

The total approved sanctioned strength of the Department as on March 1, 2021 is 20341, out of which 19,247 is sanctioned strength of ISRO Centres/Units & DOS. The sanctioned strength of autonomous units of DOS 1057. The change in the sanctioned strength of DoS is mainly due to (i) the transfer of administrative control of SCL to Meity along with resources and (ii) due to creation of additional posts under NSIL. The Scientific & technical manpower is about 75% of the overall manpower, and administrative manpower is 25%.

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 workplace is provided to the employees by schemes such as VISWAS and SAFE, a special scheme for assistance to families in an exigency, at a relatively low premium through internal trusts.

The key importance is laid to the competency requirements of the individuals, required for contributing effectively and efficiently towards the realisation of the organisational goals and resulting achievements. Hence stringent recruitment process is adopted to ensure quality personnel is inducted into the system, and greater importance is attached to the continuous development of human resources, periodically in tune with the programmatic requirements. Accordingly, the recruitment norms were revised during October 2022.

The Centralised recruitments & Centre Specific recruitments are resumed with revised recruitment norms in place. In line with GOI guidelines on mission mode recruitment, recruitment actions are initiated for filling up anticipated vacancies up to December 2023. Further, a plan of action for filling up the vacancies arising during 2024 is also being generated.

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 twelfth batch of students, who were admitted to B.Tech/dual degree during September 2018 at IIST, graduated during June 2022. A total of 89 eligible students are inducted in DOS/ISRO.

ISRO has established the 'Live Register' scheme, wherein 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 on the suitability and recommendations of Centres.

**Training:**

Training & Development activities are envisaged through both, Centralised and

Decentralised systems. The scheme of the Centralised Induction Training Programme for newly joined scientists/engineers, introduced in 2002, is being continued. The training programme is aimed at introducing the newly recruited scientists/engineers to ISRO systems by providing necessary exposure to the programmes, achievements, rules, regulations, systems, processes, etc. During 2022-2023, a total of 248 newly joined scientists/engineers were given induction training.

Similarly, Centralised Induction Training programs are being given to Office Assistants and Junior Personal Assistants in Administrative areas, conducted by different Centres/Units on a rotational basis. Presently training for 351 newly recruited personnel is in progress.

Regarding induction training programmes for other categories of manpower, specific modules are designed, and training is imparted at respective Centres.

Other programmes such as;(i) Refresher courses for knowledge enhancement for technicians, technical assistants, and technical support staff; (ii) Special training programmes for Administrative staff covering rules, procedures, systems and covering latest changes in the system; (iii) Training programmes for scientific/technical staff on specific technical topics of relevance in specific centres/units; and (iv) Programmes on other relevant topics for other personnel, depending upon their specialization; (v) 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 decentralised training programmes.

Customised, exclusive management development training programmes for S&T personnel at the middle level & executive level are organised through leading academic institutes. ISRO also has been participating in academic programmes (SSP and SHSSP) conducted by the International Space University through nominations.

As part of the avenue for upskilling, ISRO has put in place sponsored education scheme where aspiring meritorious Scientists/Engineers can pursue higher studies, viz. ME/MTech & PhD through IISc, select IITs and IIST. Further, to scale up the upskilling requirements as well as in compliance with New Education Programme, ISRO has opened the scheme for acquiring masters through online programmes offered by institutes of national importance and IIST.

#### **Capacity Building:**

An internship Scheme in DoS/ISRO for external participants in line with New Education Policy is being implemented to encourage and instill scientific temperament in young minds.

