



STRATEGIC PLAN 2019-2020



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INDEX

1 PREFACE.....4

2 INTRODUCTION.....5

3 EMERGENCY AID8

3.1 Summary8

3.2 Target Group.....8

3.3 Goal8

3.4 Objectives.....8

3.5 Method.....9

4 EDUCATION10

4.1 Summary10

4.2 Target Group.....10

4.3 Goal10

4.4 Objectives.....10

4.5 Method.....10

5 WORK EXPERIENCE12

5.1 Summary12

5.2 Target Group.....13

5.3 Goal13

5.4 Objectives.....13

5.5 Method.....13

6 ADDICTION TO DRUGS.....14

7 KHMER SEX WORKERS IN THAILAND15

8 LGBTI/HIV ORGANIZATIONS CAMBODIA16

8.1 Summary16

8.2 Target Group.....17

8.3 Goals17

8.4 Objectives.....17

8.5 Method.....17

9 THE UNTENU FOUNDATION.....18

9.1 Cambodia18

9.1.2 Bandanh Chaktomok.....18

9.1.3 Rambutan Resorts.....18

9.2 The Netherlands19

9.2.1 Volunteers.....19

9.2.2 Activities.....20

9.2.3 Fund Raising20

9.2.4 Internet & social media.....20

10 LINKS.....23



1 PREFACE



On the front page of this new strategic plan you see a photo of K.C., 25 years of age and in the pink of health. Anyway, he was, till not long ago. He earned his keep as a Drag Queen in a well-known gay bar in Cambodia's capital Phnom Penh.

Appearances are deceptive, because at the moment that this photo was taken he was already ill: HIV and tuberculosis, not a good combination. Nobody knew about it, not even his friends.

A volunteer of our partner organization Bandanh Chaktomok found him and made a request for emergency aid. By way of exception we decided to give a higher amount, due to the complicated situation. A few weeks later K.C. died, 25 years young.

In Cambodia appearances rather often are deceptive. Not unfrequently, a bitter situation hides behind shining facades. Incomes often are low, but one does the best one can in life. That is the power of Cambodia, of the Cambodians. Poverty not often shows, unless regarding the very poorest people.

Also behind that glorious drag show was a very sad story of poverty and taboo. That is the other side of the coin.

Recently I asked the managers of Facebook pages of gay bars etc. in Phnom Penh, to participate in a survey on help for LGBTI's living with HIV. One reaction shocked me: "I don't know anyone with hiv here". It was said by the owner of the bar where K.C. used to perform.

Lots of work to be done yet, and not only by us. The survey told us that emergency aid still is on the top of the list, followed by training. Surprisingly also aid at drug addiction was often cited. It urged us to check our priorities and choose new emphases.

Fortunately Untenu Foundation is safe and sound, thanks to generous donors and contributions of charity funds. All their efforts allow us in the years ahead to do more - with our Cambodian partners - than give emergency aid.

Especially I mention the foundation Aids Care. Among other things, Aids Care financed a hospice in Thailand for people with aids. After the liquidation in 2018, since Aids Care's goals were achieved, Untenu received a part of the remaining means. This money will be well-spent in 2019, according to the spirit of Aids Care, on food and medical aid. One week after the board decided to liquidate Aids Care, founder Jan Straatman died. His life-work remains for us a source of inspiration.

Rotterdam, January 2, 2019

Ron van Zeeland,
chairman Untenu Foundation



2 INTRODUCTION

Although economy in Cambodia keeps growing, set-back lies in wait. After the elections in 2018 the ruling party takes all seats in parliament. Sooner the main opposition party has been banned and its leaders were banished or put in prison. De facto Cambodia is a one party state.

The LGBTI community fears that the recently enacted law that restricts the freedom of movement of non governmental organizations, will also cause repercussions on the LGBTI community. (Source: [Phnom Penh Post](#)).

The European Union (EU) demands that the human rights situation will improve and democracy will be restored, otherwise the *Everything But Arms* (EBA) settlement will expire. Under EBA all goods - except weapons - may be exported to the EU free from quota and taxes. Under this pressure a few reforms have been carried through, but will this satisfy the EU? If Cambodia will be disqualified from EBA, it will affect the clothing industry, which provides many jobs, however often in miserable conditions.

