



Indian Army



Indian Navy



Indian Air Force

# AGNIPATH



मौका जिंदगी जिंदादिली से जीने का  
आओ बनें हम भारत के अग्निवीर-  
थल सेना, नौसेना और वायुसेना में



## AGNIPATH



देश के अग्रिमीर बनें

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## AGNIPATH SCHEME

मौका जिंदगी जिंदादिली से जीने का

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### KEY FEATURES

- Opportunity to serve the Nation as Agniveers through enrolment in the **Armed Forces**.
- Enrolment of all soldiers/sailors and airmen through **Agnipath** scheme.
- **Pan India** merit based recruitment.
- **Four years** tenure
- Attractive monthly emoluments and handsome “**Seva Nidhi**” package.
- **Opportunity** to apply for enrolment in a regular cadre.
- Based on merit and organizational requirement, upto 25% Agniveers can be **selected as regular cadre through a central, transparent, rigorous system**, after four years.



## A TRANSFORMATIVE SCHEME

### Armed Forces

- **Improved battle preparedness** through transformative evolution with energetic, fitter, diverse, more trainable and resilient youth suited to the changing dynamics.
- **Selection of the best** with a rigorous and transparent selection process.
- **Youthful profile** by an optimal balance of youth & experience.
- **Endeavour to harness benefits of SKILL INDIA** by induction from tech Institutes.

### Individuals

- **Opportunity for youth** to fulfil the dream of joining the Armed Forces and serve the Nation.
- **Imbibe** military discipline, motivation, skill and physical fitness.
- **Resume so unique** that an Agniveer will stand out in the crowd.
- **Smooth integration into society** with skill sets, certification and diplomas/higher education/credits.
- **Good financial package** making him more stable than his civilian counterparts
- **Confident & better citizens by** military training, team building ethos & camaraderie forged over the years.

### Nation

- **National integration** based on unity in diversity with equal opportunity to youth including women from all regions.
- **Nation building** through empowered, disciplined & skilled youth with military ethos in civil society.

## AGNIPATH SCHEME

### Eligibility

- Age limit for applicants from 17½ to 21 years.

### Recruitment

- Candidates will be enrolled under the respective Service Act for a service duration of four years including training period.
- Recruitment as per terms and conditions.



## Training

- Imparted rigorous military training in existing training centres.

## Service

- Opportunity to serve the nation in varied terrain from mountains to deserts, on Land, Sea or Air.

## FINANCIAL PACKAGE

### Composite Annual Package

- 1st year package approx. **Rs. 4.76 Lacs**.
- Upgradation upto approx. **Rs. 6.92 Lacs** in 4th year.

### Allowances

- Risk & Hardship, Ration, Dress, Travel allowances as applicable.

### Seva Nidhi

- 30% of monthly emoluments to be contributed by individuals.
- Equal amount matched & contributed by the Government.
- Corpus of approx **Rs. 11.71 Lacs** after four years, exempted from Income Tax.

### Death Compensation

- Non-contributory life insurance cover of Rs. 48 Lakhs.
- Additional Ex Gratia of Rs. 44 Lakhs for death attributable to service.
- Pay for unserved portion upto four years including 'Seva Nidhi' component.

### Disability Compensation

- Compensation based on % disability laid down by medical authorities.
- One time ex-gratia of Rs. 44/25/15 Lakhs for 100%/75%/50% disability, respectively,

### On Completion

- 'Seva Nidhi' package on completion of four years.
- Skill Gained Certificate.



## Screening Assessment

- Centralised transparent screening based on merit based and demonstrated performance during service.
- Agniveers can apply on volunteer basis to enroll in the regular cadre.

## Selection

- On selection in a centralized, transparent and rigorous system.
- On enrolment in regular cadre, pay fixed as regular soldier. Pension as per extant regulations.





## FAQs

### 1 What is the Agnipath scheme and what are its advantages?

Ans: AGNIPATH Scheme in the Indian Armed Forces is a scheme wherein **selected candidates** will be enrolled as Agniveers for **four years period**.

On completion of the four year period, Agniveers will **go to the society as disciplined, dynamic, motivated and skilled work force** for employment in other sectors to pursue their career in job of their choice.

Based on organisational requirement and policies promulgated by the Armed Forces, **Agniveers** after completing their engagement period, **will be offered an opportunity** to apply for enrolment in the permanent cadre. Of these upto **25% of Agniveers will be selected to be enrolled in the Armed Forces as a regular cadre**.

