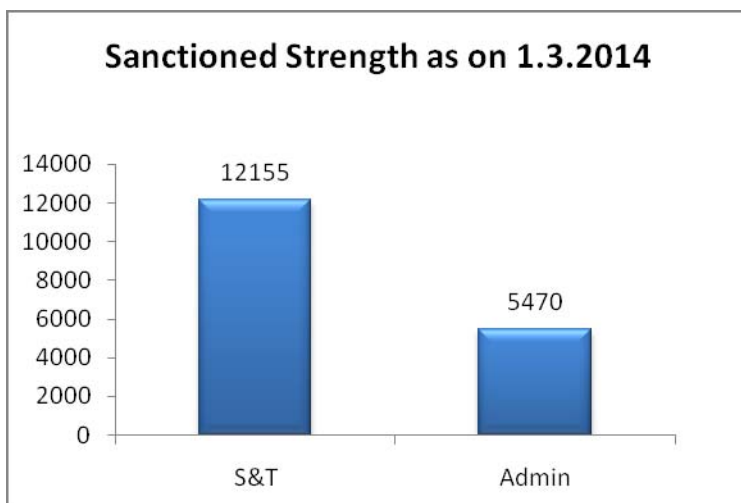


Human Resources

The total approved sanctioned strength of the department as on 1.3.2014 is 17625 out of which 12155 are in scientific and technical Categories and 5470 are in administrative categories. Welfare measures like housing, medical, canteen, schooling for children, are extended to the existing personnel under different approved schemes. Life insurance coverage from accidents in the work place, namely VISWAS and a special scheme for assistance to families in exigency, namely, 'SAFE' are also extended to employees at a relatively low premium through an internal trust.



The competency, commitment, dedication, of ISRO/DOS personnel have played a key role in various achievements of Indian space Programme. DOS attaches great importance to the quality in recruitment, training and development of its human resources to meet the stringent requirements of the space programme and realisation of goals and objectives of the Department.

Centralised recruitment of scientists and engineers with degree in Engineering has been continued during the year. The applications were received on ISRO website and selection and induction of engineers have been completed through a process of written test and interview on an all India basis. Centralised recruitment processes has been continued for Officers in Administrative areas, Office Assistants and Jr. Personal Assistants during the year.

ISRO/DOS has been absorbing the bright graduates from the Indian Institute of Space Science and Technology on successful completion of their B.Tech programme with certain level of benchmark. The fourth batch of students, who were admitted to B.Tech Programme during September 2010 at the Indian Institute of Space Science and Technology (IIST), Thiruvananthapuram, have graduated during June 2014. A total of 121 students, who have passed out fulfilling the quality benchmark, have been inducted in all DOS/ISRO Centres.

Training

ISRO continued organising the structured training programmes in various fields of its core technical/scientific domains with customised curriculum in thirteen areas to its Scientists/Engineers in SE/SF/SG grades. The programme was conducted in different Centre/Units with an aim of developing both technical skill and techno-managerial abilities amongst various groups of Scientists/Engineers to take up the challenges.

The scheme of induction training programme for newly recruited scientists/engineers which was introduced in 2002, has been continued during the year. The scheme is useful for youngsters to understand various systems in the Indian Space Programme. Similar induction training programmes have been continued for newly recruited administrative staff wherein, they are introduced to various rules, regulation, systems and processes that are in vogue in the organisation.

As a part of strategy of identifying and developing futuristic leaders, a group of 51 senior executives were identified and a customised training programme in five modules were designed and delivered. The customised programme contained five modules. The first three modules covering scientific and technical topics in Spacecraft Technologies, Space Transportation System and Space Applications. A specially designed management module was also administered to these executives at the Indian institute of Management, Ahmedabad. Last module was exclusively developed for administrative systems.

Space Studies Programme (SSP) 2014 for young Scientists/Engineers organised by International Space University at the Campus of HEC, Montreal, University Business School, Montreal, Canada, was continued during the year and six Scientists/Engineers from different Centres/units participated.

Customised and exclusive training programmes and Management Development Programmes for middle level scientific, technical and administrative officers, under collaboration with reputed Institutions were also continued. Additionally, all ISRO Centres/Units also administered custom built training modules to its employees to enhance the capability of Human Resources.

I APPRENTICE TRAINING

Under the Apprentices Act, 1961, training has been imparted to 2197 apprentices in Centres/Units of the Department in the Technical and Commercial Trades.