**INFORMATION AS ON 31.10.2022**

Sl. No.	Details	Group-A		Group-B		Group-C	
		Sci/Tech Staff	Admn Staff	Sci/Tech Staff	Admn Staff	Sci/Tech Staff	Admn Staff
<b>A.</b>	<b>GENERAL:</b>						
	Total Number of Employees						
	(i) Male Employees	7500	264	2140	836	1085	1036
	(ii) Female Employees	1837	166	163	737	56	238
<b>B.</b>	<b>SCHEDULED CASTES/SCHEDULED TRIBES :</b>						
	(i) Number of Scheduled Caste Employees	621	55	370	237	168	249
	(ii) Number of Scheduled Tribe Employees	185	28	108	91	86	57
<b>C.</b>	<b>PERSONS WITH BENCHMARK DISABILITIES (PWBD):</b>						
	(i) Number of persons with Benchmark Disabilities existing						
	1. Blindness and low vision	10	0	1	9	2	12
	2. Deaf and hard of hearing	19	1	17	7	11	4
	3. Locomotor Disability including cerebral palsy, Leprosy Cured, Dwarfism, Acid Attack Victims and Muscular Dystrophy	128	12	75	38	22	9
	4. Autism, intellectual disability, Specific Learning Disability and Mental Illness	0	1	0	1	0	0
	5. Multiple Disability from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities	1	0	0	0	1	0
	(ii) Number of Persons with Benchmark Disabilities appointed during the year						
	1. Blindness and low vision	3	0	0	0	0	0
	2. Deaf and hard of hearing	6	0	0	0	0	0

Sl. No.	Details	Group-A		Group-B		Group-C	
	3. Locomotor Disability including cerebral palsy, Leprosy Cured, Dwarfism, Acid Attack Victims and Muscular Dystrophy	8	0	1	0	1	0
	4. Autism, intellectual disability, Specific Learning Disability and Mental Illness	0	0	0	0	0	0
	5. Multiple Disability from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities	0	0	0	0	0	0
<b>D.</b>	<b>EX-SERVICEMEN :</b>						
	(i) Number of Ex-servicemen existing	15	8	31	58	31	197
	(ii) Number of Ex-servicemen appointed during the year	0	0	0	0	1	4
<b>E.</b>	<b>OTHER BACKWARD CLASSES :</b>						
	(i) Number of OBCs existing	2181	75	1136	458	601	474
	(ii) Number of OBCs appointed during the year	42	2	6	0	10	2
<b>F.</b>	<b>ECONOMICALLY WEAKER SECTION (EWSs)</b>	7	0	2	0	4	2
<b>G.</b>	<b>MINORITIES</b>	529	64	281	195	100	151
<b>H.</b>	<b>APPRENTICES TRAINING:</b>						
	(i) Number of Apprentices trained during the year	1951					
	(ii) Number of successful apprentices out of (i) above	1303					
	(iii) Number of apprentices appointed as regular employees during the year against apprentice quota, if any.	0					

## STRENGTH OF SCHEDULED CASTE/SCHEDULED TRIBE PERSONNEL IN DOS/ISRO

**TABLE - I**

SI No	Centre/Unit	Total Strength of Employees 2022-23	Strength of SC Employees 2022-23	Strength of ST Employees 2022-23
1	DOS/ISRO HQ	400	51	25
2	VSSC	4583	358	43
3	URSC	2489	278	100
4	SDSC-SHAR	2115	330	120
5	SAC & DECU	1989	164	131
6	LPSC	1300	134	24
7	NRSC	827	108	42
8	ISTRAC	426	55	18
9	MCF	290	34	15
10	ADRIN	154	14	5
11	IIRS	110	11	4
12	PRL	270	12	8
13	NARL	70	11	1
14	NESAC	54	2	6
15	IIST	98	3	0
16	HSFC	213	6	4
17	IPRC	643	128	9
18	ANTRIX	16	1	0
19	NSIL	11	0	0
20	IN-SPACe	21	0	0
	<b>TOTAL</b>	<b>16079</b>	<b>1700</b>	<b>555</b>