The scheme provides an avenue to Indian youth, desirous of serving the country to get recruited in the Armed Forces for a short duration.

The scheme enhances the youth profile of the Armed Forces.

#### **Advantages**

This proposal envisages providing opportunity to **the youth to serve in the military for short duration**.

It will also lead to a much more **youthful and technically adept war fighting force** by ensuring a fine balance between youthful and experienced personnel in the Armed Forces.



## 2. What are the broad objectives of the Scheme?

**Ans:** The broad objectives of the Scheme are:

- a. To enhance **youthful profile** of the Armed Forces so that they are at their fighting best at all times with increased risk taking ability.
- b. To **attract young talent** from the society to effectively exploit, adopt and use emerging modern technologies with enhanced technical thresholds of intake while leveraging Technical Institutions of the country.
- c. To provide an opportunity to the **youth who may be keen to serve the Nation** in uniform albeit for a **short period of time**.
- d. To imbibe The Armed Forces **ethos, courage, camaraderie, commitment and teamwork** in the youth.
- e. To provide **abilities and qualities such as discipline, dynamism, motivation and work-skills** so that the youth remains an asset.

## 3. What benefits are envisaged to be accrued from the scheme?

**Ans:** The scheme would be a win win situation for the Armed Forces, Nation, individuals and the society at large.

### Armed Forces

- **Improved battle preparedness** through transformative evolution with energetic, fitter, diverse, more trainable and resilient youth suited to the changing dynamics.
- **Selection of the Best** with rigorous and transparent selection process.
- **Youthful Profile** by optimal balance of youth & experience.
- Endeavour to **Harness benefits of SKILL INDIA** by induction from Tech Institutes.

### Individuals

- **Opportunity for Youth** to fulfil dream of joining the Armed Forces and serve the Nation.
- **Imbibe** military discipline, motivation, skill and physical fitness.
- **Smooth integration into society** with skill sets, certification and diplomas/ higher education.
- **Good financial package** making him more stable than his civilian counterparts.
- **Confident & better citizens by** military training, team building, ethos & camaraderie forged over the years.
- **Resume so unique** that an Agniveer will stand out in the crowd.



## Nation

- **National Integration** based on unity in diversity with equal opportunity to youth including women from all regions.
- **Nation Building** through empowered, disciplined & skilled youth with military ethos in civil society.

## 4. What would be the impact of the scheme on the operational preparedness of the Armed Forces?

**Ans:** The operational effectiveness of the Armed Forces will enhance by this Scheme. By having a younger profile which is more fighting fit with less encumbrances, it is expected that the risk taking capability of these personnel would be higher. With the infusion of technology and revamping of the training programmes, the Armed Forces would ensure that the **personnel inducted under the scheme have the same skill sets** which are **required to meet the operational challenges**. Since the **training standards are clearly defined**, and monitored by the highest authorities in the Armed Forces, it would be ensured that the Agniveers meet the highest professional standards.

## 5. The Scheme envisions younger age profile of the Armed Forces. Is the Age eligibility criterion for enrolment under the Scheme different from the earlier practice?

**Ans:** Candidates between **17½ to 21 years** of age meeting other educational, physical and medical criteria would largely be **enrolled as Agniveers**. The Scheme also aims to **harness the “Skill India”** initiative by enrolling candidates qualified in **ITI/Diploma holders** in future with the necessary skills for certain technical trades.

## 6. Can the Agniveers opt for enrolment in the Regular Cadre?

**Ans:** Based on organisational requirement and policies promulgated by the Armed Forces, all Agniveers after completing their engagement period, **will be offered an opportunity** to apply for enrolment in the Regular Cadre. These applications will be considered by a centralised transparent rigorous screening system which would be based on merit and demonstrated performance during service. **Upto 25% of the Agniveers** would be selected for enrolment in the Regular Cadre as per the existing Terms and Conditions. Selection of Agniveers for further enrolment into the Armed Forces will be the **exclusive jurisdiction of the Government through laid down policies**.

## 7. How does the scheme compare to the other nations?

**Ans:** A **careful analysis** of the methodology of induction, retention and release of Armed Forces personnel in **various developed countries** was carried out to **adopt the best practices** being followed in these countries. The analysis revealed the following:

- a. **Primarily Volunteer Model.** All countries including those who have conscription have a volunteer Armed Forces once the mandatory time stipulation is over.



