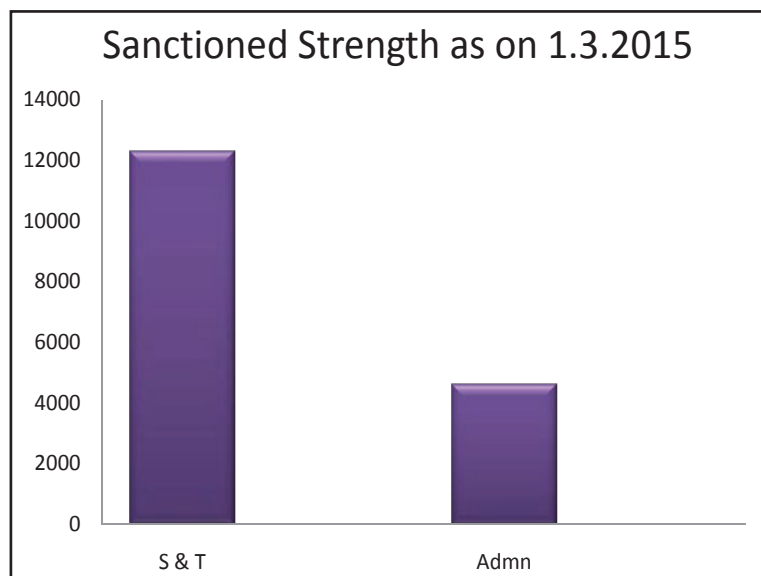


Human Resources

The total approved sanctioned strength of the department as on 1.3.2015 is 16902 out of which 12300 are in scientific and technical Categories and 4602 are in administrative categories. Welfare measures like housing, medical, canteen and 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 competencies, commitment and dedication of ISRO/DOS personnel have played a key role in various achievements of the 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 the successful completion of their B.Tech programme with a certain level of benchmark. The fifth batch of students, who were admitted to B.Tech Programme during September 2011 at the Indian Institute of Space Science and Technology (IIST), Thiruvananthapuram, have graduated during June 2015. A total of 99 students, who have passed out fulfilling the quality benchmark, have been inducted in all DOS/ISRO Centres.

Training

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 where in they are introduced to various rules, regulations, systems and processes that are in vogue in the organisation.

All the Officers from Purchase and Stores area, have been sponsored for specialised training programme at National Institute of Financial Management, Faridabad for programme on public procurement policies.

Space Studies Programme (SSP) 2015 for young Scientists/Engineers organised by International Space University at Ohio University, USA, during June-August was continued during the year and six Scientists/Engineers from different Centres/units took part in it.

Customised and exclusive training programmes and Management Development Programmes for middle level scientific and technical personnel was organised at Administrative Staff College of India in three batches and a total of 60 employees were sponsored.

I APPRENTICE TRAINING

Under the Apprentices Act, 1961, training has been imparted to 3553 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.

ii) PERSONS WITH DISABILITIES

Position regarding appointed of Persons with Disabilities is given in Table - II

iii) EX-SERVICEMEN

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

iv) OTHER BACKWARD CLASSES (OBCs)

3361 persons belonging to Other Backward Classes are existing at present. Out of the 3361 OBCs, 96 were appointed during the year.

v) WOMEN EMPLOYEES:

There are 1820 Women Employees in the Scientific and Technical categories and 1232 Women Employees in Administrative categories in the Department as per details in Table IV. They represent 20.23% of personnel in the Department.

vi) JOINT CONSULTATIVE MACHINERY (JCM)

The scheme of Joint Consultative Machinery (JCM) of the Department continued to function satisfactorily.

vii) CONFERENCES AND WORKSHOPS:

(a) National Conference for ISRO Women Employees

National Conference for ISRO Women Employees was organised at Laboratory for Electro Optics Systems (LEOS) with the support from ISAC and ISTRAC at Bengaluru on April 10, 2015. The main theme of the National Conference for ISRO women employees was "WE Made it Happen". Women employees from various DOS/ISRO establishments participated in the Conference as delegates and presented papers.

