CONTENTS

3 FOREWORD

5 OUR WORK

9 REFUGEE SUPPORT
  ■ PROTECTION
    □ SUPPORT TO LIFE HUBS
      □ Individual Protection and Case Management
      □ Information and Awareness-raising Sessions
    □ SUPPORT TO LIFE HOUSES
      □ Mental Health and Psychosocial Support
      □ Social Cohesion
  ■ LIVELIHOOD SUPPORT
    □ Employability Support and Skills Building

22 CHILD PROTECTION IN SEASONAL AGRICULTURE
  ■ FIELD ACTIVITIES

24 STRENGTHENING CAPACITIES IN CIVIL SOCIETY
  ■ TRAININGS AND VOLUNTEER WORK
  ■ CHILD SAFEGUARDING TRAININGS
  ■ NATIONAL AND INTERNATIONAL COORDINATION NETWORKS

26 EMERGENCY RESPONSE

29 FINANCES

31 HUMAN RESOURCES

32 YOU TOO CAN SUPPORT LIFE!

35 CREDITS
Support to Life’s activities throughout 2018 were formulated on the basis of basic needs and rights. When planning and implementing our activities, we devised solutions that respond locally, and that facilitate local participation. We sought to expand our sphere of influence via capacity building activities.

With all our projects, we work with diligence to act locally, and while doing so, contribute to the achievement of Sustainable Development Goals (SDGs). As an NGO working primarily in Turkey and its surrounding region, we acknowledge the importance of correct decision-making when shaping the future through sustainable solutions.

In line with ‘SDG 1 - No Poverty,’ we facilitated our beneficiaries’ access to social protection programs; provided vocational trainings, language courses and short-term job-placement projects to expand their employment opportunities. We sought to promote access to Decent Work (SDG 8) for everyone.

As child labor became an ever more prevalent issue due to economic hardships as well as forced migration resulting from violence and conflict, our program focusing on child labor gained utmost importance.

Contributing to SDG 4, we worked to refer back to school refugee children and children working in seasonal agriculture. We provided information on children’s development to parents and employers, so that all children can grow up to be in Good Health and Well-being (SDG 4).

Our volunteer women, who are refugees themselves, delivered awareness-raising sessions focusing on gender-based violence and protection services accessible to women. A good practice in itself, this initiative sought to promote Gender Equality (SDG 5).

We also assumed an active role in numerous national international platforms, networks & meetings, and shared our experiences. We took our due responsibility to Partnerships for Goals (SDG 17). Just as ‘localization’ is being actively debated, as a Turkey-based local NGO, our organization is playing a valuable role within the civil society ecosystem and contributing to Sustainable Development Goals thanks to our volunteers, devoted staff and supporters.

I wish to thank all those who Support Life and empower us by standing in solidarity.

Executive Board Chairperson
Gökhan Erkutlu

www.hayatadestek.org
OUR WORK

Refugee Support
We provide support to refugees in Turkey based on their basic rights and needs. We provide vocational trainings that aim to support livelihoods, and implement employability projects. Aiming to empower individuals and contribute to social cohesion, we conduct psychosocial support based protection activities in our community centers. Our individual protection activities focus on facilitating access to services and increasing refugees' awareness of their basic rights.

Child Protection in Seasonal Agriculture
We work to combat child labor in Turkey. While the overall focus our activities is on children forced to work, or who are at risk, we focus especially on children of families working in seasonal agriculture. Our primary goal is to improve the living conditions of children dwelling in seasonal agriculture encampments and to sensitize families and employers regarding the harms of child labor. An indispensable component of our program is to uphold children's right to be children, and to refer children to school for an empowered future.

Strengthening Capacities in Civil Society
We deem a participatory, inclusive and well-coordinated civil society ecosystem as a cornerstone for successful and sustainable humanitarian aid delivery. Accordingly, we seek to strengthen civil society to enable an effective humanitarian aid and disaster response strategy. In addition to delivering trainings on topics within our expertise, we build effective coordination networks and prioritize the collective flow of information, resource and expertise sharing, as well as boosting communication and coordination capacities.

