteers, joined the planting activity organized by Genç TEMA on April 7, 2012 in Uşak University Campus. Each child planted at least one pine.
- Under the "Prevention of Pollution" project, Giresun Learning Unit prepared a study in order for the sellers of dried nuts to collect the shells of such butts in small bags like kangaroo pockets in sea side areas.
- With "Global Warming" project, Mersin Learning Unit aimed to raise awareness on global warming by using puppets. Besides, projects were prepared based on air pollution, global warming, environmental pollution, nuclear wastes and cigarette butt cleaning and recycling.
- The income collected from the recycling of used batteries was donated to "Street Children".



- With the "I paint my Nature" activity held in BOSH 2 Firefly, the children were informed that the nature does not belong to mankind; on the contrary mankind belongs to the nature.
- Nahum Family Firefly made a presentation to 650 children on February 6, 2012 regarding Wastepaper Campaign to raise their awareness on the environment and help them to have sense of responsibility. After the presentation, recycling boxes have been placed on different spots of the school to make a contribution to the said campaign.



FIGHT AGAINST CORRUPTION

TEGV had no illegal activities so far.

TEGV conduct its activities by considering the NGO's responsibilities and in accordance with the purposes and principles specified in its Official Deed. TEGV considers the maximum efficiency while using its sources and fulfil all its obligations to fight against the corruption.

TEGV considers that all its donors and supporters are honest, transparent and accountable persons and authorities. All the relationship of TEGV with its donors, volunteers, personnel, children and other partners are defined in the related statements and regulations. Our Foundation treats equally to all its suppliers, conducts a market research on prices by considering the quality and shows its best effort to purchase the more economic goods and services.

All the monetary transactions of TEGV are based on legally valid documents and duly recorded on company books. Recordings are in compliance with fundamental accounting principles and Turkish Accounting Standards. The auditors of General Directorate for Foundations audit TEGV every year for the inspection of such compliance. Even if it is not legally mandatory, TEGV also opts to be conducted an audit by an international independent audit firm. The audit report is published in our foundation report and website every year.

Our Foundation possesses its own assets, never assigns its rights to third parties, always respects and never violates other persons' rights.

While determining the wages of TEGV personnel, our Foundation pursues a wage policy based on performance of the personnel by considering Turkey's actual conditions and financial ability of TEGV. All the precautions and penalties applied in case of any violation of TEGV personnel are regulated under Personnel Communiqué.

No software without a license is allowed to be used in TEGV. The licenses granted after contacting with related authorities are used solely by TEGV and protected accordingly. Unlicensed goods and services are tracked by using required technical methods and prevented accordingly.

TEGV holds more than a million data in its data systems, which include personal information of our donors, volunteers and children. None of those data is shared with third person or authorities for any reason. In order to ensure the information security and to prevent the possibility of corruption or violation, TEGV, made necessary investments to establish an infrastructure and conducted related activities to raise its personnel's awareness in this regard.

As of to date of its establishment, TEGV aims to be an honest, transparent and accountable foundation. After the signing of Global Principles Agreement, these principles have incorporated into Ethical Values document of which content was designated by the contribution of TEGV personnel.

CARBON FOOTPRINT CALCULATION of TEGV FOR 2011

INTRODUCTION

Climate change, which is a fundamental issue for number of international organizations such as United Nations and Intergovernmental Panel on Climate Change, is now accepted as a proven reality. Increase of the greenhouse gases, which absorb the energy coming from sun in the atmosphere, does not only cause the global warming, melting of icebergs and climate change. Climate change also affects number of things such as the economy, agriculture, bio-diversity and causes adverse effects on humanitarian development.

