

# 2024 – 25

## PROJECT AVSAR 2.0 ANNUAL REPORT

Future Generali India Insurance Company Limited.  
The Humsafar Trust

*"To enhance inclusion of LGBTQ+ individuals in education and promote skilling and education opportunities for LGBTQ+ persons"*



EQUALITY - INCLUSIVITY - DIVERSITY



# PROJECT DESIGN

Avsar 2.0, a CSR partnership between The Humsafar Trust (HST) and Future Generali India Insurance Company Ltd, was designed to enhance the inclusion of LGBTQ+ individuals in education and promote skilling and education opportunities for LGBTQ+ persons.

While the reading down of Section 377 in 2018 and the Transgender Persons (Protection of Rights) Act of 2019 were major legal milestones, in India for the LGBTQ+ community, exclusion in social spaces including families, schools, workplaces, and society at large, continues to persist. These are particularly seen in education: a study by HST under its TRANScend initiative found that 65% of trans individuals do not complete their 8th or 10th grade due to bullying and abuse.

Avsar 2.0 was designed to tackle these obstacles and nurture a safer environment for LGBTQ+ individuals and to promote gender equality and social acceptance. It also sought to strengthen the community's capacity to utilize democratic tools available to them as equal citizens of the country, enabling them to assert their rights and advocate for greater inclusion.





# PROJECT SUCCESS

Avsar 2.0 successfully supported **56 LGBTQ+ individuals** from a socio-economically marginalised background in their upskilling and educational journeys. The project also conducted **14** sensitisation sessions with diverse educational institutions, reaching around **643 people** in educational settings.

## **Project Beneficiaries:**

LGBTQ+ persons, Transgender Persons, Individuals who are living with HIV, other Marginalized & Vulnerable Groups

## **Project Implantation:**

Pan-India implementation

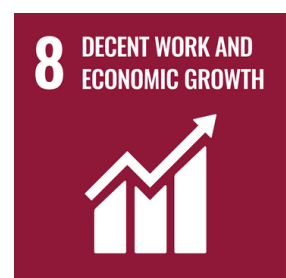
## **Timeline:**

1st April 2024 to 31st March 2025

## **Objectives :**

- **Enhancing the employability of LGBTQ+ persons.**
- **Enhancing inclusion in education.**

The initiative specifically aimed to address the needs of LGBTQ+ individuals, aligning with the United Nations' Sustainable Development Goals. SDG's addressed in this collaboration are:



# PROJECT ACTIVITIES



## **Objective 1: Enhancing the Employability of LGBTQ+ Persons**

### **Activity 1.1: Education and Skill-Building Programs**

Access to a dignified standard of living is mostly inextricably linked to accessing quality education and understanding 21st-century skills. LGBTQ+ individuals face significant barriers in accessing these areas. Factors such as limited familial support, as well as experiences of bullying, harassment, and discrimination within educational environments, hinder their holistic development and restrict their access to equitable life opportunities.

Under this activity we reached 56 LGBTQ+ individuals from Mumbai and Greater Mumbai area to support them in their Education and Upskilling journey. The supported individuals pursued courses ranging from Business and Management, Law and Governance, Media, Arts, Languages, Humanities, Communication, Science and Technology, Healthcare, Wellness, Make up course, Specialized certification and short-term courses and more.



# Upskilling – Value created



Following the disbursement of scholarships, monitoring sessions were conducted with some of the beneficiaries. These sessions revealed that the support had a positive impact on the recipients' efforts toward upskilling.

During the impact assessment monitoring visits the beneficiaries shared how the scholarship has helped in their personal and professional journey:

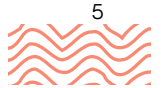
*"The scholarship has greatly helped, as I manage my own finances and don't have any parental support as they both unfortunately have passed away, me and my siblings manage our expenses"*

*"As an openly queer individual, my presence serves as a form of representation for the LGBTQ+ community. Pursuing this course with the help of scholarship has contributed significantly to my development of life skills, professionalism, and organizational abilities"*