Emergency Response
Following humanitarian crises, we conduct emergency response operations that seek to address the needs of disaster-affected populations. We provide food and non-food items, improve dwelling conditions; respond to needs related to water, sanitation and hygiene.
2018
in Numbers

TOTAL

14,770 Information and Awareness-Raising Sessions
6,300 Psychosocial Support
6,070 Case-Based Intervention
2,529 Social Cohesion Activities
1,239 School Registration Support
1,189 Turkish Language Classes
993 Special Needs Assistance
789 Tutoring Support
SUSTAINABLE DEVELOPMENT GOALS

When conducting our humanitarian aid activities, we wish to contribute to 17 identified Sustainable Development Goals in various ways; we wish to work together for a #FutureTogether in a society with resilience and wellbeing.

- Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.

- Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.
  - By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

- By 2030, ensure that all girls and boys have access to quality early childhood development, care and preprimary education so that they are ready for primary education.
  - By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.
  - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

- End all forms of discrimination against all women and girls everywhere.
  - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
  - Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
  - Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
  - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

- End abuse, exploitation, trafficking and all forms of violence against and torture of children.
  - Develop effective, accountable and transparent institutions at all levels.

- Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the sustainable development goals, including through North-South, South-South and triangular cooperation.
Turkey hosts the largest refugee population in the world. For 3.6 million refugees originating from Syria, the most immediate need is to be able to establish new routines for their daily lives.

As of 2018, 68.5 million people worldwide are forcibly displaced, meaning that every two seconds a person has to involuntarily leave their home, their familiar surroundings, their daily life and routines. 25.4 million of these people had to cross borders and continue their lives as refugees, most often due to ‘manmade disasters’ such as war and conflict. Today, the most prominent humanitarian needs of the refugees in Turkey are protection, education, access to livelihoods. Since 2012, we prioritize our services according to prevailing needs. With our refugee support activities, we seek to help refugees resume their self-reliant, independent lives as empowered individuals. Under this framework, we help them access their right to ‘dignified lives.’

We implement our multi-sector activities in 7 cities of Turkey (Batman, Diyarbakır, Hatay, Istanbul, Mardin, Mersin, Şanlıurfa) and in 2018, have supported 32,139 lives.
**PROTECTION**

Support to Life's protection activities aim to preserve the safety, dignity and basic rights of refugees living in Turkey while helping them access services provided within the framework of temporary protection.

Our protection activities constitute the backbone of our Refugee Support Program. Once again, our protection activities caught momentum in the second half of 2018. With our 9 Support to Life Hubs dispersed to 7 provinces (Batman, Diyarbakır, Hatay, İstanbul, Mardin, Mersin, Akçakale, Harran and Süleymaniye, with the latter three being in Sanliurfa), we’ve followed up with cases locally and helped refugees access their basic rights. Besides, a new Support to Life House became operational in Diyarbakır’s Bağlar district. With this, the number of our Support to Live Houses is now up to 5. With these community centers, we not only help refugees gain resilience through psychosocial activities, but also provide them with opportunities to engage in dialogue with the host community, contributing to social cohesion.
SUPPORT TO LIFE HUBS

Our individual protection activities aim to raise awareness among the refugee population concerning their basic rights and duties, so that they can adequately benefit from services provided by the Turkish government. We continued our activities in our consultation offices called Support to Life Hubs, focusing on providing direct support to refugees residing in Turkey. In this context, in addition to delivering awareness-raising and information sessions, we provided individual protection and case management support. Besides, we assembled a new team consisting of 6 lawyers that provide individual consultancy and information support to consulting beneficiaries.

Individual Protection and Case Management

A prevalent need among the refugee community is to remain informed of their rights and access available services adequately. Thus, we inform members of the refugee community via individual consultations; focusing on health, education, registration, legal assistance and similar services. In case they have difficulties, we follow up and refer them to relevant institutions.

We work in coordination with government institutions, municipalities and other service providers, especially Social Service Centers and Social Solidarity Foundations so that prevailing needs and difficulties can be followed up locally. In 2018, with our individual protection and case management activities, we’ve supported 6,070 lives.
We travel from one neighborhood to another, and from village to village to deliver information sessions so that the refugee population is aware of available services and knows how to access them. The sessions themselves are delivered by volunteering community members. As our volunteers speak the same language and share similar experiences, we are able to carry the right information to where it is needed at the right time.

