

Human Resource

The total approved sanctioned strength of the Department as on 01.03.2020 is 20,122, out of which 18,702 is sanctioned strength of ISRO Centres/Units and 1420 is sanctioned strength of autonomous units of DOS. The ratio of the manpower with respect to ISRO Centres V/s Autonomous bodies and breakup of technical v/s administrative posts of ISRO Centres/Units is as depicted below:



DoS Sanctioned Strength

Technical Staff v/s Admin Staff

The existing welfare measures such as housing, medical, canteen, schooling for children, etc. are extended to the employees of ISRO under various approved institutional schemes. Life insurance coverage from accidents in the work place is provide to the employees by schemes such as VISWAS and SAFE, a special scheme for assistance to families in exigency, at a relatively low premium through internal trusts.

Key importance is laid to the competency requirements of the individuals, required for contributing effectively and efficiently towards realisation of the organisational goals and resulting achievements. Hence stringent recruitment process is adopted to ensure quality personnel are inducted into the system and greater importance is attached towards continuous development of the human resources, periodically in tune with the programmatic requirements.

Centralised recruitment of Scientist/Engineers with degree in engineering and is continued during the year. However, due to Covid-19 impact and related restrictions there has been delay in completing the process. However, revised mechanism have been evolved to complete the ongoing recruitment process and initiation of recruitments for next calendar year.

Further, specialised recruitments, based on the Centres requirements, are made by respective Centres/Units. The campus recruitments at reputed institutes are continued and selections are under process.

ISRO/DOS has been absorbing bright graduates from the Indian Institute of Space Science and Technology (IIST) on successful completion of the B.Tech/Dual degree programme, meeting the benchmark set. The tenth batch of students, who were admitted to B.Tech/dual degree during September 2016 at IIST have graduated during September 2020 and a total of 97 eligible students are inducted in DOS/ISRO.

ISRO has established a scheme of 'Live Register', wherein a PG degree holder from foreign academic institution with minimum of two years of research experience in scientific/technical areas relevant to space and a PhD holder in specialised areas of studies in engineering/technology/science relevant to the Indian Space programme can submit their dossiers to ISRO. The candidature is reviewed depending up on the suitability and recommendations of Centres. Till date opportunity has been extended to more than 281 candidates.

Training:

Training & Development activities are envisaged through both, Centralised and Decentralised systems. The scheme of Centralised Induction Training Programme for newly joined scientist/engineers, introduced during 2002, is being continued. The training programme is aimed at introducing the newly recruited engineers to the ISRO systems by providing necessary exposure to the ISRO programmes, achievements, rules, regulations, systems, processes, etc. Similar Centralised Induction Training programmes are being given to Office Assistants and Junior Personal Assistants in Administrative areas, conducted by different Centres/Units on a rotational basis. With regard to induction training programmes for other category of manpower, specific modules are designed and training is imparted at respective Centres.

Other programmes such as; Refresher courses for knowledge enhancement for technicians, technical assistants and technical support staff; Special training programmes for Administrative staff covering rules, procedures, systems and covering latest changes in the system; Training programmes for scientific/technical staff on specific technical topics of relevance in specific centres/units; Programmes on other relevant topics for other personnel, depending upon their specialization; General training programme to improve soft skills, computer skills, management & leadership aptitude, etc. are conducted as part of cadre training requirement. These training programmes are

implemented both through centralised and de-centralised training programmes. Customised, exclusive management development training programmes for S&T personnel at middle level & executive level are organised through leading academic institutes.

Due to Covid-19 impact and restrictions, training activities have been reframed with required infrastructure suiting to online administration of the same and resumed starting from September 2020 onwards.

Awards & Recognition:

ISRO has instituted various schemes for recognising the contributions of consistent performers in various categories, viz. Life time achievement award, outstanding achievement awards, performance excellence awards, merit awards, young scientist awards, service excellence awards and quality awards.

EMPLOYEE DETAILS (INFORMATION AS ON 31.10.2020)

Sl. No	Details	Group-A		Group-B		Group-C	
		Sci/Tech Staff	Admn Staff	Sci/Tech Staff	Admn Staff	Sci/Tech Staff	Admn Staff
A.	GENERAL: Total Number of Employees						
	(i) Male Employees	7812	297	2328	872	1224	1231
	(ii) Female Employees	1813	154	206	824	69	269
B.	SCHEDULED CASTES/SCHEDULED TRIBES:						
	(i) Number of Scheduled Caste Employees	693	50	419	249	199	303
	(ii) Number of Scheduled Tribe Employees	174	18	115	105	97	73

Sl. No	Details	Group-A		Group-B		Group-C	
C.	PERSONS WITH DISABILITIES (PWD):						
	(i) Number of persons with disabilities existing						
	1. Deaf & Dumb	12	1	17	7	12	5
	2. Blind	3	0	0	1	1	6
	3. Partially Blind	1	0	1	9	1	8
	4. Orthopaedically handicapped	116	10	75	45	25	14
	(ii) Number of Persons with disabilities appointed during the year 2020						
	1. Deaf & Dumb	0	0	0	0	3	0
	2. Blind	0	0	0	0	0	1
	3. Partially Blind	0	0	0	0	0	1
	4. Orthopaedically handicapped	0	0	0	0	2	1
D.	EX-SERVICEMEN:						
	(i) Number of Ex-servicemen existing	14	5	39	40	36	232

Sl. No	Details	Group-A		Group-B		Group-C	
	(ii) Number of Ex-servicemen appointed during the year 2020	0	0	0	0	10	9
E.	OTHER BACKWARD CLASSES:						
	(i) Number of OBCs existing	1926	61	1164	414	671	538
	(ii) Number of OBCs appointed during the year 2020	34	4	13	1	51	55
F.	APPRENTICES TRAINING:						
	(i) Number of Apprentices trained during the year 2020 - 2021	1787					
	(ii) Number of successful apprentices out of (i) above	610					
	(iii) Number of apprentices appointed as regular employees during the year 2020 - 2021 (as on)	19					

