



Confederation of Indian Industry

CII Felicitates Top Companies and Research Institutions of 2024 at the Felicitation Ceremony of CII Awards on Excellence for Women in STEM 2024

“Women in STEM bring unique viewpoints that enrich problem-solving and accelerate scientific advancements. By empowering women, we create a world where everyone has the opportunity to contribute to groundbreaking discoveries and technological breakthroughs” says **Dr VK Saraswat**, Member, NITI Aayog, **Government of India at the Felicitation Ceremony of CII Awards on Excellence for Women in STEM 2024.**

November 19, 2024

The Confederation of Indian Industry recognized top 34 companies across large, MSME segments for their excellence in promoting Women in STEM along with 18 Academic and Research Institutions.

In his address, **Dr Saraswat** while congratulating all the winners of the first edition of **CII Awards on Excellence for Women in STEM** stated that the Women, a vital yet underutilized segment of the workforce, are crucial to a nation's advancement and should be fully leveraged in the nation development.

Professor Ajay Sood Principal Scientific Adviser Government of India stated that these awards are a testament of recognizing and applauding the exemplary contribution of organizations and institutions and also mentioned that today a huge gap in the representation of women in education and STEM jobs as women occupy approximately 24% of engineering roles and account for only about 28% of computer science degrees. These statistics illustrate the barriers that continue to hinder women from reaching their full potential in STEM fields. This challenge is largely driven by a lack of role models, biases, and unwelcoming work environments that contribute to higher turnover rates among women and limited opportunities for growth and support.

I believe the journey to bridge the gender gap in STEM is not only about promoting fairness but also about driving innovation. Studies show that diverse teams contribute varied perspectives, which enhance problem-solving, increase creativity, and lead to more effective and innovative outcomes.

Dr Akhilesh Gupta, Adviser & Distinguished Visiting Professor, IIT Roorkee & Former Secretary, Science and Engineering Research Board & Senior Adviser Department of Science & Technology, GoI emphasized on a strong need for creating a well-structured progress, inclusive strategies at multiple levels. To begins with community engagement and mentorship programs that expose the opportunities early on.

Moreover, the Industry has an equally critical role to play in fostering a diverse and inclusive STEM environment. Companies must develop policies that create supportive and inclusive workplaces, where women are not only encouraged to join but are also given equitable opportunities to advance.

By investing in workplace inclusivity, organizations do more than support gender equity; they strengthen their workforce and their capacity for innovation.

Dr Brajesh Pandey, Executive Director, Indian National Science Academy, highlighted that diversity is the engine that fuels groundbreaking ideas and revolutionary solutions. When talented women are actively included, we unlock a wider range of perspectives, fostering a more creative and innovative environment. This, in turn, leads to breakthroughs that benefit all of us.



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Ms Vaishali Nigam Sinha, Chairperson, CII Awards on Excellence for Women in STEM and Chairperson, Sustainability and Co-Founder, ReNew mentioned that the conversation around gender parity in STEM has never been more critical. As India embarks on its Amrit Kaal journey, we recognize the need to unlock the full potential of our talent pool. Women bring diverse perspectives and expertise essential for tackling complex challenges and shaping a sustainable future.

The CII Awards on Excellence for Women in STEM underscores the commitment by recognizing and celebrating the outstanding achievements of women in these fields. This serves as both a reminder of the work still ahead and a call to action for all.

Through ongoing dedication, we can dismantle the systemic barriers that limit women's opportunities in STEM and create a future workforce that genuinely reflects the diversity of the society it serves.

2024 Awards Winners are: Industry Category

- ITC Life Sciences & Technology Centre
- Rmsi Private Limited
- Bio Valley Incubation Council, Amtz
- Meril Life Sciences Pvt. Ltd.
- Bharat Fritz Werner Limited
- Cummins – India Technical Organization
- L&T Precision Engineering And Systems
- Tata Consulting Engineers Limited
- Pwc India
- GE Aerospace
- Aragen Life Sciences Ltd.
- ITC - Foods
- Biocon Limited
- L&T Technology Services
- HCL Tech
- BHEL Ltd
- Renew
- Beil Infrastructure Limited, Ankleshwar
- EY
- Cadila Pharmaceuticals Limited
- Cummins India Ltd
- Bharat Serums And Vaccines Limited
- Mazagon Dock Shipbuilders Limited
- Kone Elevator India Private Limited
- Essl Steel Limited
- Saint-Gobain Group In India
- Aspire Systems (India) Pvt Ltd
- JK Tyre & Industries Limited
- Dr. Reddy's Laboratories Pvt Ltd
- Bharat Biotech International Limited
- Forbes Marshall Pvt Ltd
- BHEL Limited



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- Philips India Limited
- Bayer Pharmaceuticals Pvt Ltd

2024 Awards Winners are: Institute Category

- Csiir-Structural Engineering Research Centre
- Csiir-National Aerospace Laboratories
- Central Manufacturing Technology Institute (Cmti), Bangalore
- Manipal Academy Of Higher Education, Manipal
- Siemens Foundational Technologies – Research & Predevelopment, India
- Stanley College Of Engineering And Technology For Women (Autonomous)
- Jss Science and Technology University, Mysuru
- Iit Roorkee
- Incois, Ministry of Earth Sciences
- Icmr-Rmrc, Dibrugarh
- Csiir - Central Drug Research Institute, Lucknow
- National Institute of Technology Calicut
- Indian Institute of Technology Kharagpur
- Birla Institute of Technology & Science, Pilani
- Hindustan Institute of Technology and Science
- Indian Institute of Technology Madras
- Central Water & Power Research Station (Cwprs)
- Institute For Stem Cell Science and Regenerative Medicine

A compendium on Best practices from Top Organisations Excelling in STEM 2024 - Top Innovative Companies and Institutions, was also released during the Award ceremony.