Hatay has been the first field where we delivered these sessions with our volunteers. Supported by The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), our project aimed to empower refugee women by means of increasing their awareness of sexual and gender-based violence, and facilitate their access to associated protection services. Our 16 volunteer women, all Syrians, received a Training of Trainers in relevant topics. Later on, in “women’s meetings”, they dealt with many topics women have difficulty discussing. Implemented between March-September, this project reached 1,231 women.

Overall, thanks to our 88 volunteers, our Information and Awareness-Raising Sessions reached out to 14,770 individuals.
I was extremely excited to hear about this project because it was a chance to engage in something that would benefit women. During the trainings, I found out that during a divorce, I had the parental right to keep my children and that they could not be taken away from me. Had I known this, I would have never given up on my children. Now I can only see my children 3 times a month. I volunteered because I know that out there, there may well be women who've been through much worse. Maybe my problems will be resolved in the future, but others may end up in situations impossible to resolve. I take pleasure in explaining what I've learned to others, knowing that it may prevent those situations.

Nasibe (34), Hatay
Support to Life Volunteer
SUPPORT TO LIFE HOUSES

In the safe spaces we create for the host community and refugee population to share, produce and think together, we hope to empower refugees who seek to found new lives for themselves. We contribute to social cohesion between the two communities.

We implement our community-based protection activities through our community centers called Support to Life Houses. We formulate our activities with the participation of refugee and host communities, and with a needs-based methodology. With our mental health and psychosocial support activities, we aim to empower refugees to be able to cope better with difficulties they may encounter. Our social cohesion activities focus on taking small initiatives for ‘a future together’.

In these community centers, where consulting community members can express themselves freely, explore their potential and gain new skills, we once again had a specific focus on women and children.

Our 5 community centers are located in Sanliurfa (Süleymaniye & Viransehir), Diyarbakır, Hatay and Istanbul. With our community-based protection activities, we've supported the lives of 21,679 individuals in 2018.
Mental Health and Psychosocial Support

Another service provided in the safe spaces of our community centers is consultancy support for refugees experiencing psychological difficulties. Our mental health support consultancy services were continued both on an individual basis, and in groups. Our psychologists actively followed up individual cases. When implementing psychosocial support activities, our priority has been preventative and restorative actions. With our psychosocial activities focusing on reinforcing individuals’ life-skills and resilience, we reached out to 5,788 children and 512 adults, while 119 individuals received direct psychological support.

Social Cohesion

Throughout 2018, we have designed activities that seek to facilitate and contribute to cohesive co-existence of refugee and communities. In addition, we aimed to promote intercultural exchange, put partnerships to the fore, and facilitate mutual learning. We believe that with these, negative perceptions concerning refugees can be overcome. Implemented in coordination with other relevant institutions, these activities reached out to 1,618 children and 911 adults.

<table>
<thead>
<tr>
<th>Psychosocial Support</th>
<th>512 adults</th>
<th>5,788 children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Cohesion Activities</td>
<td>911 adults</td>
<td>1,618 children</td>
</tr>
<tr>
<td>Psychological Support</td>
<td>47 adults</td>
<td>72 children</td>
</tr>
</tbody>
</table>
We supported life by combatting child labor

We formed a partnership with Provincial Directorate of Family, Labor and Social Services in Sanliurfa and assembled mobile teams to reach children worked to work on the streets. We formulated interventions so that their families could benefit from appropriate modes of support. We helped obtain children’s temporary protection ID cards, facilitated their access to health services and referred them to schools.
LIVELIHOOD SUPPORT

Half of the refugees living in Turkey are unemployed. A vast portion of those who do have a job work in informally and without job security.

Our projects focusing on helping people obtain or improve their livelihoods are based on helping those in need access secure and sustainable working opportunities. We implemented our livelihoods projects through our Support to Life Houses and Hubs in 4 cities (Adana, İstanbul, Hatay & Mardin), with an eye to gender equality and social cohesion. Throughout 2018, we provided livelihood support to 1,036 individuals.

With support coming from Google.org and Tides Foundation, and in cooperation with the Ministry of National Education, our Support to Life Technology Classes project made significant progress. 10 technology classes were installed in 8 cities, which in turn benefited 8,695 children and 777 adults, so that they all could have the chance to improve their computer literacy.