- b. **Enrolment Procedures.** Majority of the countries follow multiple enrolments models at various stages of military career enabling soldiers to voluntarily continue or exit service.
- c. **Retention.** All countries after the initial compulsory service period, retain soldiers based on their choice and a meritorious selection process.
- d. **Training.** All countries have a shorter initial training period. Specialised training is imparted once the soldier is selected for service for a longer duration.
- e. **Incentivisation of Exit.** These incentives vary from country to country but generally are in the following fields:
  - i. Relaxation/Incentives to pursue higher education.
  - ii. Financial package on exit.
  - iii. Credits in education qualifications for type and duration of service rendered.
  - iv. Advantage for recruitment in the permanent cadre.
  - v. Some assurance of job on exit.
- f. The Agnipath scheme aims to follow the same model and similar incentives as have been given in the developed countries.

## **8. Regimental system is one of the motivating factors for soldiers and officers to bond and perform beyond the call of duty during wartime. Will the induction change the same?**

**Ans:** We shall be retaining the Regimental system, since the Scheme envisages selecting the best of the Agniveers and only those who have proved their mettle. Thus, the cohesiveness of the unit would be ensured by these personnel. Further, these aspects would be focussed upon and accentuated by training received once the Agniveer reaches the unit.

## **9. Since there is going to be a limited training period, would it be adequate to meet the operational challenges?**

**Ans:** Youth today eat better, run faster and longer, are more adept to technology and adept more easily to change. The aim to exploit the talent of the present day generation in our training patterns while simultaneously utilizing technology such as simulators to ensure an effective training programme. Since the basic qualification and qualities available with the youth have improved over the years, it gives us an opportunity to restructure the training pattern with more time being available for both physical and technical training. It also gives us an opportunity to review our present training pattern to make them contemporary, technology based and tailor made for the requirements of the Armed Forces.



## 10. Is the Agnipath scheme likely to be opened to women?

**Ans:** It is envisaged that in future women will be inducted in a progressive manner for joining the Armed Forces under the Agniveer Scheme.

## 11. How will this scheme ensure recruitment from all over the country?

**Ans:** The Scheme aims to capitalize on the broad based talent pool of the Nation and select the best for a career in the Armed Forces. The **present pattern of selection** into the Armed Forces is **not being changed** with the introduction of the scheme. The **only change** that is happening is in the **Terms and Conditions** of the service. The three Services are having **well established selection centers** spread over the country which have enabled them to recruit people from even the remotest part of the Nation. Since these very selection centers would continue to undertake the responsibility of recruiting personnel, we expect that the **all India representation would not be affected** by the introduction of the Scheme.

## 12. What is the financial package offered to an Agniveer in the Armed Forces?

### Ans: Composite Annual Package

- 1st year package approx. **Rs. 4.76 Lacs.**
- Upgradation upto approx. **Rs. 6.92 Lacs** in 4th year.

### Allowances

- Risk & Hardship, Ration, Dress, Travel allowances as applicable.

### Seva Nidhi

- 30% of monthly emoluments to be contributed by individuals.
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### Disability Compensation

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## GLOBAL SCAN

### BACKGROUND

1. Chanakya stated, “Learn from the mistakes of others, you cannot live long enough to make them all yourself”. The Agnipath scheme has been specially curated for Indian society and Indian Armed Forces after studying the merits and demerits of a wide range of recruitment models being followed in other countries to work out the best possible solution that suits us.
2. A study was undertaken of the recruitment procedures being followed by large nations like USA and Russia, conflict prone nations like Israel, also the Chinese, French, UK and German models.
3. Though all the above nations follow similar short duration models to keep their armies young, fit and dynamic, the best practices have been culled out to form our own indigenous model - Indian problems need Indian solutions.

### Unique attributes of Agnipath Scheme viz other countries

4. Our nation is different as we have a very young demographic profile - we want to capitalise on the same and make the military be a reflection of the demographic dividend of the nation.
5. We have a large Army and a large capacity to train and absorb a large number of youth every year. We can thus upskill large numbers which is not possible for most nations.



