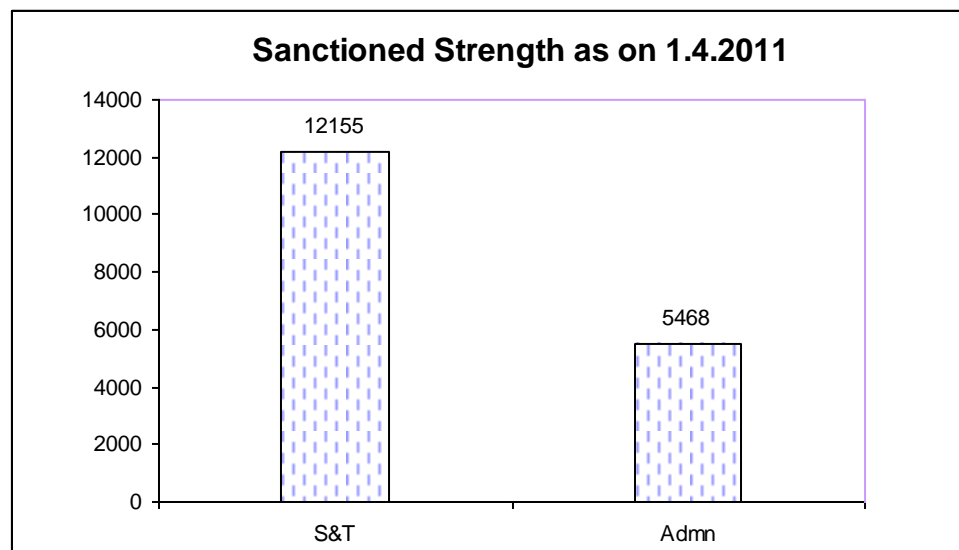


Human Resources

The total approved sanctioned strength of the department as on 1.4.2011 is 17623 out of which 12155 are in scientific & technical Categories and 5468 are in administrative categories. Welfare measures like housing, medical, canteen, schooling for children, are provided to the existing personnel. Life insurance coverage from accidents, 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 commitment, dedication, knowledge and skills of DOS Personnel have played a key role in the 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 space programme and realisation of goals and objectives of the Department.

ISRO also participated in the campus placement of B.Tech graduates in core areas of engineering at seven IITs and a few bright young engineers were inducted in to the system.

Centralised recruitment of scientists and engineers with degree in Engineering and Post graduate in Engineering and Science background 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.

Centralised recruitment processes have been extended to Officers in Administrative areas, Office Assistants and Jr Personal Assistants during the year.

The first batch of students, who were admitted to B.Tech Programme during September 2007 at Indian Institute of Space Science and Technology (IIST), Thiruvananthapuram, have graduated during June 2011. All those students who have passed out with pre-defined benchmark of marks, have been inducted in all DOS/ISRO Centres.

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 and appreciate the challenges of the space programme. On similar lines, the induction training programme has been introduced to newly recruited administrative staff wherein, the newly recruited personnel are introduced to various systems and processes that are prevailing in the organization. The scheme of induction training programme was also introduced in similar lines, to personnel in administrative areas who join the organization.

The Department has introduced, for the first time, a structured training programme for Scientists/Engineers at SE and SF level. The course curriculum has been developed in ten areas of technology which are relevant to ISRO. Apart from this, several training programmes in various areas of technology, techno-management, computer, safety, administrative systems, etc were organized during the year for the existing employees at various Centres/Units. Customized and exclusive training programmes and Management Development Programmes for middle level scientific, technical and administrative officers have been organized with tie-ups with reputed management institutes.

I APPRENTICE TRAINING

Under training programme of apprentices in the Technical and Commercial Trades, in the Centres/Units of the Department, 1292 apprentices were trained.

II RESERVATION IN SERVICES:

i) Scheduled Caste & 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 representations of persons belonging to Scheduled Castes and Scheduled Tribes.

Table - I Status of Scheduled Castes/Scheduled Tribe Personnel

Sl.No	Centre/Unit	Total Strength of Employees 2011-2012	Strength of Sc Employees 2011-2012	Strength of St Employees 2011-2012
1	DOS/ISRO HQ	437	85	28
2	VSSC	4273	341	76
3	ISAC	2519	293	91
4	SDSC-SHAR	2099	307	112
5	SAC & DECU	1827	217	114
6	LPSC	1754	239	32
7	NRSC	885	113	32
8	ISTRAC	445	68	16
9	MCF	326	36	13
10	ADRIN	170	21	5
11	IIRS	124	18	6
	TOTAL	14859	1738	525

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 2011-2012	Strength of Persons With Disabilities	Classification of Persons With Disabilities Employees			
				Deaf & Dumb	Blind	Partially Blind	Orthopaedically Handicapped
1	DOS/ISRO HQ	437	5	0	0	0	5
2	VSSC	4273	77	11	1	13	52
3	ISAC	2519	62	8	2	2	50
4	SDSC-SHAR	2099	53	6	1	0	46
5	SAC & DECU	1827	26	3	2	0	21
6	LPSC	1754	37	4	0	0	33
7	NRSC	885	10	1	0	0	9
8	ISTRAC	445	7	2	0	0	5
9	MCF	326	4	0	0	0	4
10	ADRIN	170	1	0	0	0	1
11	IIRS	124	2	0	1	0	1
	TOTAL	14859	284	35	7	15	227

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	Total Number of Ex-Servicemen in Group
		C	C
1	DOS/ISRO HQ	92	8
2	VSSC	1066	97
3	ISAC	291	9
4	SDSC-SHAR	610	18
5	SAC & DECU	186	4
6	LPSC	311	53
7	NRSC	106	6
8	ISTRAC	65	3
9	MCF	68	0
10	ADRIN	34	8
11	IIRS	24	2
	TOTAL	2853	208

iv) Other Backward Classes (Obcs)

2369 Persons belonging to Other Backward Classes are existing at present. Out of the 2369 OBCs, 236 were appointed during the year.

v) **Women Employees**

There are 1696 Women Employees belonging to Scientific and Technical categories and 1249 Women Employees belonging to administrative categories in the Department as per details in Table IV. They represent 19.82% of personnel in the Department.

Table-IV Women Employees in DOS

Sl.No.	Centre/Unit	Total Strength of Women Employees 2011-2012	Total Strength of Women Employees 2011-2012	
			Scientific & Technical Staff	Administrative Staff
1	DOS/ISRO HQ	139	22	117
2	VSSC	956	519	437
3	ISAC	604	462	142
4	SDSC-SHAR	297	122	175
5	SAC & DECU	320	225	95
6	LPSC	246	111	135
7	NRSC	188	114	74
8	ISTRAC	97	58	39
9	MCF	36	22	14
10	ADRIN	38	28	10
11	IIRS	24	13	11
	TOTAL	2945	1696	1249