I came to Turkey 5 years ago, from Hama. I have to improve my skills. I know that when looking for a job, when applying for a job, they will ask about my computer skills. This is why I am here. If all goes well, I wish to work as a receptionist in a hospital.

Beriz (19), Hatay
Narlıca Support to Life House Technology Classroom
Carpet weaving is hard work. At first, I thought I was never going to be able to do it. Once the weaves became visible to the eye, I became more confident. Now I think I can study, learn and do whatever job comes along.

Nazife (35), Mardin
Carpet Weaving Course Attendee
Employability Support and Skills Building

The range of activities we conduct under livelihood support got more diverse in 2018. Under the framework of the cooperation protocol we signed with the Ministry of National Education, we continued vocational trainings and language classes. In addition to these, we began delivering trainings that aim to improve employability, with a specific focus on the youth.

Members of the refugee community who are in working age received **Turkish language courses at A1 and A2 levels**, and received completion certificates approved by the Ministry of National Education.

We surveyed the labor market needs in our areas of operation and delivered **certified vocational competence courses**.

In order to **improve the employability** of young age groups (18-24), we initiated a variety of courses such as CV writing, interview techniques, and communication methods.

We initiated an **internship program** and a **short-term employment** program: We identify individuals at the working age, deliver relevant trainings, and help them meet employers.

As part of our **work-permit consultancy** services, we provide information to Syrians under temporary protection status concerning the overall procedure, specific procedures & regulations. We provide financial support for work permit expenses to incentivize employers.

In Mardin’s Yesilli district, we joined forces with women who have already received our gastronomy and carpet weaving courses, and launched **women’s cooperative** KEKIK (Developing and Improving Women’s Labor Cooperative) with Yesilli District Governorate’s support.

![Map of Turkey with icons indicating locations and services provided]

- **151** Vocational Training Courses
- **227** Turkish Language Courses
- **299** Short-term Employment
- **155** Work Permit Consultancy
- **11** Employability Trainings
- **Internship Opportunities**
- **Women’s Cooperative**
CHILD PROTECTION IN SEASONAL AGRICULTURE

It is estimated that in Turkey, with the influx of refugee population, the number of children forced to work has reached 2 million. Half of these children are working in seasonal agriculture, which entails toilsome working conditions.

Like in previous years, with our mobile teams, we joined families working in seasonal agriculture on their migration route and supported the lives of children who are working in the fields, or who are at risk.

In order to prevent child labor resulting from poverty, we facilitated families’ access to social protection mechanisms and social services through our case management support.

In order to mitigate negative effects child labor has on children, we organized psychosocial support and mentorship activities.

To help eradicate social norms that perpetuate child labor, we informed families and institutions regarding negative effects of child labor. In this context, we delivered awareness-raising sessions and round-table meetings.

We focused on many stakeholders taking part in interventions against child labor, and assisted them to strengthen their capacities.

Case-based Interventions | 33 adults | 742 children
---|---|---
Information and Awareness-Raising Sessions | 660 adults | 26 children
Psychosocial Support | 12 adults | 2,114 children
School Registration Support | 210 children

“We have no other choice: We have to go to school and save ourselves from this. But it is impossible to keep up with school when doing this. We hit the road in April, before the final exams. We only come back home by fall, two full months after the schools open. Catch up with those classes and exams if you can… My sister never gave up, she enrolled in a university. I will succeed too.

Aynur (16), Zonguldak
FIELD ACTIVITIES

Turkey declared 2018 as the year against child labor. Thus, we strived to combat child labor primarily through our Support to Life House in Viransehir, the population of which consists mainly of seasonal workers, and through our child protection teams in Adana.

Şanlıurfa/Viranşehir: Şanlıurfa’s Viranşehir city has a population consisting primarily of seasonal workers. We followed up children’s development locally up until April, which is when families begin their migration route. With our case management activities we provided individual protection support to 86 children and utilized our Special Needs Fund in 6 cases. 1,285 children received psychosocial support activities, which seek to ensure the wellbeing of children negatively impacted by their work, or who are at risk. In addition, we sought to reintegrate children to school and assisting the success of their studies. We helped 12 children enrol to school. We’ve reached out to 248 adults with our information and awareness-raising sessions.