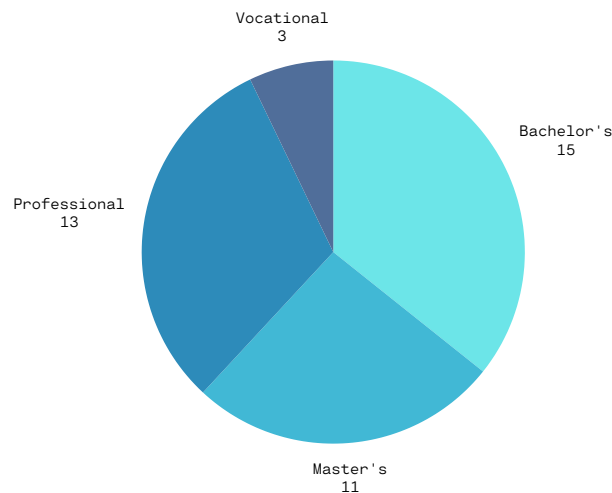
Recipients indicated that the scholarship helped them pursue higher studies, **secure employment** and **internship** opportunities and complete their education. Two of the beneficiaries who pursued 3D make-up and hairstyling courses respectively have been employed in the same place they have studied.



# Courses, Skills Acquired



The impact assessment revealed the breakdown of courses pursued by the beneficiaries into **vocational, professional, bachelor's, and master's programs**, with the majority of beneficiaries enrolled in bachelor's courses.



Analysis of the data further indicates that the scholarship significantly contributed to several key areas:

- **Skill Development**
- **Industry Confidence**
- **Career Advancement**
- **Easing Financial Burden**

Importantly, the scholarship also had a profound emotional and social impact. Many beneficiaries expressed that this support enhanced their confidence—particularly in affirming their LGBTQ+ identity within educational spaces. For a majority, this translated into a greater sense of belonging, increased self-worth, and more active participation in academic and social life.



# Upskilling – Value created



**88%**  
students

nearly 9 out of 10 beneficiaries affirmed that the support helped them overcome social and financial barriers to education or skills access.

**86%**  
students

experienced improved access to educational resources ( such as books, technology, materials required for vocational courses)

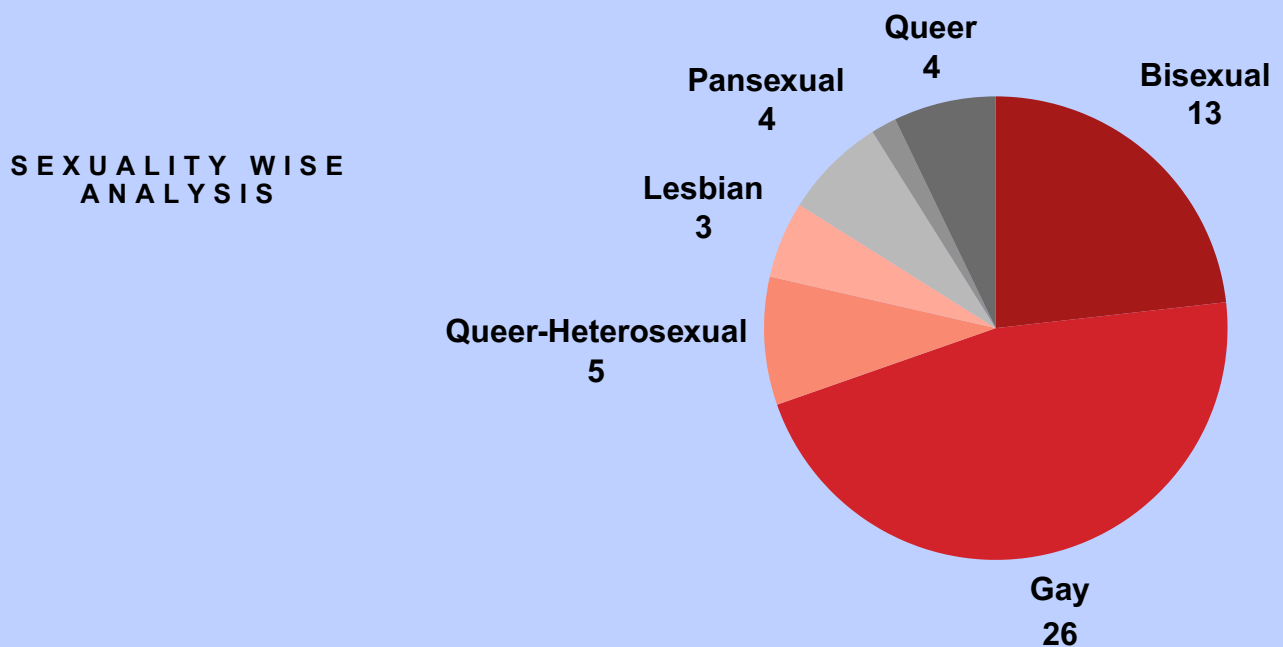
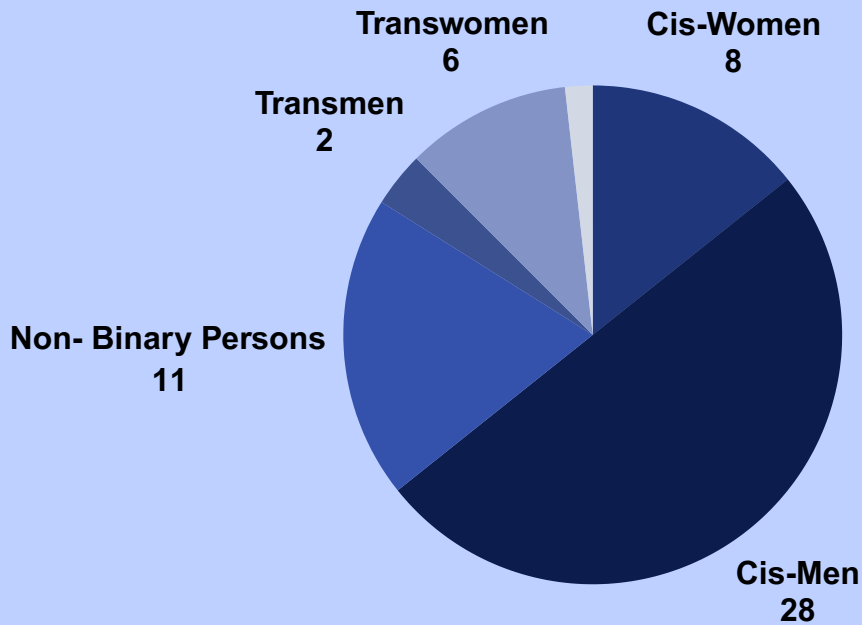
**75%**  
students