## Russia

6. **The Russian military** is a hybrid format combining a traditional cadre-and-reserve conscript system and a contract-professional system.
7. **Cadre and Reserve Conscription System.** This includes upto one year of training and one year of service.
8. **Contract Service:**
  - a. **Recruitment:** Volunteers in Russian army are called contractors. Three options available
    - i. Sign up for two years on conscription.
    - ii. Sign up after six months of conscription service.
    - iii. Directly recruited from civil population who have completed conscription service earlier.
  - b. **Training:** Same as for conscripts. However, in case the contract servicemen desire to lead a sub unit as a NCO, ***he needs to undergo additional formal training at the academy for two years and nine months.***
  - c. **Benefits:**
    - i. One of the benefits of serving in the military is the opportunity to enter a university on easy terms, which include replacement of examinations by interviews or reduction in the number of examinations. In some occasions, a young man can take the examinations while serving in the military, provided his military station has a corresponding agreement with one of the state educational institutions. Another option is to receive further education in a military school. Military service is a requirement for those who want to make a career in certain governmental or official organizations. Many public institutions and organizations do not hire men who haven't served in the military.
    - d. **Pay:** A soldier based on skill gets a starting pay varying from about 30,000 to 50,000 rubles.
    - e. **Pension:** Complex pension system depending upon length and area (difficulty) of service.

## Israel

9. The period of active-duty conscription is 32 months for men and 24 months for women; this is followed by a decades-long period of compulsory reserve duty (to age 50 for women and age 55 for men).
10. **Basic Training:** This training turns civilians into soldiers. During this training, they learn the values and fundamentals of combat soldiers, including routine and military discipline, physical training, field weeks, weapons training, shooting, and



the principles of the IDF. Basic training lasts approximately four months and ends with a final march. At the end of the march, the soldiers have a swearing-in ceremony, in which they officially join the ranks of the IDF.

11. **Advance Training:** This training is carried out at the Brigade. Each soldier is assigned a role in the brigade, and after four months to a year of training (depending on the demands of the unit), is able to begin operational duty. During advanced training, soldiers learn how to work together as a team, starting as the smallest group, the squad, and ending with the whole company. They put emphasis on fitness, readiness, and the proper care of military equipment. At this point, they also deepen their knowledge of different combat techniques and specializations.
12. **Retention:** 10% retained on merit and given further extension in service upto seven years.
13. **Pension:** Minimum pensionable service is 12 years.

## United Kingdom

14. **Background:** The UK Defence Forces include the Royal Navy and the Corps of Royal Marines, The British Army and the Royal Air Force. There are approximately two lakh active personnel with about 40000 reservists.
15. **Enlistment and Training:**
  - a. All personnel join the military by enlisting voluntarily. The Basic Training for soldiers is 14 weeks. Further specialist trade training varies from 04 weeks to 06 months.
  - b. The general British Army basic training lasts 14 weeks. Specifically, for the Infantry, the joint training for all units is conducted for 28 weeks while for the paratroopers, it is 30 weeks, The Guards it is 30 weeks and the Gurkhas it is 36 weeks.
  - c. The RAF provides 10 weeks of basic training followed by specialist training. The Navy provides 10 weeks of basic recruit training while the Marines 32 weeks of basic training.
16. **Service Period:** Minimum service period is four years. The minimum pensionable service is 12 years. However, soldiers may decide to leave after four years giving approximately 18 months of notice. Full pension on completion of 22 years.
17. **Pay and Perks:** There are multiple pension schemes governing various individuals in the UK. These include those promulgated in 2015, 2005 and 1975. There is also the reserve pension scheme. An individual becomes eligible for pension post two years of service and the same depends upon the number of years of service and the scheme he/she is governed by.



**18. Advantages:**

- a. A large service skilled workforce for employment at 12 years of service who have substantial managerial and leadership experience/exposure.
- b. The armed forces remain relatively young in profile and the freedom to leave benefits the morale factor.
- c. Adequate reserve forces.

19. **Pension:** Minimum pensionable service is 12 years and full pension at 22 years of service.

## United States

**20. Background:**

- a. The total strength of the military is approximately 1.4 million. Of these soldiers account for 82% while the officers (including Warrant officers) are 18%.
- b. The US Military converted from a mandatory 'Draft' force to an 'All Volunteer Force' in 1973 following the Vietnam war. Prior to 1973, the US Military relied upon conscription (mandatorily 'Drafting' soldiers into the Military). However, owing to the widespread protests and anti-war movement against the Vietnam war, the political leadership (Richard Nixon) saw *ending the draft* as a means to end the anti-war protests as soldiers would now join only voluntarily.
- c. On July 2, 1980, the US Govt (President Jimmy Carter) mandated that all men born post 01 Jan 1960 mandatorily register with a 'Selective service System' to be called upon in case of a military crisis of any nature (Conflict, medical, professionals in other fields). This was also ended in 1986.