Zonguldak/Alaplı: By August, our teams relocated their activities to Alaplı in Zonguldak to work with children of families working in the hazelnut harvest. In this context, we provided individual protection support to 25 children and followed up their cases, or referred them to relevant institutions. We provided psychosocial support to 131 children.

Adana/Seyhan and Karataş: There is a harvest in Adana throughout the year. Our child protection team in Adana operated in Mürseloğlu, Salmanbeyli, Çaputçu, Dervişler, Köylüoğlu, Dörtağaç, Büyüködükili camps in Seyhan, and Tabaklar camp in Karataş. Guided by needs assessment studies conducted in these locations, we aimed to empower at-risk children and facilitate family’s access to social support mechanisms. Referring children to school was a priority. We helped 195 children enrol to school, supported 305 children with their studies, and reached out to 11 children and 374 adults with our awareness-raising sessions. Due to the dynamic nature of these field locations, we coordinated our activities with mobile teams and carried our services to 631 children and 22 adults. With individual protection activities, we provided material support to 100 children via our Special Needs Fund. We installed prefabricated facilities within Mürseloğlu camping grounds, built a child-friendly space and delivered mentorship and psychosocial support services to children. With these activities, we provided psychosocial support to 698 children.
STRENGTHENING CAPACITIES IN CIVIL SOCIETY

For an effective civil society ecosystem, we focused on delivering trainings on our domains of expertise, reinforcing institutional capacities, and improving our restructured volunteer network.

TRAININGS AND VOLUNTEER WORK

In order to develop our institutional capacity, we make sure that each and every Support to Life team member receives an orientation training as well as code of conduct, child safeguarding, child safeguarding code of conduct within the first two months of their working contract. In addition, about 300 team members received trainings on 26 different topics relevant to their associated specializations.

We also delivered a series of trainings to civil society organizations, local governments and private sector entities on topics like disaster response, core humanitarian standard, co-existence and social cohesion. In 2018, we began delivering ‘refugee law’ trainings to the bar associations in our field locations.

2018 has been a year of landmark achievements for our volunteer program too. We restructured our volunteer strategy, assembled a volunteer network and initiated our activities. A team of totaling **166 volunteers** received their trainings and began supporting our experts. In addition to volunteers that provided support with their expertise, refugee community members received trainer trainings, furthering their skillset and ours.
**CHILD SAFEGUARDING TRAININGS**

Our project focusing on increasing capacities in the area of child safeguarding made significant process this year. 10 experts joined our expert pool and delivered day-long trainings to **21 civil society organizations** in 8 cities (Hatay, İstanbul, İzmir, Kayseri, Kırıkkale, Mardin, Mersin, Nevşehir). These trainings reached a total of **243 civil society professionals**.

In addition, 185 undergraduate students who are likely to work with children in the future due to their specialization received our child safeguarding trainings.

In addition to these activities, we launched a grant scheme to assist organizations put together child safeguarding policy and procedures, to mainstream child safeguarding perspectives in order to facilitate children's participation and to build child-friendly spaces. Selected projects under this framework will be launched in 2019. In the new period of trainings, we will continue to discuss child safeguarding in conjunction with children's rights and child protection, we will be supporting other organizations in promoting child safeguarding standards within their organization.

**NATIONAL AND INTERNATIONAL COORDINATION NETWORKS**

Believing that coordination networks are a keystone of a strong civil society ecosystem, we continued our national and international coordination activities through 2018.

Nationally we remained active through platforms we are a member of, such as Turkey Refugee Council (TMK), Denge Denetleme Network, Partnership Network on Prevention of Violence Towards Children (ICC).

Internationally, we worked with non-western civil society network **NEAR (Network for Empowered Aid Response)** and helped strengthen local civil society organizations. As our director Sema Genel Karaosmanoğlu was appointed as NEAR Network’s Chairperson, we had a mission to lead the way to address strategic coordination priorities and critical decision making. We got together with HumanSurge at Dutch Humanity Hub in The Hague and attended a series of workshops to develop a web-based human resource platform that will make a tangible contribution to the empowerment of local organizations. Another network we work closely with since 2014 is **ICVA (International Council of Voluntary Agencies)**. ICVA functions as a global communication hub for organizations working with disaster-affected communities. With ICVA’s call, we attended numerous international events and contributed to ‘localization’ discussions in the context of humanitarian aid.
EMERGENCY RESPONSE

In 2018, we initiated new collaboration frameworks for disaster preparedness, coordination, emergency needs assessments and emergency response activities.