Increase in greenhouse gases in the atmosphere is considered as one of the main reasons for climate change. Nearly all the activities of our daily life (consumption of electricity, natural gas, coal etc., the use of car, bus, train, airplane, eating and food habits etc.) reveal carbon dioxide emission. Therefore, carbon dioxide emission has to be reduced and the pressure on the environment has to be minimized in order to fight against the climate change. Accordingly, to take necessary individual/corporate precautions to fight against the climate change, the first step is to calculate the carbon footprint. Carbon Footprint can be defined as the measurement of the environmental damages caused by activities of a person in terms of the greenhouse gas emissions in unit carbon dioxide.¹

TEGV is aware of the climate change; signed the Global Principles Agreement for such reason and started to make the carbon footprint calculation in 2008 besides all its activities in the field of environment and sustainability. Following information summarizes the carbon emission caused by TEGV's activities in 2011.

The activities conducted during the calculation of Carbon Footprint and suggestions and consequences are covered under "Assumptions and Calculations" section below.

1. ASSUMPTIONS

TEGV designs the activities in its Headquarters and performs them in all the Activity Centers. Carbon footprint calculations made separately in our Headquarters and also Activity Centers in 2008, 2009, 2010 and 2011. While making the calculations for 2011, Electricity Consumption, Heating, Using Transportation Vehicles and Air Travel were considered as the fields that caused emission.

As an NGO, TEGV conducts its activities thanks to the support of their donors and one of the donation methods is the adaptation of a particular activity center by a donor. Such adaptation may either be monetary support by the donor or any other means of contribution such as obtaining a place for the accommodation of an activity center or other contributions in kind. Therefore most of our activity centers conducted their activities in the premises provided by governmental organizations or authorities and in some activity centers electricity or heating expenses are paid by such organizations or authorities. However, we are not able to collect the data of such activity centers of which electricity or heating expenses are paid by governmental organizations or authorities. Hence, the average data of total values is used for such activity centers.

¹ www.karbonayakizi.com

Electricity Consumption:

Electricity consumption was calculated based on the difference of total kWh between the electricity bills of January 2011 and December 2011.

Heating:

Natural gas usage in heating was calculated based on the difference of total m³ between the natural gas utility bills of January 2011 and December 2011. For the coal and fuel oil consumption, the total purchase in 2011 (in kilograms) was considered.

Using Transportation Vehicles

TEGV's own vehicles and taxi-cabs were calculated separately.

- The quantity of fuel/diesel oil consumption of TEGV's own vehicles was calculated in liter for the year 2011.
- Since it is unable to provide information for the consumption of fuel for the taxi-cab usages, the calculations has been done by using taxi-cab receipts. The number of such receipts and total expenses were collected for 2011. 2,50 TL was considered before December 17, 2011 and 2,70 TL was considered after December 17, 2011 as an opening taximeter fee. Such amounts were multiplied by the number of taxi-cab usage and then reduced from taxi-cab expenses. Since the automatic increase on the taximeters are 1,60 TL before December 17, 2011 and 1,73 TL after December 17, 2011, the remaining amounts were divided into 1,60 TL or 1,73 TL depending on the related time period and the distance were calculated in kilometers accordingly. With the assumption that most of the taxi-cabs were running on LPG, we contacted with the taxi-cab stand which was closest to our headquarters and we are informed that 1 liter LPG covered 7,9 kilometers. Lastly, the consumption made by taxi-cab usage has been converted to LPG and used for the carbon footprint calculations.

January 01, 2011 - December 16, 2011

Total Fare (2,5 TL x number of taxi-cabs) = 74256,96 TL - (2,5 TL. x 2625) =42.309,04 km

1,6 TL

1,6 TL

December 17, 2011 - December 31, 2011

Total Fare (2,7 TL x number of taxi-cabs) = 2259 TL. - (2,7 TL. x 74) =1.190,29 km

1,73 TL

1,73 TL

Total:

43.499,33 km

43.499,33 km / 7,9 lt = 5.506,24 LPG consumption

5.825 x 1,6 / 1000 (carbon emission per unit) = 8.81

- Since the tow services of Firefly Mobile Learning Units (FF) are generally provided locally or with the donations, we are unable to use a particular tow model. Hence, we considered the most popular model of tow truck used in Turkey and used this model for our calculations. As far as we are informed by the related distributor, that particular model of tow consumed 33 Lt per 100 km in average.

