



## **STRATEGIC PLAN UNTENU FOUNDATION 2015 - 2016**

Emergency & Education Fund for HIV positive LGBT's in Cambodia

*Enacted by the Steering Committee (forerunner board) on April 24, 2015*

### **Situation and response analysis poor HIV positive LGBTs in Cambodia**

A vulnerable group in the HIV positive community are males who have sex with males (MSM), transgender people (TGs) and also lesbians who experience considerable stigma and discrimination from within their communities. Some of them are often expelled at a young age from their families and experience difficulties in seeking meaningful and sustainable employment.

As a result they have little choice but to resort to working in the entertainment business i.e. sex work. Lacking reliable and a steady source of income they need at times financial and peer support in the form of food, temporary shelter or medical assistance.

In such circumstance people should be allowed the opportunity and given a helping hand to create more perspective in their lives by following an education that leads to more respected and safer forms of employment that doesn't put them at risk of violence, exploitation and health related issues.

*S. is a transgender woman who provides in her livelihood as a sex worker. Every now and then the police comes to places where sex workers gather to 'clean the city'.*

*S. is arrested several times and also gets beaten up by the police. In the most recent incident she was unable to return to work for one month.*

*In order to keep her room and for to be able to buy food we provided her through the fund \$ 100,-this small gesture from her community offered some support to help her to survive.*

## **1. EMERGENCY AID**

### **1.1 Situation and response analysis**

As often LGBTs lack contact with their family or relatives. When they pass away there is no one who can contribute to their funeral costs or memorial service. Sometimes it is the last thing you can do for someone: take care for a decent funeral if there is nobody who has the money to take care for this.

### **1.2 Target group**

- Positive LGBTs who are in immediate need for food, shelter or medical aid and have no money to afford it.
- Positive LGBTs who have passed away and where nobody is taking care (or has money to provide) for a funeral service.

### **1.3 Goal**

Providing emergency relief for positive LGBTs. Provide financial aid to cover the costs for decent funeral for positive LGBTs who passed away without any other family member able to support this final gesture.

### **1.4 Objectives**

- One-time emergency relief by financial contribution for food, temporary shelter, medical assistance.
- Financial contribution to a decent funeral service in case no one takes care for this.

### **1.5 Organisation**

The coordinator in Cambodia will monitor the expenditures. One-time relief is given for a maximum value of \$50. Exceptionally, a higher amount can be spent. All requests should be assessed against the following criteria:

- Applicant is HIV positive and belongs to the target group LGBT.
- Applicant has immediate need for financial support for food or (money for) shelter.
- Applicant requires fast medical assistance.
- Donations for food, housing or emergency medical are for a period of up to 1 month.
- When a member of the of the target group passes away and there is no other source of funds for a funeral service, UNTENU can provide money for a contribution towards the cost of a suitable memorial.

## **2. EDUCATION SUPPORT**

### **2.1 Situation and response analysis**

Physical problems are the cause of declining revenues for HIV positive sex workers. The work is fraught with challenges and risk and there is little or no prospect of other work. A new younger generation of HIV positive LGBTs due to lack of financial resources have little prospect of regular full time employment and are at risk to end up in the entertainment business as a sex worker.

In order to offer positive LGBTs more perspective to a better life, vocational skills training and other form of education that leads to other income opportunities other than sex work as a way to earn a living is required. Learning professional skills, which can enable the target group to provide for itself in a sustainable and safe way, is the ultimate goal of this initiative.

### **2.2 Target group**

- Aging positive LGBTs working in the entertainment business that sees income decline because of physical problems.
- Young positive LGBTs at risk of getting involved in the entertainment business (sex worker) because of lack of opportunities as result of discrimination from within their communities and poverty.
- Positive LGBTs who want improve livelihood situation through education and have no money to invest in education.

### **2.3 Goal**

Improve living conditions and offer a prospect of a better life through education for HIV positive LGBTs living in poverty.

### **2.4 Objectives**

- Provide education or vocational trainings that lead to sustainable and safe ways of making a living other than in the entertainment industry.
- Pay for training or education that provide more future opportunities and can lead to better employment prospects and safer jobs.

## **2.5 Organisation**

- Applicant is HIV positive and belongs to the target group LGBTs.
- Applicant is working in the entertainment business and sees revenues by physical causes and / or age decline OR:
- Applicant is at risk of getting involved in the entertainment business as a sex worker.
- Untenu Foundation seeks cooperation with similar organizations with experience in training of vulnerable persons from similar target groups.

