



## INTRODUCTION

The CII Awards for Excellence in Women in STEM initiative continues its commitment to enhancing the representation of women in Science, Technology, Engineering, and Mathematics (STEM) across industries and academic institutions.

As we progress further into India's transformative journey during Amritkaal, we recognize that while strides have been made, challenges such as achieving equal representation of women in the STEM workforce remain. To address this, CII is strengthening its resolve by advancing 'Women in STEM' as a global movement, forming a cornerstone of the CII National Mission on Technology, Innovation, and Research.

These awards embody CII's and the nation's vision for gender equality in STEM. They highlight our dedication to promoting diversity and inclusivity, acknowledging that women's active participation is pivotal to fostering innovation and driving the progress of organizations in STEM domains.

The third edition of the CII Awards for Excellence in Women in STEM will continue to champion organizations and institutions that have demonstrated remarkable efforts in enhancing gender diversity within STEM fields. By spotlighting these trailblazers, the awards aim to inspire others to prioritize and invest in gender parity, cultivating an ecosystem where women in STEM are not just acknowledged but are integral to leadership and innovation.

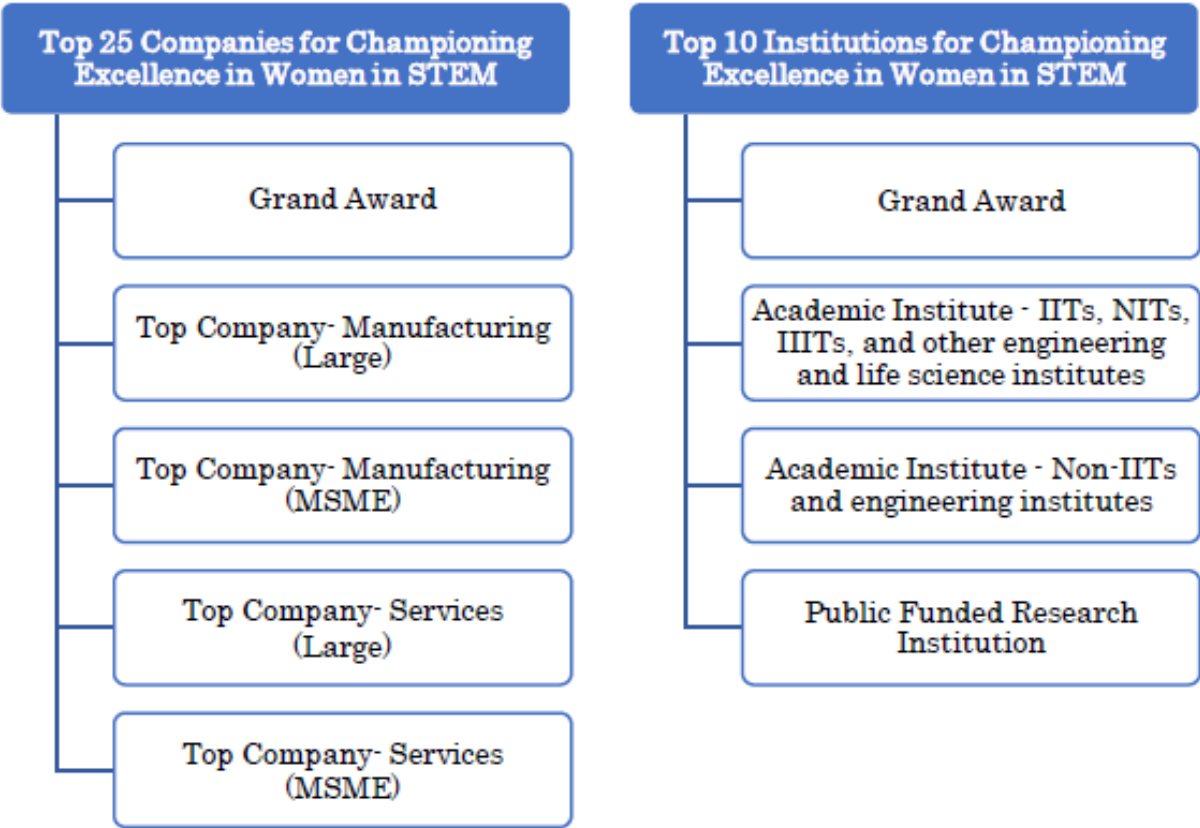
Building on the momentum of the inaugural edition, this year's awards aspire to further establish themselves as a catalyst for change—a rallying cry for organizations and institutions to redouble their efforts toward creating an equitable and inclusive STEM landscape. By participating, you become a part of a movement that celebrates and empowers women, recognizing their vital contributions to the advancements shaping our future.