Air Travel

Air travel records of TEGV have been separated based on the destination points. Since most of those flights were realized for the purpose of coordination and administration, the figures of such flights were reflected to the calculation of Headquarters' carbon emission for one person/one way.

2. CALCULATION

By considering the consumption figures of Headquarter and Activity Centers, quantifiable value of carbon emission and its environmental pressure have been calculated. (See Table 1 and Table 2)

2.1. Total Emission

Due to TEGV's activities, total amount of carbon dioxide for 2011 is 1.211 tons. (See Table 3, Table 4, Figure 1 and Figure 2 for the details)

The carbon emission of Headquarter is 287, Education Parks is 493, Learning Units is 294 and Fireflies is 137 tons.

With the percentage of 46%, electricity consumption constituted the major item for carbon emission among the activities of TEGV. Heating was the second major item with 36%.

2.2. Headquarter

Expense items of TEGV in 2011 and their carbon emission amount can be seen in Table 1.

Accordingly, the carbon emission of the Headquarter was 287 tons for 2011. See Figure 3 for the proportional distribution.

- With the percentage of 42%, electricity consumption constituted the major item for carbon emission (119 tons CO₂).
- Field visits and air travel made for the coordination of TEGV activities corresponds to 41% of the total emission (118 tons CO₂). The reasons of increase of the difference compared to previous years were Van earthquake, opening of new Education Parks and Learning Units, and busy traveling schedule due to the theater called "Children's Right" performed in the scope of "I Read I Play" project.
- The usage of TEGV vehicles and taxi-cab constituted the lowest percentage (17%) for carbon emission.

2.3. TEGV Activity Centers

2.3.1. Education Parks

While examining the Education Parks' emission, electricity and heating items have been considered. Besides, for the Parks, which have TEGV vehicles, vehicle emission values have also been considered. In conclusion, expense items in the Education Parks, which caused emission and the total amount of emission was 493 tons. (See Table 1 and Figure 4)

In the Education Parks, the percentages of carbon emission items were as follows: 55% heating, 36% electricity consumption, 9% vehicle usage.

2.3.2. Learning Units

consumption and heating were determined. The total amount of carbon emission for the Learning Units was 294 for 2011. (See Table 1)

As seen on Figure 5, (the percentages of the consumption items for such emission) while heating had the highest percentage (55%), electricity consumption constituted 45% of the emission.

2.3.3. Firefly Mobile Learning Units

The total amount of carbon emission of the Fireflies was 137 tons. While 92% of carbon emission has been derived from electricity consumption, 8% of emission has been caused by tow usage through 11.703 kilometers. (See Table 1 and Figure 6)

2.4 One Person - Hourly Emission

While calculating a person's hourly emission, we obtained the differentiation of two groups i.e. Headquarter and Activity Centers. The main purpose for such division was that while all the activities are carried out only by TEGV's own personnel in Headquarter, there are activities held by both personnel, volunteers and children at the TEGV sites.

Hence, a person's hourly carbon emission in TEGV was calculated as 0,23 kg. The details of such calculations can be found below.

2.4.1. Activities of Headquarter

In 2011, there were 66 person was working in TEGV Headquarter that is located in Istanbul. Such personnel have worked 8 hours a day and totally 253 days in a year. The total carbon emission of Headquarter was 289 tons for 2011. Therefore, an hourly carbon emission of one TEGV Headquarter personnel was calculated as 2,16 kg. (See Table 5)

2.4.2. Field Activities

There are 218 personnel working for Field Activities of TEGV. Additionally, approximately 153.670 children in TEGV have carried out 237.435 activities. The length of (i) standard activities was 32 hours, (ii) activity planet was 12 hours, (iii) Park/Out-of-Learning Unit Activities were 4 hours and (iv) short-term standard activities were 2 hours. The calculations of hourly carbon emission for one person working in Field Activities were made by considering the length of activities of the personnel and children. (See Table 5)

In the light of aforementioned data, an hourly carbon emission of one person is (i) 0,23 kg in Education Parks, (ii) 0,11 kg in Learning Units and (iii) 0,19 in Fireflies. In total, the carbon emission of the field is 0,17 kg CO₂ / an hourly activity. (See Table 5).