About the exact poverty numbers there came a disagreement in 2018 between the Cambodian government and *United Nation Development Program* (UNDP). The latter includes besides income also education and health care as indicators of poverty. This leads UNDP to a percentage of 35% of the population that lives beneath the poverty line. (Source: [The Diplomat](#)).

The World Bank relies on income and presents for 2014 (more recent numbers are not yet available) 13,5% of the population living on or beneath the poverty line.

"Poverty continues to fall in Cambodia. According to official estimates, the poverty rate in 2014 was 13.5% compared to 47.8% in 2007. About 90% of the poor live in the countryside. While Cambodia has achieved the Millennium Development Goal (MDG) of halving poverty in 2009, the vast majority of families who escaped poverty did so by a small margin. Around 4.5 million people remain near-poor, vulnerable to falling back into poverty when exposed to economic and other external shocks." (Source: [The World Bank](#)).

But the World Bank does express its concern about health care and education.

"Health and education both remain important challenges and development priorities for Cambodia. (...) While net enrolment in primary education increased from 82% in 1997 to 97% in 2016, lower secondary completion rates, at 57% in 2017, are significantly below the average for lower middle-income countries. As of 2015, 25% of Cambodia's population (3.8 million people) do not have access to improved water, and 44% (6.8 million people) did not have access to improved sanitation. (source: [The World Bank](#)).



Medical care often is inaccessible for the very poor and medical knowledge mostly is limited. A high doctor's bill for a person or family living around the poverty line can have big consequences on the disposable income.

People still go to fake doctors who not unfrequently sell fake medication. HIV medication is free, but travel expenses keep some people from taking their HIV inhibitors.

Marginalized and discriminated groups stay more accessible to poverty. In Cambodia this sure is true for LGBTI's. LGBTI's living with HIV experience a double stigma. Sex work sometimes is considered as a way out of poverty. This group relatively often appeals to us for emergency aid. Sex workers are in a particular vulnerable situation, out of which it is hard to escape. Another point of concern is the position of transgenders. It is hard for them to get a regular job. Above average they have to face violence. (See the article in Phnom Penh Post, April 3 this year.)

Special attention is needed for the position of transgenders. For them it is difficult to find regular jobs. Transgenders are more than average confronted with violence.

[See the article in the Phnom Penh Post van 3 april dit jaar.](#)

Trans violence widespread in Cambodia



Survey

In order to get insight into the needs of the target group, we performed a small survey via social media. Most outstanding result: emergency aid (food and medical help) was mostly mentioned. Funerals are rare, and marked as optional.