**STRENGTH OF PERSONS WITH DISABILITIES IN DOS/ISRO****TABLE - II**

Sl No	Centre/ Unit	Total Strength of Employees 2022-23	Strength of Persons with Disabilities	Classification of Employees with Disabilities				
				Blindness & Low vision	Deaf and hard of hearing	Locomotor Disability including cerebral palsy, Leprosy Cured, Dwarfism, Acid Attack Victims and Muscular Dystrophy	Autism, Intellectual disability, Specific Learning Disability and Mental Illness	Multiple Disability from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities
1	DOS/ ISRO HQ	400	6	0	0	6	0	0
2	VSSC	4583	113	18	21	74	0	0
3	URSC	2489	68	9	17	42	0	0
4	SDSC-SHAR	2115	54	2	6	46	0	0
5	SAC & DECU	1989	42	2	6	34	0	0
6	LPSC	1300	34	1	7	24	0	2
7	NRSC	827	23	2	5	16	0	0
8	ISTRAC	426	15	0	0	15	0	0
9	MCF	290	2	0	0	2	0	0
10	ADRIN	154	8	0	0	6	2	0
11	IIRS	110	5	1	0	4	0	0
12	PRL	270	5	0	1	4	0	0
13	NARL	70	2	0	0	2	0	0
14	NESAC	54	2	0	0	2	0	0
15	HSFC	213	6	2	2	2	0	0
16	IIST	98	1	0	0	1	0	0
17	IPRC	643	13	0	0	13	0	0
18	Antrix	16	1	0	0	1	0	0
19	NSIL	11	0	0	0	0	0	0
20	IN-SPACe	21	0	0	0	0	0	0
	<b>TOTAL</b>	<b>16079</b>	<b>400</b>	<b>37</b>	<b>65</b>	<b>294</b>	<b>2</b>	<b>2</b>

## STRENGTH OF REPRESENTATION OF EX-SERVICEMEN IN DOS/ISRO

**TABLE - III**

SI No	Centre/Unit	Total Number of Employees in Group - C 2022-2023	Total Number of Ex-Servicemen in Group - C 2022-2023
1	DOS/ISRO HQ	77	5
2	VSSC	610	120
3	URSC	378	11
4	SDSC-SHAR	458	17
5	SAC & DECU	325	7
6	LPSC	205	41
7	NRSC	126	9
8	ISTRAC	46	5
9	MCF	49	2
10	ADRIN	19	2
11	IIRS	9	1
12	PRL	12	0
13	NARL	6	0
14	NESAC	3	0
15	HSFC	3	0
16	IIST	0	0
17	IPRC	86	13
18	Antrix	3	0
19	NSIL	0	0
20	IN-SPACe	0	0
	<b>TOTAL</b>	<b>2415</b>	<b>233</b>

## WOMEN EMPLOYEES IN DOS/ISRO

TABLE - IV

SI No	Centre/Unit	Total Number of Employees 2022-2023	Number of Women Employees 2022-2023	
			Scientific & Technical Staff	Administrative Staff
1	DOS/ISRO HQ	400	17	95
2	VSSC	4583	553	429
3	URSC	2489	566	137
4	SDSC-SHAR	2115	125	107
5	SAC & DECU	1989	255	74
6	LPSC	1300	98	103
7	NRSC	827	153	54
8	ISTRAC	426	76	33
9	MCF	290	29	12
10	ADRIN	154	31	8
11	IIRS	110	19	7
12	PRL	270	32	20
13	NARL	70	8	6
14	NESAC	54	8	4
15	HSFC	213	22	9
16	IIST	98	19	6
17	IPRC	643	42	33
18	Antrix	16	2	3
19	NSIL	11	1	1
20	IN-SPACe	21	2	0
	<b>TOTAL</b>	<b>16079</b>	<b>2058</b>	<b>1141</b>



### Reservation for EWS (Economically Weaker Section) in civil posts in DOS/ISRO

**TABLE-V**

SI No.	Centre/Unit	Total vacancies filled up for the period from 01.10.2021 to 30.09.2022	No. of EWS vacancies filled up for the period from 01.10.2021 to 30.09.2022
1	DOS/ISRO HQ	2	0
2	VSSC	3	1
3	URSC	0	0
4	SDSC-SHAR	42	0
5	SAC & DECU	0	0
6	LPSC	57	4
7	NRSC	0	0
8	ISTRAC	15	0
9	MCF	0	0
10	ADRIN	0	0
11	IIRS	0	0
12	PRL	3	0
13	NARL	2	0
14	NESAC	7	0
15	IIST	0	0
16	HSFC	0	0
17	IPRC	0	0
18	IN-SPACe	21	0
	<b>TOTAL</b>	<b>152</b>	<b>5</b>