We designed various training programs as pilot modules in collaboration with Disaster Awareness Association (Afet Bilinci Derneği). These trainings were based on the 2013 pilot project implemented by Disaster Awareness Association in Afyonkarahisar for pre-school children. We aim to provide these trainings in Arabic and Farsi to maximize dissemination.

Under the framework of Kadıköy Municipality’s project titled ‘Increasing Volunteer Participation and Collaboration in Kadıköy,’ we signed the Kadıköy District Disaster Operations Partnership Protocol together with 11 other civil society organizations. With this protocol, we aim to develop a model to increase volunteer participation in neighborhoods and implement disaster preparedness as well as risk and damage mitigation activities with other civil society organizations.

The signatories of the protocol are as follows: Birleşik Arama Kurtarma Derneği (BKSAR), Denizde Arama Kurtarma (DAK-SAR), Kadıköy Belediyesi Gönüllüleri, Lions Kulübü, Marmara Üniversitesi, Sivil Savunma Kulübü, Mavi Kalem Sosyal Yardımlaşma ve Dayanışma Derneği, Medikal Arama Kurtarma Derneği (MEDAK), Nirengi Derneği, Tesisat Teknolojileri Eğitim Araştırma Derneği (TESİDER), Türk Mühendis ve Mimar Odaları Birliği (TMMOB), Uluslararası Mavi Hilal İnsani Yardım ve Kalkınma Vakfı.
• On 21 March 2018, we headed to Syria’s Qabasin, Al Bab region and conducted a needs assessment. We prepared a report focusing on educational needs in the region and shared it with relevant donors and civil society organizations.

• Between March and June 2018, our protection teams identified 63 recently-arrived families in Hatay and with support of United Nations High Commissioner for Refugees, we distributed non-food items and hygiene packs.

• We identified people in need during our activities in Adana’s seasonal agriculture fields. With the support of our field teams, Turkish Red Crescent’s Adana branch distributed winterization and hygiene packs to 400 families.
OUR FINANCES

Like in previous year, we went through institutional audits that cover all our expenditure, we shared the audit reports online. We continued our commitment to accountability.

<table>
<thead>
<tr>
<th>Income</th>
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<th></th>
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<tbody>
<tr>
<td>International NGOs</td>
<td>€ 5.454.583,35</td>
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<tr>
<td>United Nations Agencies</td>
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<tr>
<td>Public Fundraising (Institutional, Individuals, Events, etc.)</td>
<td>€ 87.486,23</td>
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<td>Grand Total</td>
<td>€ 5.542.069,58</td>
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<td></td>
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</tr>
</tbody>
</table>

| Child protection (child labor, trafficking, early marriages, etc.) | € 1.915.172 |
| Community-based Psychosocial Support | € 1.355.363 |
| Case Management / Referrals | € 736.310 |
| Legal / Social Consultancy | € 485.305 |
| Recreational / Non-formal Education Activities | € 259.492 |
| Job / Labor Market | € 83.946 |
| Mental Health | € 39.501 |
| Youth / Women’s Empowerment | € 38.434 |
| Sexual And Gender-based Violence | € 35.747 |
| Networking | € 2.332 |
| Other | € 502.982 |
| Grand Total | € 5.454.583 |

* All number are provided for informational purposes. For official records, Support to Life accounting records should be consulted.
* For currency conversion from Turkish Lira to Euro, the exchange rate of TCMB dated 31.12.2018 was used.
HUMAN RESOURCES

Throughout 2018, we made sure our employment processes present equal opportunities for all candidates. In our HR policy, it is our priority to provide the best career and training opportunities for each and every staff member of our 311-people team.