## **3. WORKING EXPERIENCE & BUSINESS SUPPORT**

### **3.1 Situation and response analysis**

Many HIV positive LGBTs living under poor conditions lack of knowledge and / or financial means to set up their own businesses. Some have no working experience or have only experience in hazardous workplaces as a sex worker. The stigma of HIV, living as LGBT, or in the past as a sex worker restrains many of the chances of a new job or internship. Breaking this vicious circle is difficult. Untenu Foundation wants to support HIV positive LGBT by mediating for internships or offering concrete help in creating their own work in the form of their own businesses.

### **3.2 Target Group**

HIV positive LGBTs living in poverty, with no prospect for a better life.

### **3.3 Goal**

Improve living conditions and offer a prospect of a better life for HIV positive LGBTs living in poverty by offering work experience places or through promoting the creation of a small business.

### **3.4 Objectives**

- Mediate to, or provide paid internships or work experience places (preferably in cooperation with existing NGOs pursuing similar objectives for these or other target groups).
- Offering micro credits to people with a solid business plan.
- Assistance in writing business plans and setting up businesses.

### **3.5 Organisation**

- Untenu Foundation seeks cooperation with other (similar) organizations with experience in support to the job market of vulnerable persons from similar target groups.
- CamAsean and/or other local partners of Untenu Foundation will assist in writing proposals for business plans, the budget plan and funding and will organise the support by volunteers.
- CamAsean and/or other local partners of Untenu Foundation will provide the micro credits, Untenu Foundation will (co-) finance.

## **4. TRAINING KEY HIV+ LGBTs**

### **4.1 Situation and response analysis**

In Cambodia we face a lot of (HIV negative) heterosexual males in key positions of LGBT and / or HIV NGOs. Without a doubt they do good work. But for the (positive) LGBT community in Cambodia it is essential that they are being properly represented. Untenu Foundation doesn't only want to help vulnerable HIV positive LGBTs in Cambodia, but also want to strengthen the position of the (positive) LGBT community. Therefore we want to educate a group promising LGBTs to be the future leaders of their communities.

### **4.2 Target Group**

Members of the (HIV positive) LGBT community in Cambodia who have the potential of becoming the future leaders in the community, but who lack the skills and knowledge.

### **4.3 Goal**

- Strengthen the capacity of future leaders of HIV positive LGBTs so that they can take key positions in the HIV & LGBT community.
- Through training Untenu Foundation wants more people in Cambodia to commit themselves as a volunteer.

### **4.4 Objectives**

- Educate high potential HIV positive LGBTs in leadership, accountability, governance, etc.
- Hire one or two (HIV positive) LGBTs on a temporary basis for Untenu Foundation to gain working experience.

## **4.5 Organisation**

- Untenu Foundation will seek cooperation with related organizations with experience in the field of community building, leadership training, governance, accountability, etc.
- Participants from outside Phnom Penh will be provided accommodation and food during training.

## **5. UNTENU FOUNDATION: ORGANISATION & FUNDING**

### **5.1 Cambodia**

- A coordinator with a big network within the HIV positive LGBT community in Cambodia will operate as the eyes and the ears of UNTENU. The coordinator will pick up signals for emergency relief; divide the practical work under the volunteers.
- A physical Positive Community Support Fund will be put in place at some LGBT venues in Cambodia to raise awareness and local involvement.
- On special occasions like Gay Pride creative actions to raise funds are to be held.
- A Board of Advice (BoA) will be founded by a group of at least three well-respected persons of the (HIV+) LGBT community both in Cambodia as in The Netherlands.

### **5.2 The Netherlands**

- Money will be raised in the Netherlands, also within the LGBT and HIV community.
- Other funds will be invited to contribute to the plans regarding education.
- Untenu Foundation will be the official NGO that is responsible for the bank account to manage donations.
- Untenu Foundation will set up a specific webpage to share the details for the Emergency & Education Fund for HIV positive LGBTs Cambodia where all the donations and expenditures, emergency funds provided will be listed along with contact details of the group who have the authority to sign off the emergency funds.
- The Board of Directors (BoD) of Untenu Foundation will hold the final responsibility for the Emergency & Education Fund for HIV positive LGBTs Cambodia.
- A Board of Advisors (BoA) will be founded by a group of at least three well-respected persons of the (HIV+) LGBT community both in Cambodia as in The Netherlands.
- As of January 1 of each year, the balance sheet will be drawn up. Of the total available amount is \$ 500 reserved for emergency aid. The remaining amount can be spent on vocational training or other projects.

Ron van Zeeland,  
Chairman Untenu Foundation

Web [www.untenu.org](http://www.untenu.org)  
Email [ron@untenu.org](mailto:ron@untenu.org)

Telephone +31 (0)6 184 97 161 (NL)  
+855 (0)9 330 5624 (KHM)