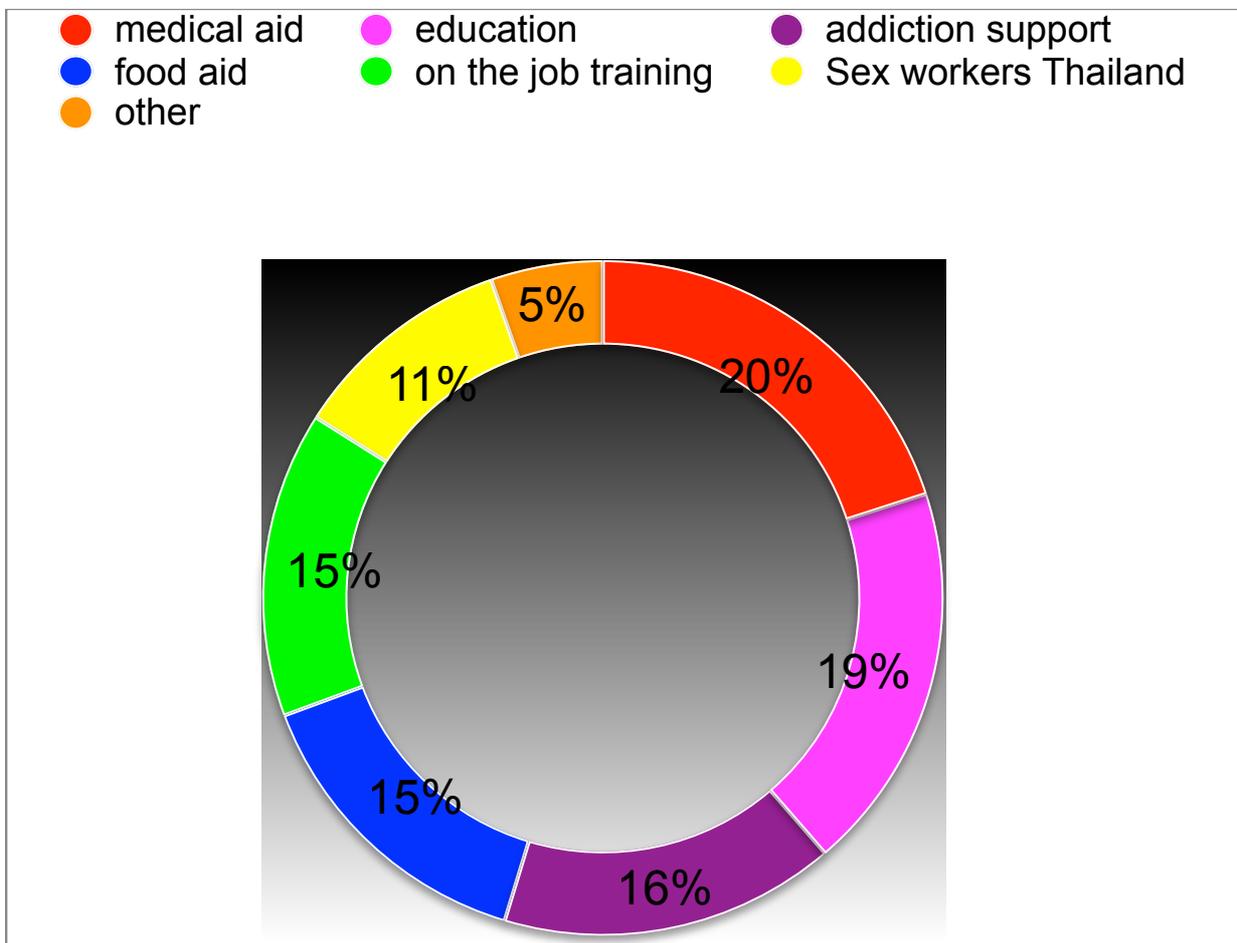


Besides there is a substantial demand for vocational training. Striking is that help at drug addiction was often mentioned.

Under 'other' the following were mentioned: Mental help (2 x); Starter loan for own company/business plan (2 x); Legal assistance (1 x); Medical assistance for diseases other than HIV (1 x); Emergency shelter for the homeless (1 x); Food assistance with vitamin supplementation (1 x).

On the basis of this limited survey, we can conclude that emergency aid remains the most important pillar. Education should be given a more prominent role, at the expense of on the job training. Together with our partner organization Bandanh Chaktomok, we are investigating what help should be given to people who are addicted to drugs.

Addressing the situation of Cambodian sex workers in Thailand is a logistical challenge that will also be taken up in consultation with Bandanh Chaktomok.



The policy changes resulting from past experiences, evaluations with our partner organization and this survey are further elaborated in the following chapters.



3 EMERGENCY AID

3.1 Summary

Little knowledge about taking medication in general, the inclination to consult a 'doctor' who is not a physician, this all in combination with poverty is a recipe for misery. If people from our target group belong to the very poor, going to the approved HIV clinic to collect the medication is sometimes too costly. And thus they may turn to a fake doctor who sells them fake pills.

People in need of emergency aid commonly belong to the most vulnerable group of LGBTI's. Often trans women, and a great percentage of them earns their keep as a sex worker. Contact with their family doesn't always exist.

It happens also that nobody can contribute to the costs of a funeral. In that case this is the last thing that Untenu can do: facilitate a dignified farewell.

3.2 Target Group

- HIV positive LGBTI's who need acute food, lodging or medical care and who are lacking in private means. (Relatives of) deceased HIV positive LGBTI's who have no (or insufficient) means for a dignified funeral.
- Rainbow families: someone who either depends on a member of the primary target group, or is indispensable as a caregiver to a member of the primary target group.

3.3 Goal

In principle once-only providing emergency aid in the form of food or medical aid, travelling and contingent additional costs, so that they can take care of themselves again.

3.4 Objectives

- Once-only emergency aid by means of a financial help for food, (temporary) medical assistance, or:
- Food aid, transportation to a clinic.
- Financial help for a dignified funeral.