(b) International Day of Yoga

The United Nations has declared June 21 as the 'International Day of Yoga' on the topic of 'Yoga for Mind, Body and Soul'. As part of the celebrations, a mass yoga practice/demonstration was organised in DOS/ISRO establishments.

(c) Dr. B. R. Ambedkar's Birth Anniversary Celebrations

124th Birth Anniversary of Bharat Ratna Dr. Bhimrao Ramji Ambedkar was celebrated in DOS/ISRO establishments in 2015.

Table - I: Status of Scheduled Caste/Scheduled Tribe Personnel in DOS/ISRO (2015-16)				
Sl No	Centre/Unit	Total Strength of Employees	Strength of SC Employees	Strength of ST Employees
1	DOS/ISRO HQ	419	79	22
2	VSSC	4443	350	70
3	ISAC	2377	283	89
4	SDSC-SHAR	1958	301	120
5	SAC & DECU	1798	186	94
6	LPSC	1187	135	28
7	NRSC	857	103	32
8	ISTRAC	447	70	17
9	MCF	312	33	15
10	ADRIN	166	22	5
11	IIRS	89	14	4
12	PRL	209	8	1
13	SCL	567	107	4
14	NARL	64	10	1
15	NESAC	32	2	4
16	IIST	92	3	0
17	IPRC	639	130	11
TOTAL		15656	1836	517

Table - II: Status of Persons with Disabilities in DOS/ISRO (2015-16)

Sl No	Centre/Unit	Total Strength of Employees	Strength of Persons with Disabilities	Classification of Employees with Disabilities			
				Deaf & Dumb	Blind	Partially Blind	Orthopedically Handicapped
1	DOS/ISRO HQ	419	5	0	0	0	5
2	VSSC	4443	93	18	15	0	60
3	ISAC	2377	57	13	4	0	40
4	SDSC-SHAR	1958	51	3	1	0	47
5	SAC & DECU	1798	35	4	2	0	29
6	LPSC	1187	26	5	0	0	21
7	NRSC	857	15	2	0	0	13
8	ISTRAC	447	9	2	0	0	7
9	MCF	312	4	1	0	0	3
10	ADRIN	166	3	0	0	0	3
11	IIRS	89	3	0	1	0	2
12	PRL	209	4	1	0	0	3
13	SCL	567	3	0	0	0	3
14	NARL	64	1	0	0	0	1
15	NESAC	32	0	0	0	0	0
16	IIST	92	1	0	0	0	1
17	IPRC	639	15	0	0	0	15
TOTAL		15656	325	49	23	0	253

Table - III: Status of Representation of Ex-Servicemen in DOS/ISRO (2015-2016)			
Sl No	Centre/Unit	Total Number of Employees in Group - C	Total Number of Ex-Servicemen in Group - C
1	DOS/ISRO HQ	89	11
2	VSSC	949	97
3	ISAC	306	7
4	SDSC-SHAR	574	17
5	SAC & DECU	57	4
6	LPSC	174	38
7	NRSC	82	0
8	ISTRAC	48	2
9	MCF	46	2
10	ADRIN	30	3
11	IIRS	7	1
12	PRL	34	0
13	SCL	62	0
14	NARL	5	0
15	NESAC	0	0
16	IIST	5	0
17	IPRC	105	20
TOTAL		2573	202

Table - IV: Women Employees in DOS/ISRO (2015-2016)				
Sl No	Centre/Unit	Total Number of Employees	Number of Women Employees	
			Scientific & Technical Staff	Administrative Staff
1	DOS/ISRO HQ	419	24	116
2	VSSC	4443	519	467
3	ISAC	2377	489	145
4	SDSC-SHAR	1958	128	132
5	SAC & DECU	1798	189	58
6	LPSC	1187	77	99
7	NRSC	857	134	59
8	ISTRAC	447	73	40
9	MCF	312	26	11
10	ADRIN	166	29	10
11	IIRS	89	17	5
12	PRL	209	9	18
13	SCL	567	29	16
14	NARL	64	5	7
15	NESAC	32	7	2
16	IIST	92	18	6
17	IPRC	639	47	41
TOTAL		15656	1820	1232