TABLE 1 TEGV's Carbon Emission

	Consumption Item	Consumption Amount	Carbon Emission (ton)	%
HEADQUARTER	Electricity	204.210 kwh	119	42
	Vehicle Usage		50	17
	TEGV's Vehicles	9.233 lt fuel	22	8
		3.020 lt diesel	8	3
	Taxi-Cab Usage	5.506 lt LPG	9	3
	Shuttle Usage	3.884 lt desel oil	11	4
	Air Travel		118	41
	TOTAL		287	100
EDUCATION PARKS	Electricity	305.973 kwh	179	36
	Heating		273	55
	Natural Gas	81.070 m ³	177	36
	Fuel Oil	30.415 lt	96	19
	Vehicle Usage		41	9
	TEGV's Vehicles	1.155 lt fuel	3	1
		13.539 lt diesel oil	38	8
TOTAL		493	100	
LEARNING UNITS	Electricity	226.260 kwh	132	45
	Heating		162	55
	Natural Gas	26660 m ³	58	20
	Fuel Oil	4.744 lt	15	5
	LPG	5.513 lt	9	3
	Coal	27.138 kg	80	27
FIREFLY	TOTAL		294	100
	Electricity	216.000 kwh	126	92
	Tow	3.862 lt diesel	11	8
TOTAL		137	100	
FINAL TOTAL			1.211	100

TABLE 2 Carbon Conversion Chart

Unit	Carbon Emission/per Unit (kg)
Electricity	
1 kwh Electricity	0,5839 ^[1]
Heating	
1 m3 Natural Gas	2,1857 ^[2]
1 kg Coal	2,93 ^[3]
1 kg Fuel Oil	3,15 ^[4]
1 lt LPG	1.6 ^[5]
Vehicle Usage	
1 lt Fuel Oil	2,331 ^[6]
1 lt Diesel Oil	2,772 ^[7]

TABLE 3 TEGV's Carbon Emission - Summary

	Headquarter Activity Centers CO2 Distribution (ton)	Percentage (%)
Headquarter	287	24
Education Parks	493	41
Learning Units	294	24
Fireflies	137	11
Activity Centers	924	76
TOTAL	1.211	100

[1] Calculated based on the data on www.karbonayakizi.com. The numbers show the carbon emission for 1 kwh electricity production in Turkey.

[2] www.powernaturally.org

[3] en.wikipedia.org/wiki/Coal

[4] <http://numero57.net/?p:255>

[5] <http://dkacoolmob.org/carboncalc/>

[6] <http://numero57.net/?p:255>

[7] <http://numero57.net/?p:255>

TABLE 4 Distribution by Consumption

	CO ² Distribution by Consumption (ton)	Percentage (%)
Heating	435	36
Electricity	556	46
Vehicle Usage - Tow	102	8
Air Travel	118	10
TOTAL	1.211	100