3.5 Method

Our local partner organization Bandanh Chaktomok has the disposal of an almost nationwide network of volunteers. They are the ones who find people in need of emergency aid. They visit them and collect the necessary data, which the co-ordinator sends with a [form](#) (in English and Khmer) sends to Untenu.

Bandanh Chaktomok receives money from Untenu in advance for emergency help. After reviewing by Untenu, the board decides to grant an amount of \$ 150 at most. In exceptional cases deviation is possible.

All requests for emergency help must fulfill the following conditions:

- The intended receiver is HIV positive (proof: photo HIV booklet) and is a member of the target group LGBTI community or Rainbow family.
- If possible a photo of receiver's identification card will be presented.
- The intended receiver is in acute need of (financial help for) medical care, food or lodging.
- Financial help serves in principle for one month.
- Relatives of a deceased LGBTI who do not have the means for a funeral.

Afterwards justification happens by means of receipts and photos.



4 EDUCATION

4.1 Summary

If we look at the education level of our applicants, it is remarkable that most have no vocational training. That implies a lot about their financial position. Most applicants have a small income as a cleaner, motodop, or migrant worker. Unfortunately, sex work is a moneymaking alternative for a large group.

Physical declension is often the cause of decreasing income for HIV positive sex workers. The work brings along health risks and the chance to become a victim of violence. Apart from that, this group has little prospect for another career.

Employability grows in Cambodia, but most of the new jobs is untrained work. With a lot of competition, 60% of the population is under 54 (source: [Index Mundi](#)). The quality of education in Cambodia is often poorly.

A vast amount of the younger generation of LGBTIs lacks financial means and has little prospect for a honest job. The risk is great to work in the entertainment business, the euphemism for sex work. Untenu does not judge about sex work, but states that sex work is dangerous and unhealthy, mainly because prostitution is illegal in Cambodia.

An opportunity for a better perspective is a vocational training. To be educated in professional skills will provide our target group a way to live their life in a safe and continuing way.

In the coming years we will provide larger funds for vocational training for our target group.

4.2 Target Group

LGLBTIs with HIV, who as a result of poverty, had no means to be educated and with little prospect on safe and sufficiently paid work.

4.3 Goal

To improve the living conditions of LGBTIs in poverty in a sustainable manner.

4.4 Objectives

To offer vocational training to LGBTIs with HIV, in a group or individually.

4.5 Method

The Untenu Foundation pays for individual training and/or cooperates with official companies in Cambodia with experience in educating vulnerable groups to safe and sustainable careers.

Local sections of our partner organization Bandanh Chaktomok can do a proposal for a vocational training. In this proposal Untenu needs at least the number of trainees, target group, length of the training, purpose and costs. After approval by the board



the section can organize the training. If possible, the training is round off with a certificate.

Applicants for a training:

- Are HIV positive and LGBTI member;
- They have no or insufficient education;
- They have an ID (Untenu can refund the request for an ID).

We have special attention for sex workers with an decreasing income because of health and/or age and people who have a high risk to get involved in the 'entertainment industry'.



5 WORK EXPERIENCE

5.1 Summary

People living in poverty, who belong to a marginalized and sometimes discriminated group, do have the opportunity to end up in a vicious circle. It is difficult to escape poverty when a lack of education keeps you in uncertain jobs with low payment. That situation is especially the experience of (former) sex workers. The stigma they carry gives them little opportunity to find a new career.

A lot of people dream of owning their small business. Sometimes this is a real opportunity for a better life. For example transwomen and gay men who are hairdresser or beautician. With little means they can have a successful career.



Breaking the vicious circle is not an easy task. Untenu Foundation wants to create work experience placements for HIV positive LGBTIs and offer, in the long run, support for starters with their small businesses.

In 2019/2020 we reserve a budget for these work experience placements, together with Bandanh Chaktomok, at Rambutan Resorts.

For people with an employment history as a sex worker, other work experience places than Rambutan will have to be sought, as it is more difficult to offer this group a successful internship here.



5.2 Target Group

HIV-positive LGBTIs living in poverty, who have no work experience in a regular job or do not have sufficient resources to start their own business.

5.3 Goal

- Providing work experience that gives people better prospects on the labour market and improved living conditions.
- Support for starting one's own business so that one has a better view of one's living conditions.