II RESERVATION IN SERVICES:

i) Scheduled Caste and Scheduled Tribes

The Department has been observing the guidelines for recruitment, promotion and the welfare of Scheduled Castes and Scheduled Tribes. Table-I indicates the status of representation of persons belonging to Scheduled Castes and Scheduled Tribes.

Table - I Status of Scheduled Caste/Scheduled Tribe Personnel				
Sl. No	Centre/Unit	Total Strength of Employees 2014-2015	Strength of SC Employees 2014-2015	Strength of ST Employees 2014 -2015
1	DOS/ISRO HQ	423	88	24
2	VSSC	4489	364	72
3	ISAC	2456	300	92
4	SDSC-SHAR	1961	302	117
5	SAC & DECU	1798	197	140
6	LPSC	1167	135	26
7	NRSC	865	116	33
8	IPRC	634	123	9
9	SCL	545	105	3
10	ISTRAC	460	69	17
11	MCF	324	37	14
12	PRL	209	9	1
13	ADRIN	166	22	5
14	IIRS	123	15	4
15	IIST	92	3	-
16	NARL	65	7	1
17	NESAC	32	2	4
TOTAL		15809	1894	562

ii) PERSONS WITH DISABILITIES

Position regarding appointment of Persons with Disabilities is given in Table–II.

Table - II Status of Persons with Disabilities

Sl. No	Centre/ Unit	Total Strength of Employees 2014-2015	Strength of Persons With Disabilities	Classification of Employees With Disabilities			
				Deaf & Dumb	Blind	Partially Blind	Orthopedically Handicapped
1	DOS/ISRO HQ	423	8	-	-	-	8
2	VSSC	4489	97	21	15	-	61
3	ISAC	2456	57	7	3	-	47
4	SDSC-SHAR	1961	50	3	1	-	46
5	SAC & DECU	1798	34	3	2	-	29
6	LPSC	1167	25	5	-	-	20
7	NRSC	865	13	3	-	-	10
8	IPRC	634	14	-	-	-	14
9	SCL	545	3	-	-	-	3
10	ISTRAC	460	9	2	-	-	7
11	MCF	324	3	-	-	-	3
12	PRL	209	4	-	-	-	4
13	ADRIN	166	1	-	-	-	1
14	IIRS	123	3	-	1	-	2
15	IIST	92	1	-	-	-	1
16	NARL	65	1	-	-	-	1
17	NESAC	32	-	-	-	-	-
TOTAL		15809	323	44	22	0	257

iii) EX-SERVICEMEN

The status of representation of Ex-servicemen is given in Table-III.

Table - III Status of Representation of Ex-Servicemen in DOS			
Sl. No	Centre/ Unit	Total Number of Employees in Group-C (2014-2015)	Total Number of Ex-Servicemen in Group - C (2014-2015)
1	DOS/ISRO HQ	100	9
2	VSSC	1078	100
3	ISAC	332	11
4	SDSC-SHAR	581	16
5	SAC & DECU	213	4
6	LPSC	177	43
7	NRSC	87	-
8	IPRC	103	20
9	SCL	63	-
10	ISTRAC	56	2
11	MCF	60	2
12	PRL	40	-
13	ADRIN	28	3
14	IIRS	23	1
15	IIST	7	-
16	NARL	6	-
17	NESAC	-	-
TOTAL		2954	211

iv) OTHER BACKWARD CLASSES (OBCs)

3287 persons belonging to Other Backward Classes are existing at present. Out of the 3287 OBCs, 96 were appointed during the year.

v) WOMEN EMPLOYEES

There are 1848 Women Employees in the Scientific and Technical categories and 1305 Women Employees in Administrative categories in the Department as per details in Table IV. They represent 19.94% of personnel in the Department.

Table - IV Women Employees in DOS During 2014-2015				
Sl. No	Centre/ Unit	Total Number of Employees	Number of Women Employees	
			Scientific & Technical Staff	Administrative Staff
1	DOS/ISRO HQ	423	25	114
2	VSSC	4489	524	475
3	ISAC	2456	490	148
4	SDSC-SHAR	1961	123	141
5	SAC & DECU	1798	217	100
6	LPSC	1167	78	102
7	NRSC	865	132	59
8	IPRC	634	48	42
9	SCL	545	25	16
10	ISTRAC	460	73	42
11	MCF	324	24	12
12	PRL	209	9	19
13	ADRIN	166	30	10
14	IIRS	123	19	10
15	IIST	92	20	6
16	NARL	65	4	7
17	NESAC	32	7	2
TOTAL		15809	1848	1305