FIGURE 1 TEGV Carbon Emission

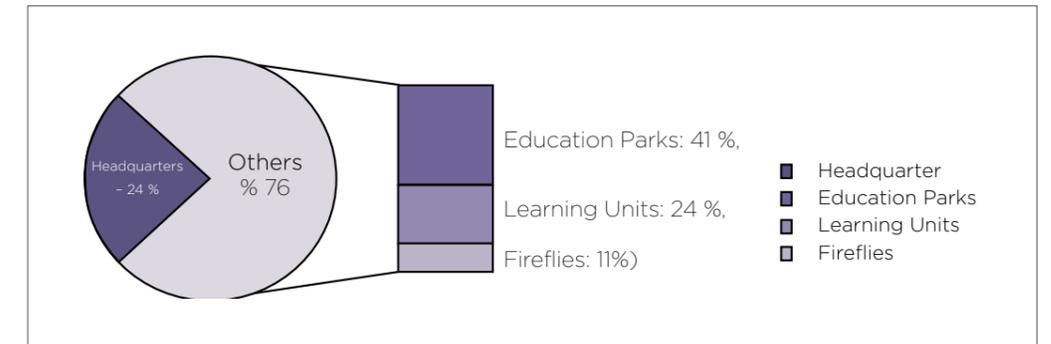


TABLE 5 TEGV's Carbon Emission One Person/ Hour

	PERSONNEL				CHILDREN			Total Person Hour	Carbon Emission (kg)	Carbon Emission One Person/ One Hour (kg)
	No of Personnel / Support Member	Total No of Working Days	Daily Working Hours	Total Working Hours	No of Children's Activity	No of Activity per Person	Total Hours			
Education Parks	143	303	8	346.632	52.526	32	1.680.832	2.184.806	493.000	0,23
					10.955	12	131.460			
					3.067	4	12.268			
					6.807	2	13.614			
Learning Units	54	303	8	130.896	73.072	32	2.338.304	2.673.864	294.000	0,11
					13.634	12	163.608			
					3.794	4	15.176			
					12.940	2	25.880			
Fireflies	21	303	8	50.904	49.264	12	591.168	710.328	137.000	0,19
					11.376	6	68.256			
Total	218	909		528.432	237.435		5.040.566	5.568.998	924.000	0,17
Head Quarter	66	253	8	133.584				133.584	287.000	2,15
FINAL TOTAL								5.702.582	1.211.000	0,21