5.4 Objectives

Mediation of HIV-positive LGBTIs to salaried work experience placements. Guidance for starting up your own business.

5.5 Method

Paid internships:

- Bandanh Chaktomok selects suitable candidates for paid internships at Rambutan Resorts (Phnom Penh/Siem Reap).
- Rambutan Resorts determines whether a person can be placed.
- Untenu provides medical care, dental restoration, workwear and shoes and 3 months of English lessons.
- If the candidate is fit for the job, Rambutan will continue to teach English and candidates will be subject to the personnel conditions for medical care.

Guidance to your own business:

- Candidates will be selected by Bandanh Chaktomok and nominated to Untenu.
- Through crowdfunding, Untenu collects money for specific small-scale projects that lead to the creation of one's own business.
- Candidates receive guidance in writing a business plan.
- If sufficient budget is available, start-up costs will be financed.



6 ADDICTION TO DRUGS

Summary

The requests for help since 2015 show that a considerable number of people who need help are experiencing addiction problems, especially addiction to drugs.

The use of drugs is one of the causes of irregular use or even of stopping taking HIV inhibitors. This comes on top of the already poor knowledge of good medication use among many Cambodians (see also chapter 2).

The chance that someone who is addicted to drugs will repeatedly call on emergency help is therefore high.

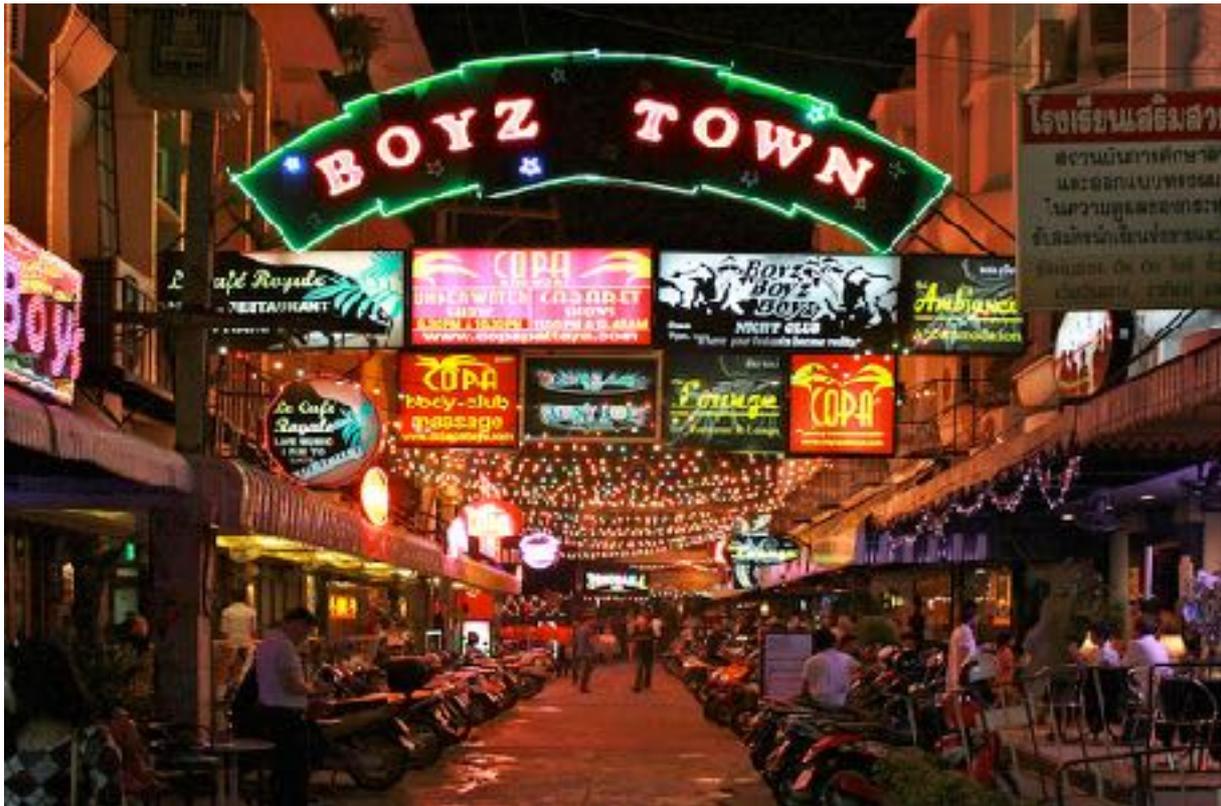
Organizing and financing drug rehabilitation and detoxification programmes in Cambodia is complicated and therefore requires good preparation. In 2019, the possibility of setting up a successful programme of counselling and detoxification will be explored.



