

HUMAN RESOURCES

The total approved strength of the department as on 1.4.2010 is 18,249 out of which 12517 are in scientific and technical Categories and 5732 in administrative categories. The existing personnel are provided with the facilities such as housing, medical, canteen, schooling for children, etc., towards their welfare. Life insurance coverage from accidents, namely VISWAS and a special scheme for assistance to families in exigency, namely, 'SAFE' are 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 recruitment, training and development of its manpower to meet the stringent requirements of the space programme.

Centralised recruitment of scientists and engineers with BE/ME 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 junior Personal Assistants during the year.

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 where in the newly recruited personnel are introduced to various systems and processes that are prevailing in the organisation.

Several training programmes in various areas of techno-management, computer, safety, administrative systems, etc., were organised during the year for the existing employees. Customised and exclusive training programmes for middle level scientific, technical and administrative officers have been organised with tie-ups with reputed management institutes.

I APPRENTICE TRAINING

Under the training programme of apprentices in the Technical and Commercial Trades in the Centres/Units of the Department, 1392 apprentices were trained.

II RESERVATION IN SERVICES

Scheduled Caste & Scheduled Tribes

The Department has been observing the guidelines for recruitment, promotion and the welfare of Scheduled Caste and Scheduled Tribes. The following Table indicates the status of representations of persons belonging to Scheduled Caste and Scheduled Tribes.

Table-I Status of Scheduled Castes/Scheduled Tribe Personnel

Sl. No.	Centre/Unit	Strength of Employees 2010-2011		
		Total	SC	ST
1	DOS/ISRO	421	76	28
2	VSSC	4160	322	77
3	SDSC-SHAR	2135	301	114
4	SAC & DECU	1886	223	112
5	ISAC	2441	296	87
6	LPSC	1746	246	34
7	MCF	321	34	12
8	ISTRAC	449	69	15
9	ADRIN	167	21	5
10	NRSC	926	119	33
TOTAL		14652	1707	517

Physically Challenged Persons

Position regarding appointment of Physically Challenged persons is given in the following Table:

Table-II Status of Physically Challenged Persons

Sl. No.	Centre/Unit	Total Strength of Employees 2010-2011	Strength of Physically Challenged	Classification of Physically Challenged Employees			
				Hearing and Speech Impaired	Visually Impaired	Partially Visually Impaired	Ortho Paedically Challenged
1	DOS/ISRO	421	7	0	0	0	7
2	VSSC	4160	70	10	1	13	46
3	SDSC-SHAR	2135	45	5	0	0	39
4	SAC & DECU	1886	25	0	5	0	20
5	ISAC	2441	60	6	2	2	50
6	LPSC	1746	39	5	0	0	34
7	MCF	321	4	0	0	0	4
8	ISTRAC	449	5	2	0	0	3
9	ADRIN	167	1	0	0	0	1
10	NRSC	926	10	1	0	0	9
TOTAL		14652	266	29	8	15	213

Ex-Servicemen

The status of representation of ex-servicemen is given in the following Table:

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	88	9
2	VSSC	888	81
3	SDSC-SHAR	579	18
4	SAC & DECU	206	4
5	ISAC	284	9
6	LPSC	310	52
7	MCF	69	0
8	ISTRAC	76	5
9	ADRIN	36	8
10	NRSC	118	2
TOTAL		2654	188

Women Employees

There are 1630 Women Employees belonging to Scientific and Technical categories and 1198 Women Employees belonging to administrative categories in the Department as per details in Table-IV. They represent 19.29% of personnel in the Department.

Table-IV Women Employees In DOS

Sl. No.	Centre/Unit	Total Strength of Women Employees in DOS 2010-2011		
		Total	Scientific & Technical Staff	Administrative Staff
1	DOS/ISRO	128	18	110
2	VSSC	874	496	378
3	SDSC-SHAR	294	115	179
4	SAC & DECU	335	235	100
5	ISAC	583	436	147
6	LPSC	250	108	142
7	MCF	32	21	11
8	ISTRAC	95	53	42
9	ADRIN	38	27	11
10	NRSC	199	121	78
TOTAL		2828	1630	1198