said that the scholarship increased their confidence in expressing their LGBTQ+ identity in school or college.

The scholarship program has played a transformative role in increasing access and participation in education for LGBTQ+ students. By removing financial barriers, it allowed beneficiaries to pursue education without the constant stress of managing expenses. As a result, students not only engaged more fully in their academic journeys but also reported improved access to essential resources like books, technology, research materials. and materials required for vocational courses.



# GENDER & SEXUALITY ANALYSIS



The Gender and Sexuality wise analysis of the beneficiaries supported in the FY 2024-25.





# Upskilling – Beneficiaries

| Code    | Gender      | Sexuality               | Support Amount | Course Details  |
|---------|-------------|-------------------------|----------------|---|
| FGII001 | Cis-Man     | Bisexual                | ₹ 20,000       | System, Applications and Products-Material Management |
| FGII002 | Trans-Woman | Heterosexual            | ₹ 18,500       | Master of Social Work                                 |
| FGII003 | Cis-Man     | Queer                   | ₹ 13,333       | MA in Journalism & Mass Communications                |
| FGII004 | Cis-Woman   | Bisexual                | ₹ 15,000       | BA Psychology   |
| FGII005 | Trans-Woman | Gay                     | ₹ 15,000       | 3D Make Up  |
| FGII006 | Trans-Woman | Gay                     | ₹ 15,000       | Hairstylist   |
| FGII007 | Non-Binary  | Bisexual                | ₹ 10,000       | Mobile repairing course hard ware and software        |
| FGII008 | Cis-Man     | Gay                     | ₹ 20,000       | B.Com - Accounting and Finance                        |
| FGII009 | Trans-Man   | Heterosexual (Straight) | ₹ 10,000       | Mobile Repairing Course                               |
| FGII010 | Non-binary  | Pansexual               | ₹ 20,000       | Masters of Arts in Psychology                         |
| FGII011 | Cis-Man     | Gay                     | ₹ 15,000       | BAMMC ( ADVERTISING )                                 |
| FGII012 | Trans-Woman | Pansexual               | ₹ 4,900        | Bachelors in Public Administration                    |
| FGII013 | Cis-Man     | Bisexual                | ₹ 16,000       | Master of Hospitality                                 |
| FGII014 | Trans-Woman | Heterosexual (Straight) | ₹ 20,512       | French language                                       |