7 KHMER SEX WORKERS IN THAILAND

Summary

A lot of Cambodians (Khmer) find a job in the touristic areas of Thailand. Sometimes with a work permit, often illegally. Most of the time these jobs are 'hidden' sex work in massage parlors and the hotel and catering industry. The seaside resorts Pattaya and Jomtien, close to the Cambodian border, are the favorite spots for Cambodian LGBTIs.



We know that several applicants for aid became ill in Thailand and were confronted with HIV, sometimes during their work. In 2018 Untenu has given aid to a young sex worker to transport him to Cambodia and support him for costs of food and medical care.

HIV and AIDS is a debatable topic for this group, tact is needed when we approach this target group. Sex work is illegal both in Thailand and Cambodia, the group is in a vulnerable position. Health care is hardly available for illegal employees.

Counseling, PrEP and preventive testing would be a nice start to avoid problems. But long working hours, especially at night, and their vulnerable position, make it a challenge to approach this group.



8 LGBTI/HIV ORGANIZATIONS CAMBODIA

8.1 Summary

In Cambodia a group of HIV negative straight men still perform the key role in 2019 in the struggle for equal rights for GLBTI's and people with HIV. Without a doubt these men do their work with the best of intentions. However, for the LGBTI community and people with HIV, it is crucial that they are represented by people of their own community.

Even at the specific organizations who care for people with HIV, the minority of the staff live with HIV or are LBGTI.

The Untenu Foundation wants to support the LGBTI and HIV community. Therefore we want to give promising people from these communities support to develop themselves to leaders in the future. Endorsement of our partner organization is one of our aims. We will achieve a better cooperation and we support them in reaching our mutual goals.

In 2019 we start an experiment to post a coordinator at our partner Bandanh Chaktomok, on the basis of commission. The pay will be for 20 hours a week, with enough time for him, besides the work for Untenu Foundation, for his other tasks at Bandanh Chaktomok. We will also reserve a budget for training of the volunteers of our partner organization.



8.2 Target Group

- Members of the (HIV positive) LGBTI community in Cambodia with the potential to become the future leaders of their community, with a lack of knowledge or experience.
- Volunteers and our coordinator of our partner organization Bandanh Chaktomok.

8.3 Goals

- To reinforce the capacity of (HIV positive) LGBTIs, to prepare them for future positions in the HIV and GLBTI community.
- To reinforce the vigour of our partner organization.

8.4 Objectives

- Educating and training promising (HIV positive) LGBTIs on leadership, justification, governing etc.
- Posting a coordinator at our partner organization.
- Organizing a training and feedback day for the volunteers for our partner organization.

8.5 Method

- Our partner organization Bandanh Chaktomok will receive a monthly payment to post a coordinator, on the basis of commission. The first three months on a trial basis, with good results a prolongation with 3 months at a time. A new agreement has to be made up between Untenu Foundation and Bandanh Chaktomok.
- Our partner organization will provide a plan and budget for a training and feedback day for the volunteers. This day will take place during the visit of our chairman in Cambodia. The budget will be sufficient for lodging and catering of the participants.



9 THE UNTENU FOUNDATION

9.1 Cambodia

Since 2017 the Untenu Foundation cooperates exclusively with Bandanh Chaktomok. In 2018 we started to give our partner organization \$ 10 per emergency aid request correctly justified. This money gives them a fund for other goals and strengthens the organization in a modest way.

In 2018 we organized a fund raising campaign to post a part time coordinator at Bandanh Chaktomok. In 2019 we will approach foundations to realize a more sustainable support for our partner organization for several years. In this manner the continuation of our mutual projects will be certified.