FIGURE 2 Distribution by Consumption

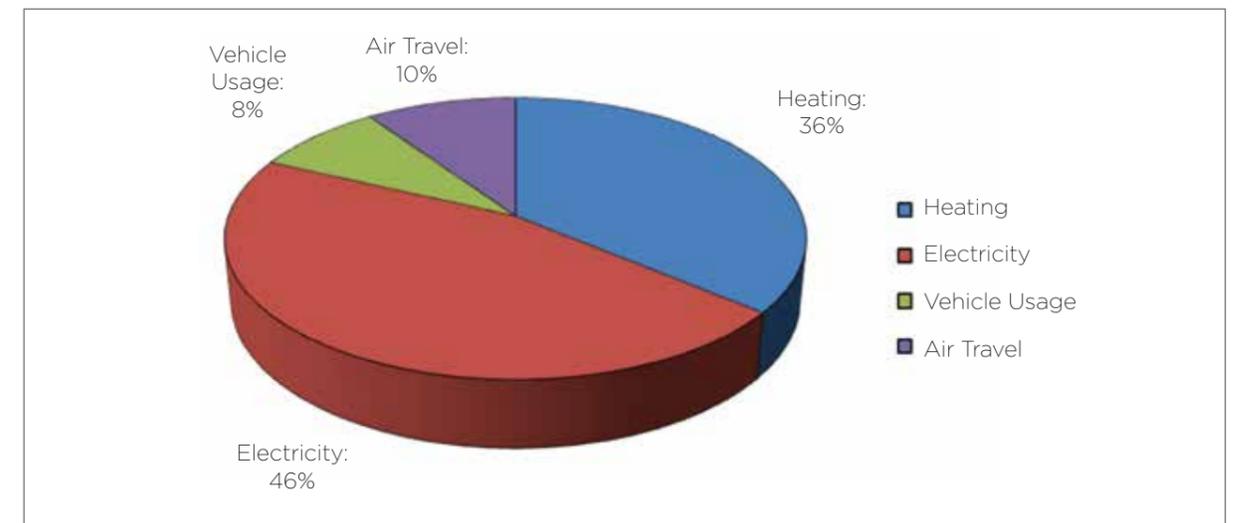


FIGURE 3 Carbon Emission of the Headquarter

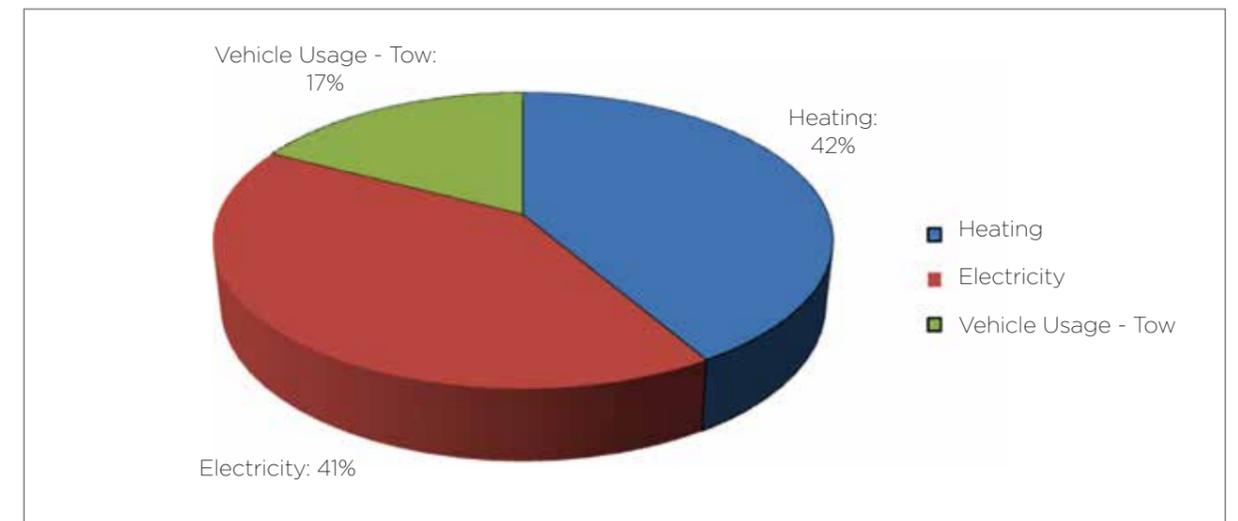


FIGURE 4 Carbon Emission of Education Parks

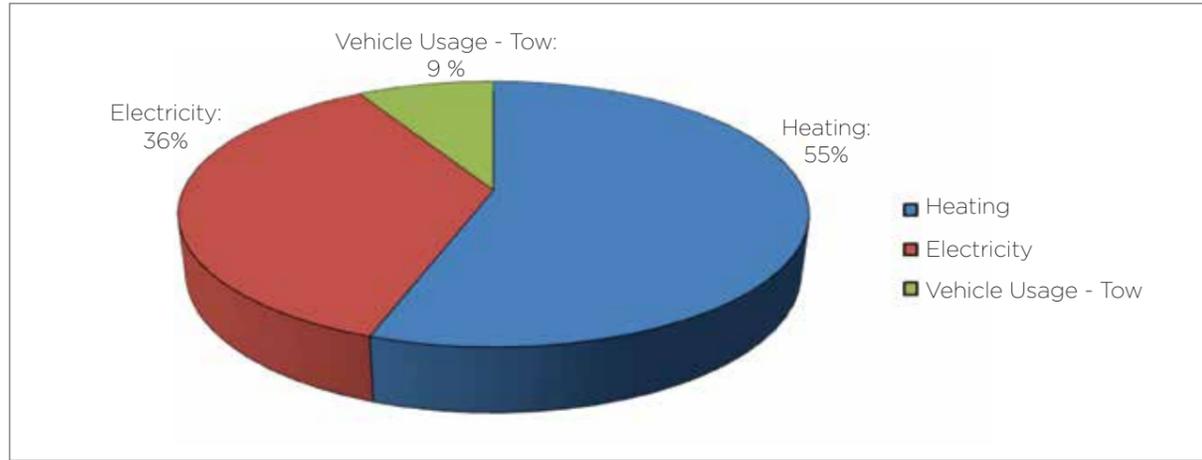