| Code    | Gender         | Sexuality               | Support Amount | Course Details   |
|---------|----------------|-------------------------|----------------|--|
| FGII015 | Trans-Woman    | Heterosexual (Straight) | ₹ 20,000       | MBA in Healthcare Managment                                    |
| FGII016 | Cis-Woman      | Bisexual                | ₹ 20,000       | Bachelor of Management Studies                                 |
| FGII017 | Cis-Woman      | Lesbian                 | ₹ 5,000        | Makeup Artist and Hairstyles                                   |
| FGII018 | Non Conforming | Lesbian                 | ₹ 15,000       | P.G. Certification in HR Management                            |
| FGII019 | Non-Binary     | Pansexual, Asexual      | ₹ 15,000       | Live Online TEFL Course  |
| FGII020 | Cis-Woman      | Lesbian                 | ₹ 15,000       | Ethical Hacking & Cyber security                               |
| FGII021 | Cis-Man        | Gay                     | ₹ 15,000       | Bachelor of Technology   |
| FGII022 | Non-Binary     | Gay                     | ₹ 15,000       | Master of Management Studies/Master of Business Administration |
| FGII023 | Cis-Man        | Bisexual                | ₹ 15,000       | Biotechnology  |
| FGII024 | Cis-Man        | Bisexual                | ₹ 14,200       | Commerce IT SP   |
| FGII025 | Cis-Man        | Gay                     | ₹ 15,000       | Master's in Design, Universal Design                           |
| FGII026 | Cis-Woman      | Bisexual                | ₹ 15,000       | Bachelors of Arts - Psychology                                 |
| FGII027 | Cis-Man        | Gay                     | ₹ 6899         | Bachelor of Education  |
| FGII028 | Cis-Man        | Gay                     | ₹ 30,000       | Bachelor of Physiotherapy                                      |

| Code    | Gender                                | Sexuality | Support Amount | Course Details                                       |
|---------|---------------------------------------|-----------|----------------|--|
| FGII029 | Man                                   | Gay       | ₹ 15,000       | Bachelor of Commerce                                 |
| FGII030 | Non-Binary                            | Gay       | ₹ 6,000        | Bachelor of Science in Medical Laboratory Technology |
| FGII031 | Non-binary trans man/masculine person | Queer     | ₹20,000        | B.A. in Film, Television & New Media Production      |
| FGII032 | Cis-Man                               | Gay       | ₹15,000        | Bachelor' of Architecture                            |
| FGII033 | Non-Binary                            | Bisexual  | ₹ 17,485       | Master of Law  |
| FGII034 | Cis-Man                               | Bisexual  | ₹ 21,071       | Bachelor of Banking Insurance                        |
| FGII035 | Agender                               | Gay       | ₹3,846         | Mater of Science in Computer Science                 |
| FGII036 | Cis-Man                               | Gay       | ₹2,900         | M.A. Hindi   |
| FGII037 | Cis-Man                               | Gay       | ₹7,500         | Bachelor of Science                                  |
| FGII038 | Cis-Man                               | Gay       | ₹7,000         | L.L.B.   |
| FGII039 | Cis-Man                               | Bisexual  | ₹13,000        | Bachelor of Accounting and Finance.                  |
| FGII040 | Cis-Man                               | Gay       | ₹1,500         | MBA Marketing  |
| FGII041 | Cis-Man                               | Gay       | ₹1,700         | New Product Development                              |
| FGII042 | Cis-Man                               | Bisexual  | ₹8,325         | Bachelor of Commerce                                 |