**Distribution of Staff – HQ / Field**

<table>
<thead>
<tr>
<th>Staff Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headquarters Staff</td>
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<tr>
<td>Field Offices</td>
<td>267</td>
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<tr>
<td><strong>Total STL Staff</strong></td>
<td><strong>311</strong></td>
</tr>
</tbody>
</table>

**Distribution of Staff – Gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number</th>
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<tr>
<td>Female</td>
<td>161</td>
</tr>
<tr>
<td>Male</td>
<td>150</td>
</tr>
<tr>
<td><strong>Total STL Staff</strong></td>
<td><strong>311</strong></td>
</tr>
</tbody>
</table>

**Number of Staff – by City**

<table>
<thead>
<tr>
<th>City</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>İstanbul</td>
<td>89</td>
</tr>
<tr>
<td>Şanlıurfa</td>
<td>72</td>
</tr>
<tr>
<td>Hatay</td>
<td>50</td>
</tr>
<tr>
<td>Diyarbakır</td>
<td>31</td>
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<tr>
<td>Mardin</td>
<td>23</td>
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<tr>
<td>Mersin</td>
<td>22</td>
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<tr>
<td>Adana</td>
<td>14</td>
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<tr>
<td>Batman</td>
<td>10</td>
</tr>
</tbody>
</table>

Throughout 2018, we made sure our employment processes present equal opportunities for all candidates. In our HR policy, it is our priority to provide the best career and training opportunities for each and every staff member of our 311-people team.
YOU CAN SUPPORT LIFE TOO!

We have been working for 13 years to help disaster-affected populations meet their basic needs and rights.

Your support will ensure the continuity of our work, and help us reach out to more people.

You can also begin supporting life!

To support our efforts to mitigate disasters risks, provide emergency aid assistance, combat child labor and improve the living conditions of refugees, you can support us using the following methods:

You can visit www.hayatadestek.org/bagis and provide one-time or monthly support using your credit card.

You can make a bank transfer using our account information below.

<table>
<thead>
<tr>
<th>Bank</th>
<th>Branch</th>
<th>Account #</th>
<th>IBAN</th>
</tr>
</thead>
<tbody>
<tr>
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You can become a monthly donor to support our activities by simply using the SMS service on your mobile phone.

For donations of 25 TL/month type HAYATADESTEK
For donations of 50TL/Month type HAYATADESTEK50
For donations of 100TL/Month type HAYATADESTEK100
and send it to 8071 via SMS

Respond to the confirmation message by typing EVET

This way, you too can support life with your monthly contributions.
Ways of Supporting Life

become a monthly donor
Our monthly donors are sources of not only financial security ensuring our independence and sustainability, but also of motivation, reassuring us that we do what we do well. With your support, we are able to turn small contributions into substantial impact. ‘www.hayatadestek.org/bagis’

invite your friends to become monthly donors
you can show your confidence in what we do, how we do it and what we wish to do with your friends and family by inviting them to become monthly donors. We think that in fact, everyone has a desire to contribute to the solution of social matters; help them hear that voice!

make special days more special and spread the idea
In return for donations, Support to Life prepares tailor-made celebration cards for occasions like new year’s, mother’s day, father’s day, weddings and delivers them to whomever they are addressed. You can make your special day more special by supporting life.

run, perform or play: make your own campaign
You can join a charity run for a cause of your choice, deliver a music performance on your instrument at a party, deliver a yoga session for your friends, or play games. By delivering a Support to Life Thank You certificate after an activity, you can invite them to donate. You can write to us at destekol@hayatadestek.org to design your own campaign. We are open to all sorts of creative ideas.

donate with your voluntary support
If all the NGOs of the world have one problem in common, that must be the shortage of human resources and time. You may wish to offer your expertise for support, or you may introduce us to those who do. Your knowledge and experience is the best contribution we can hope for.

introduce us to other organizations
Problems are many, resources are limited. You can introduce us to organizations you are affiliated with or you got to work with. You can be the prime mover of future collaborations, help us develop novel projects and form creative partnerships.

support us on social media
Facebook, Instagram, Twitter, Linkedin and YouTube. Support to Life, its beneficiaries, staff and supporters do not turn a blind eye to these modern mediums of ‘speech’ and care to be visible and vibrant in these platforms. You too can share our accounts, help disseminate our posts and help us carry societal issues and rehabilitation projects to daily public agenda.

You can reach us at destekol@hayatadestek.org.
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Çiğdem Usta Güner
Yasin Almaz
Kerem Yücel