21. **Enlistment and Training:** All personnel join the military by enlisting into one of its Branches (Army, Navy, Air Force, marines, Space Force, Coast Guard). The Basic Training consists of about 08-10 Weeks while the advanced training is 14 to 20 Weeks (may extend to several Months based on requirements).

22. **Service Period:** Most personnel sign up for four years of active service along with four years of inactive (reserve) duty (total eight years). A soldier may choose to get his contract extended post completion of duty period.

23. **Pay and Perks:** A soldier must ideally serve for 20 years active duty for full pension benefits, however, certain perks and allowances (based on service and branch) are given to each soldier at 8 years.

**24. Advantages:**

- a. A large readily available reserve force for any contingency.
- b. Significant savings on post retirement pay in case not served upto 20 years of active service.



- c. In case an individual held a job prior to going on active duty, the law (USERRA) mandates that he be re-instated post completion of his duty period.
- d. A person may hold part time jobs. Training absence and leave is mandated by the law in such employment.

25. **Pension:** Pensionable service is 20 years.

## China

- 26. **Establishment:** China has the conscription model for recruitment in the defence forces and requires approximately 450,000 conscripts every year. The Military Service Law stipulates that conscripts must serve a **period of two years**. All 18 - 20 year olds are registered for selective compulsory military service. Each year about 10 million males reach military age, of which about 8 million are considered fit for service. The model when implemented becomes more of a volunteer conscripts as those who sign up for military service are usually sufficient to meet the requirement.
- 27. **Training:** Basic training includes 40 days of training in the Temporary Recruit Basic Training Units organised under respective Combined Corps/CABs/Regiment headquarters. Basic training focuses on transitioning civilians into soldiers, emphasizing on uniform wear, saluting, marching, physical conditioning, firing and maintaining a rifle, history of the PLA and political indoctrination. The ratio between the military and political training is maintained at 6:4. Post the basic training, units supplement initial training with additional skills training, individual training and eventually collective training before a soldier can function effectively in higher level organizations and combat.
- 28. **Advantages:** In March 2020, China adopted new law to support the demobilised soldiers and veterans. Law stipulates that it is the common responsibility of the society to take care of veterans and demobilised soldiers, the advantages post leaving the PLA are as follows:-

  - a. Benefit of preferential financing policies such as discount interest on loans if they start small or micro-businesses.
  - b. Provisions on the different settlement measures for demobilised military officers, non-commissioned officers, and soldiers.
  - c. Businesses that employ former soldiers are given tax break.
  - d. Local governments are responsible for providing job training for alternative employment.

- 29. **Pay & Perks:** Exact starting Pay & perks of the PLA soldier are not known, however, the PLA soldier is the best paid government servant at his level amongst all government services. Thus, considering the monetary benefits, service in PLA is incentivised by the government.
- 30. **Pension:** Pension system exists.



## France

31. **Establishment:** The French govt suspended conscription in 2001. Presently, the French armed forces enlist soldier based on contracts. There are two types of enlistment for the French soldiers:
- One Year Contract, Renewable:** Volontaire de l'armée de Terre (VDAT) (Volunteer of the Army).
  - Three or Five Years Contract, Renewable:** Engage Volontaire de l'armée de Terre (EVAT) (Armed Forces (Volunteer).
32. **Training:** Basic training in the French Army, the 'Formation Générale Initiale' (FGI) is a 12 weeks course which is conducted at 10 Centre de Formation Initiale des Militaires du Rang (CFIM) spread over the country. The recruits are considered Private 2<sup>nd</sup> class after the basic training. Subsequently after the training they go to their regiment for Formation de Spécialité Initiale (FSI) Training. This training makes the recruit suitable for employment for external deployment as a trainee with their platoons.
33. **Advantages:**
- The recruits receive a AFFIM certificate (say BCT graduation).
  - Permanent soldier are entitled to pension corresponding to the length of the service.
34. **Pension:** Entitled to pension after 19 years 16 months of service.