| Code    | Gender     | Sexuality               | Support Amount | Course Details   |
|---------|------------|-------------------------|----------------|--|
| FGII043 | Cis-Man    | Bisexual                | ₹25,000        | BA-LLB   |
| FGII044 | Non-Binary | Gay                     | ₹20,000        | Bachelor of Multimedia and Mass Communication            |
| FGII045 | Cis-Man    | Gay                     | ₹10,000        | 5- Day Screenwriting Workshop.                           |
| FGII046 | Cis-Man    | Gay                     | ₹20,000        | Nutrition & Diet Planning, Yoga Training                 |
| FGII047 | Cis-Woman  | Queer                   | ₹4,500         | Bachelor of Arts in Psychology                           |
| FGII048 | Cis-Man    | Gay                     | ₹20,000        | Bachelor of Arts (Multimedia & Mass Communications)      |
| FGII049 | Cis-Woman  | Pansexual               | ₹25,000        | Cabin Crew   |
| FGII050 | Non-Binary | Queer                   | ₹8,330         | BA - Programme   |
| FGII051 | Trans-Man  | Heterosexual (Straight) | ₹14,410        | LLB  |
| FGII052 | Cis-Man    | Gay                     | ₹20,000        | MBA in PGDM Healthcare                                   |
| FGII053 | Cis-Man    | Gay                     | ₹20,000        | 1. ESG 2. POSH 3. CSR                                    |
| FGII054 | Cis-Man    | Gay                     | ₹7,500         | Post Graduate Diploma in Corporate Social Responsibility |
| FGII055 | Non-Binary | Gay                     | ₹6,800         | Bachelor of Social Work                                  |
| FGII056 | Cis-Woman  | Pansexual               | ₹25,000        | Bachelor Veterinary Science and Animal Husbandry         |



# UPSKILLING BENEFICIARIES



## Objective 2: Enhancing inclusion in education



### Activity 2.1: Sensitization Workshops

Under this activity, **14 sensitization sessions** were conducted, reaching over **643 students**. These sessions utilized an e-module on SOGIESC (Sexual Orientation, Gender Identity & Expression and Sex Characteristics), developed to sensitize institutions that lack a defined curriculum on gender and sexuality. The sessions focused on demystifying misconceptions and educating students, teachers, about the LGBTQ+ community, while also promoting the creation of a holistic and inclusive environment for LGBTQ+ individuals in both educational and workplace settings. Teachers and few staff body members were also present in these sessions.

| SI No | Date       | Institute  | Attendees |
|-------|------------|--|-----------|
| 1     | 11/10/2024 | Bright Future  | 24        |
| 2     | 16/11/2024 | Nirmala Niketan College, Goregaon – Mumbai               | 26        |
| 3     | 22/11/2024 | Dr. BMN College of Home Science                          | 28        |
| 4     | 30/11/2024 | Mahatma Gandhi Vidya Mandir , Bandra                     | 63        |
| 5     | 02/12/2024 | St Pauls Institute of Communication Education-<br>Bandra | 71        |
| 6     | 05/12/2024 | DGMC Malad - 2 Sessions                                  | 124       |