9.1.2 Bandanh Chaktomok

- The Untenu Foundation cooperates with the local GLBT organization Bandanh Chaktomok (the National LGBT Network Cambodia).
- With the network of Bandanh Chaktomok emergency situations are signaled and a request form can be presented to the Untenu Foundation.
- The Cambodian volunteers are the responsibility of Bandanh Chaktomok.
- Bandanh Chaktomok is accountable for the budget spent on aid by receipts and photos.
- Bandanh Chaktomok can do proposals for vocational training and work experience jobs.

9.1.3 Rambutan Resorts

The Untenu Foundation has an agreement with Rambutan Resorts (Phnom Penh and Siem Reap) concerning work experience jobs. Potential candidates are presented by Bandanh Chaktomok and in accordance with the Rambutan Resort management can be hired for work experience jobs.



9.2 The Netherlands

9.2.1 Volunteers

The amount of volunteers that support our foundation, as a member of the board or otherwise, is growing. In 2018 the position of secretary was available and fulfilled at the end of the year. The Advisory Board got a new member too. We start 2019 with new energy.

Ambassadors Meander & Bijoux are always prepared to put their best feet forward to fill the money-box of the foundation with their performances. The Christmas Bingo at the COC NE Brabant was a good example in 2018 of a successful performance with a good revenue for the foundation.



9.2.2 Activities

In 2019 there are two public activities: International AIDS Candlelight Memorial (in cooperation with the Mara Foundation, May 19th) and Rotterdam Pride on 28/29 September. We want to be visible in Rotterdam and with these activities we raise funds for our goals.

When requested we organize performances and lectures to present the work of our foundation. Revenues are naturally for the money-box of the foundation.

9.2.3 Fund Raising

We will raise funds, especially in The Netherlands, for instance among the HIV and LGBTI community, with activities such as Rotterdam Pride and with the performances of our ambassadors.

The Willem Koops Foundation has reserved a budget for our activities, especially for overhead costs and emergency aid. We will start a campaign to raise funds in 2019/2020 for support of vocational training costs, emergency aid and our coordinator in Cambodia.

9.2.4 Internet & social media

From the start of the foundation there are websites in [Dutch](#), [English](#) and [Khmer](#). We selected [Facebook](#) and [Twitter](#) as the social media to present the foundation. Facebook is practical: most of our communication with Cambodians is via Facebook. We share stories, activities and sometimes fund raising, both in Dutch and English. Twitter is the channel for media and journalists and we try to enlarge our professional network.

On GoogleMaps we present interactive maps with an overview of all aid requests since 2015, with buttons to the stories, both in [Dutch](#) and [English](#).



Times are changing, and so do the media. People focus on fast communication with short messages. We tended to tell our story in detail. At the end of 2018 we made a new (social) media strategy:

1. The Untenu Foundation focuses on Twitter for communication and networking, and on Facebook for sharing our stories and (occasionally) fundraising. Instagram and Snapchat are not yet used in our strategy.
2. We will publish short messages with clips up to one minute to underline the position of our target group.
3. We will make a professional intro and outro, according to the branding of the Untenu Foundation.
4. There is room (on the website and blogs) for longer posts for those who want more information.
5. We will start a test with advertising on Facebook. A minimal investment, hopefully sponsored, to find a new group of donors.
6. The Untenu Foundation forms a social media group to perform the campaigns.
7. We will consider an extra page on our website (untenu.com) in Chinese (Mandarin). More Chinese GLBTIs travel to Cambodia and the readiness to donate increases.
8. When this page is realized, we will investigate the social media in China (Weibo and Renren). Censoring is a difficulty then and we will have to find a volunteer for the Mandarin translation.
9. On the long term we will look at 'gay dating apps'.
 - [Grindr](#): in Cambodia for research, in The Netherlands for fundraising.
 - And [Planet Romeo](#) for fundraising on the Dutch/English



Adopted on January 2, 2019

The chairman:

The treasurer:

Ron van Zeeland

Xandra Visser



10 LINKS

2. Preface:

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4. Education:

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<http://rambutanresort.com/>

6. Addiction to drugs:

<https://www.dararehab.com/drug-alcohol-rehab/cambodia/>

<http://www.daraccambodia.org/>

<https://www.unodc.org/southeastasiaandpacific/en/project/cambodia/khmk51.html>

9. The Untenu Foundation

<https://www.facebook.com/bandanh.chaktomok/>