STATUS OF SCHEDULED CASTE/SCHEDULED TRIBE PERSONNEL IN DOS/ISRO**TABLE - I**

Sl. No	Centre/Unit	Total Strength of Employees 2020-21	Strength of SC Employees 2020-21	Strength of ST Employees 2020-21
1	DOS/ISRO HQ	445	53	23
2	VSSC	4705	365	55
3	URSC	2685	304	108
4	SDSC-SHAR	2209	342	126
5	SAC & DECU	2090	186	138
6	LPSC	1279	139	28
7	NRSC	861	111	43
8	ISTRAC	438	63	13
9	MCF	306	36	16
10	ADRIN	159	16	0
11	IIRS	85	11	5
12	PRL	271	13	7
13	SCL	573	108	4
14	NARL	71	17	1
15	NESAC	46	2	4
16	IIST	100	3	0
17	HSFC	96	6	0
18	IPRC	680	138	11
	TOTAL	17099	1913	582

STATUS OF PERSONS WITH DISABILITIES IN DOS/ISRO

TABLE - II

SI No	Centre/Unit	Total Strength of Employees 2020-21	Strength of Persons with Disabilities	Classification of Employees with Disabilities			
				Deaf & Dumb	Blind	Partially Blind	Orthopedically Handicapped
1	DOS/ISRO HQ	445	6	0	0	1	5
2	VSSC	4705	108	21	5	14	68
3	URSC	2685	64	14	1	5	44
4	SDSC-SHAR	2209	54	2	3	0	49
5	SAC & DECU	2090	45	6	2	0	37
6	LPSC	1279	31	8	0	1	22
7	NRSC	861	23	4	0	0	19
8	ISTRAC	438	11	0	0	0	11
9	MCF	306	5	1	0	0	4
10	ADRIN	159	3	0	0	0	3
11	IIRS	85	5	0	1	0	4
12	PRL	271	5	1	0	0	4
13	SCL	573	4	0	0	0	4
14	NARL	71	1	0	0	0	1
15	NESAC	46	0	0	0	0	0

SI No	Centre/Unit	Total Strength of Employees 2020-21	Strength of Persons with Disabilities	Classification of Employees with Disabilities			
				Deaf & Dumb	Blind	Partially Blind	Orthopedically Handicapped
16	HSFC	96	0	0	0	0	0
17	IIST	100	1	0	0	0	1
18	IPRC	680	12	0	0	0	12
	TOTAL	17099	378	57	12	21	288

STATUS OF REPRESENTATION OF EX-SERVICEMEN IN DOS/ISRO

TABLE - III

SI No	Centre/Unit	Total Number of Employees in Group - C 2020-21	Total Number of Ex-Servicemen in Group - C 2020-21
1	DOS/ISRO HQ	96	4
2	VSSC	693	148
3	URSC	417	13
4	SDSC-SHAR	566	21
5	SAC & DECU	372	13
6	LPSC	206	42
7	NRSC	132	14
8	ISTRAC	47	7

SI No	Centre/Unit	Total Number of Employees in Group - C 2020-21	Total Number of Ex-Servicemen in Group - C 2020-21
9	MCF	47	2
10	ADRIN	16	2
11	IIRS	5	1
12	PRL	19	0
13	SCL	57	1
14	NARL	8	0
15	NESAC	2	0
16	HSFC	2	0
17	IIST	0	0
18	IPRC	108	19
	TOTAL	2793	287

WOMEN EMPLOYEES IN DOS/ISRO
TABLE - IV

SI No	Centre/Unit	Total Number of Employees 2020-21	Number of Women Employees 2020-21	
			Scientific & Technical Staff	Administrative Staff
1	DOS/ISRO HQ	445	25	113
2	VSSC	4705	541	459
3	URSC	2685	583	146

SI No	Centre/Unit	Total Number of Employees 2020-21	Number of Women Employees 2020-21	
			Scientific & Technical Staff	Administrative Staff
4	SDSC-SHAR	2209	126	125
5	SAC & DECU	2090	269	77
6	LPSC	1279	95	108
7	NRSC	861	145	59
8	ISTRAC	438	74	36
9	MCF	306	33	7
10	ADRIN	159	31	9
11	IIRS	85	18	4
12	PRL	271	29	20
13	SCL	573	41	20
14	NARL	71	5	5
15	NESAC	46	8	3
16	HSFC	96	4	8
17	IIST	100	20	6
18	IPRC	680	41	42
	TOTAL	17099	2088	1247

ECONOMICALLY WEAKER SECTION (EWS) IN DOS/ISRO**TABLE - V**

Sl No	Name of the Centre	Total Number of Vacancies occurred during the period from January 2019 to 31.10.2020	Total Number of Vacancies identified for EWS
1	DOS/ISRO HQ	43	1
2	VSSC	292	15
3	URSC	204	15
4	SDSC-SHAR	181	14
5	SAC & DECU	75	4
6	LPSC	109	8
7	NRSC	62	3
8	ISTRAC	52	4
9	MCF	33	1
10	ADRIN	3	0
11	IIRS	0	0
12	PRL	15	1
13	SCL	23	0
14	NARL	0	0
15	NESAC	12	0
16	HSFC	151	8
17	IIST	0	0
18	IPRC	88	2

SI No	Name of the Centre	Total Number of Vacancies occurred during the period from January 2019 to 31.10.2020	Total Number of Vacancies identified for EWS
19	ANTRIX	4	0
	TOTAL	1347	76