Join us in this transformative journey as we continue to break barriers, challenge societal norms, and champion greater representation of women in the evolving realm of STEM. Let the CII Awards for Excellence in Women in STEM serve as a beacon, inspiring organizations and institutions to lead the charge toward a future where diversity and innovation converge seamlessly in science and technology.

# VISION

**Championing Diversity:** Enhance Gender Equality in STEM workforce to a minimum of 50% by 2047. Interim Milestone: 35% by 2030.

# AWARDS



# BENEFITS FOR AWARD APPLICANTS & WINNERS

**Benchmarking:** Compare your achievements against the best in the industry.

**Learning:** Gain insights and best practices from other successful organisations.

**Feedback:** Receive constructive feedback to improve your future endeavours.

**Highlighting Best Practices:** Entries in Women in STEM Compendium 3.0 covering the best Practices of the organisations promoting Women in STEM.

**Engagement Opportunities:** Priority access to all CII initiatives related to Women in STEM.

**Recognition:** Felicitation at a national level event.

**Promoting Excellence:** Showcasing of Best Practices in the Compendium of CII Awards on Excellence for Women in STEM.

**Award Categories:** Diverse categories to recognize different areas of STEM expertise.

**Branding:** Promotion through CII's website, social media and other channels.

**Leadership Opportunities:** Opportunity for taking leadership role in CII's Task force on Women in STEM for driving policy.

## WHO CAN APPLY?

Companies, Startups, Academic Institutions & Research Laboratories who have representation of Women in STEM employees, academicians, researchers respectively.

## FEE STRUCTURE

An applicant must pay the fee while submitting the application form. The fee structure is appended below:

| S No. | Industry / Organisations                                                                    | Application Fee        |
|-------|---------------------------------------------------------------------------------------------|------------------------|
| 1     | Industry (Large)                                                                            | Rs. 70,000/- + 18% GST |
| 2     | Industry (MSME & Startups)                                                                  | Rs. 40,000/- + 18% GST |
| 3     | Academic & Research Institutes (IITs, Non-IITs, Engineering and Non-engineering institutes) | Rs. 40,000/- + 18% GST |

\*\*includes the cost of online facilitation by CII, honorarium of an expert for assessment.

## AWARD PROCESS

## SIGN-IN ID CREATION

### STEP 1

Applicant must create a login ID by providing a few basic information. The login credentials will be sent to the applicant's email ID.

## ON APPLICATION SUBMISSION

### STEP 2

With the given login credentials, applicant must fill up the Application Form

## SCREENING OF APPLICATION FORMS

### STEP 3

First level screening of applications will be done by the assessors. Shortlisted companies and institutions will be called for final round of assessment.

## FINAL JURY ASSESSMENT

### STEP 4

Selected companies, Startups, Academic Institutions & Research Laboratories will be called for final jury assessment.

Jury will declare Top 25 winning companies and Top 10 institutions.

Category awards will be given accordingly.

## AWARDS CEREMONY

### STEP 5

Awards Ceremony to felicitate the Winners with a trophy and a certificate.

## SCHEDULE & TIMELINES

| STAGE                | DATE           |
|----------------------|----------------|
| Application Opens    | 15 March 2026  |
| Application Deadline | 14 August 2026 |
| Jury Assessments     | October 2026   |
| Award Ceremony       | December 2026  |

# CONTACT INFORMATION

For any queries or assistance with the application process, please contact:

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## ABOUT CII

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society through advisory and consultative processes.

For 130 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. With its extensive network across the country and the world, CII serves as a reference point for Indian industry and the international business community.

In the journey of India's economic resurgence, CII facilitates the multifaceted contributions of the Indian Industry, charting a path towards a prosperous and sustainable future. With this backdrop, CII has identified "Accelerating Competitiveness: Globalisation, Inclusivity, Sustainability, Trust" as its theme for 2025-26, prioritising five key pillars. During the year, CII will align its initiatives to drive strategic action aimed at enhancing India's competitiveness by promoting global engagement, inclusive growth, sustainable practices, and a foundation of trust.

### Confederation of Indian Industry

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**Reach us via CII Membership Helpline: 1800-103-1244**