## Objective 2: Enhancing inclusion in education



### Activity 2.1: Sensitization Workshops

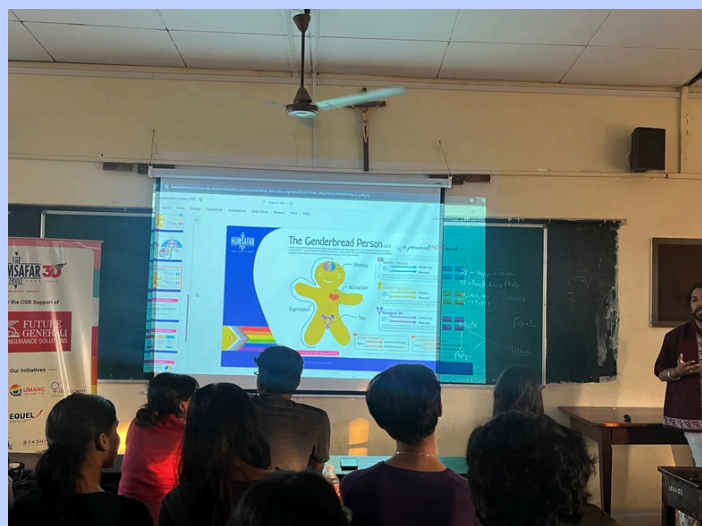
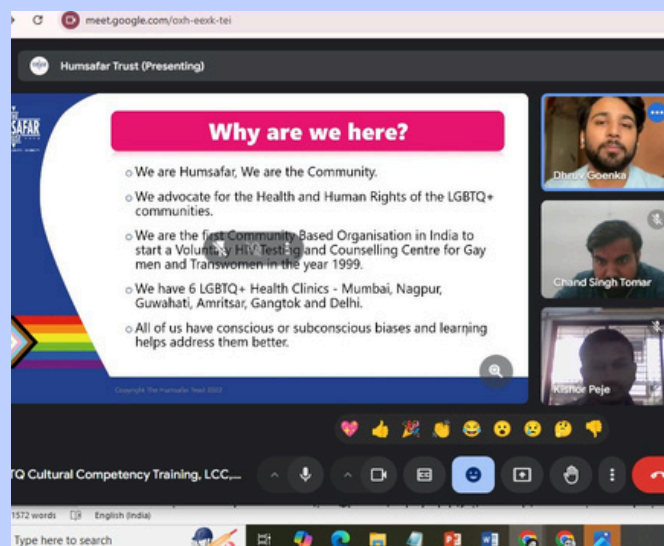
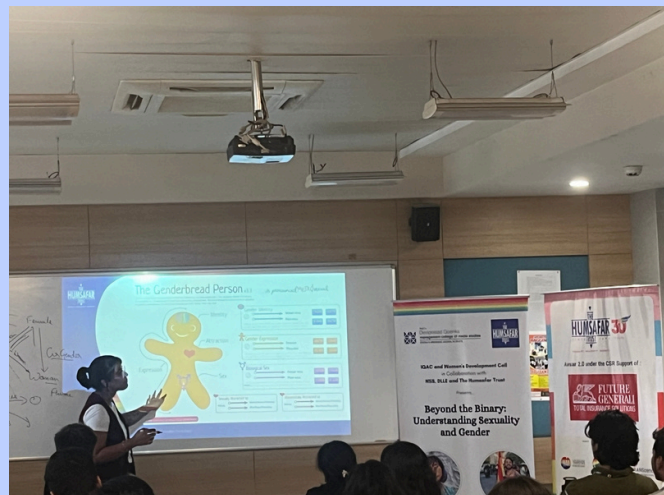
| SI No | Date       | Institute   | Attendees |
|-------|------------|---|-----------|
| 7     | 18/12/2024 | JM Patel College of Commerce                          | 49        |
| 8     | 18/12/2024 | Smt. K.L. Tiwari Degree College of Commerce & Science | 29        |
| 9     | 19/12/2024 | Nair Hospital   | 27        |
| 10    | 19/12/2024 | St Xavier's College                                   | 25        |
| 11    | 15/02/2025 | Bombay Psychiatric Society                            | 30        |
| 12    | 17/03/2025 | University of Madras - Department of Social Work      | 34        |
| 13    | 20/03/2025 | Sheila Raheja College of Hotel Management             | 73        |
| 14    | 26/03/2025 | KJ Somaiya College, Vidyavihar                        | 40        |

Through the sessions students, educators, academic staff were able to develop a holistic understanding sex, gender and sexuality and the LGBTQ+ umbrella, thus marking an important step towards fostering an inclusive environment,

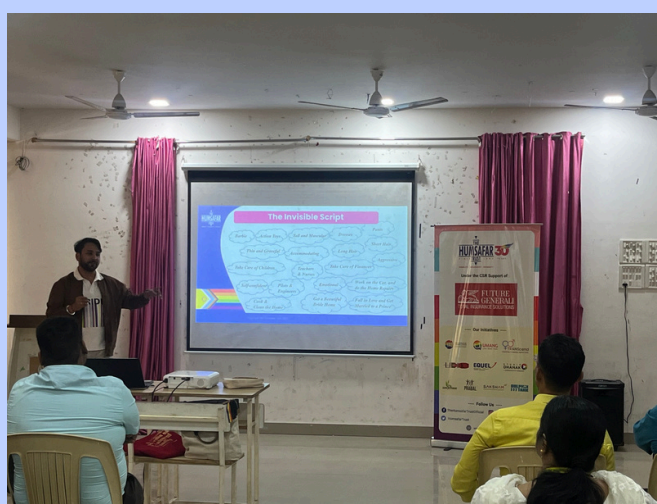




# SENSITISATION WORKSHOPS







Grateful to

**FUTURE GENERALI INDIA INSURANCE COMPANY LTD**

for the support and commitment to the upliftment of the  
LGBTQ+ community.