FIGURE 5 Carbon Emission of Learning Units

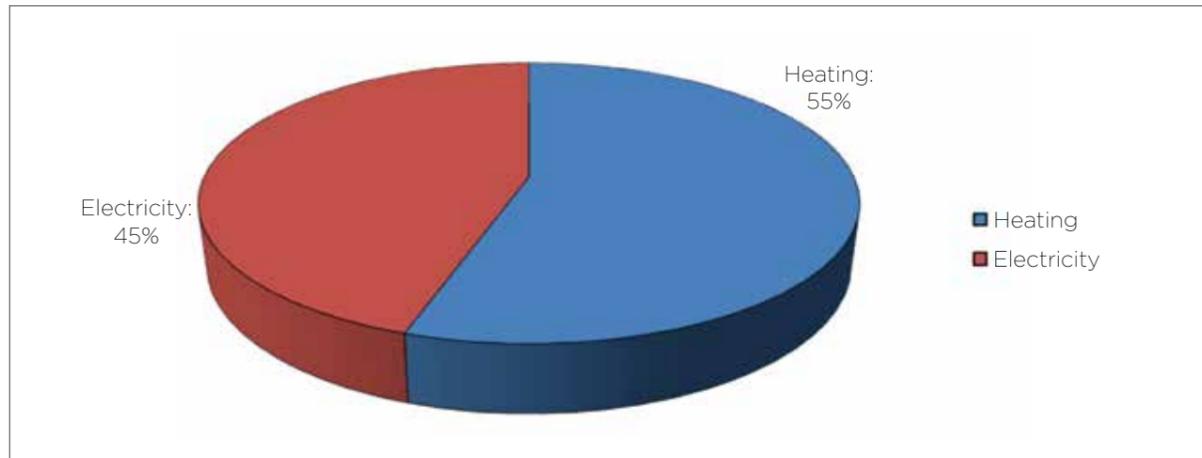
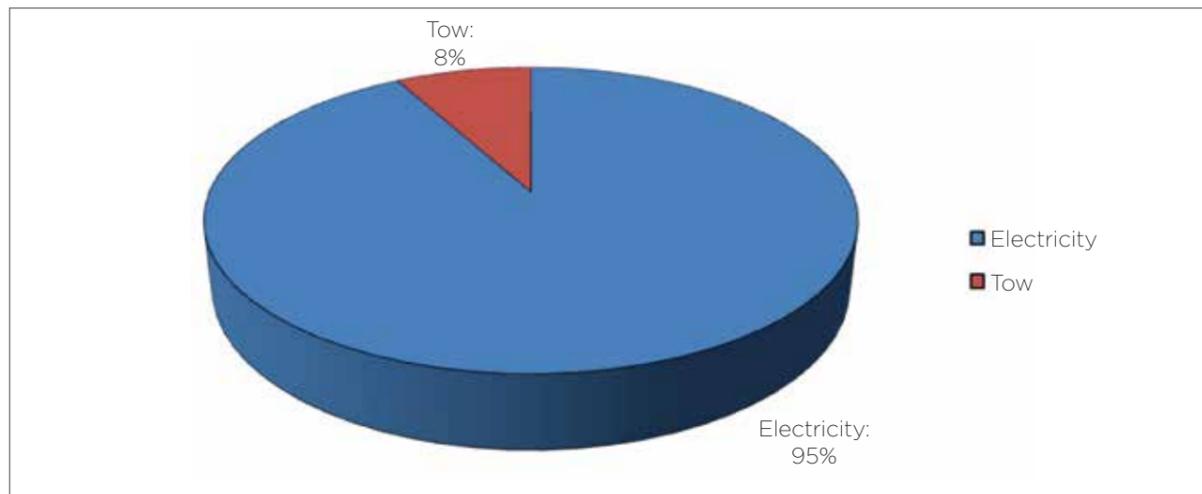


FIGURE 6 Carbon Emission of Fireflies





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