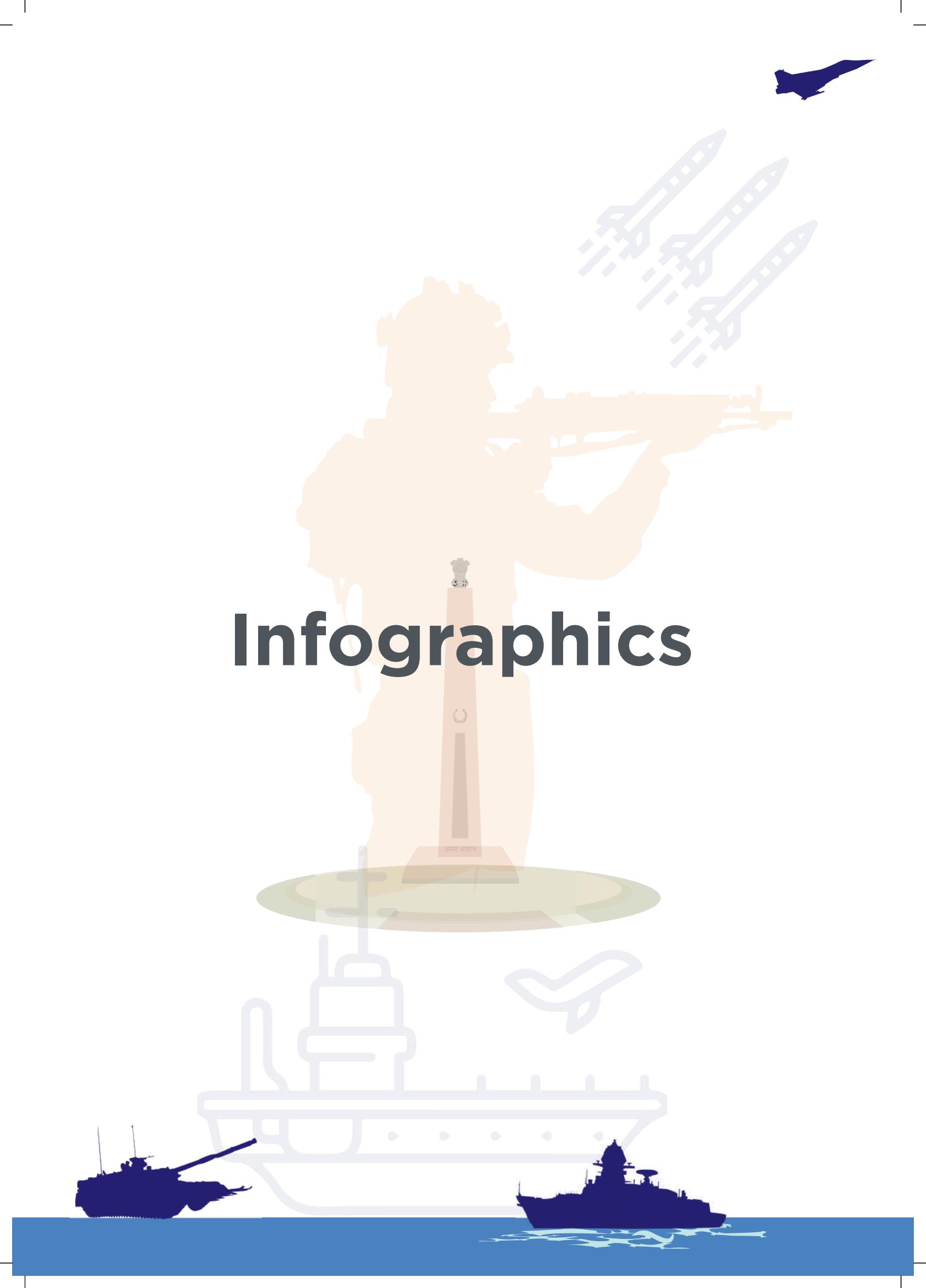
## Analysis of Recruitment Models

35. **Primarily Volunteer Model:** All countries including Russia, Israel and China have compulsory military service. Post mandatory period it is a volunteer army.
36. **Enrolment Procedures:** Majority of the countries follow multiple enrolments models at various stages of military career enabling soldiers to voluntarily continue or exit service. For eg France offers renewable service period at 1, 2, 3, 5, 8 & 10 years of service.
37. **Retention:** All countries after the initial compulsory service period, retain soldiers based on their choice and a meritorious selection process.
38. **Training:** All countries have a shorter initial training period varying from four to six months for basic training. The enrolled soldiers are imparted advanced training in the units depending upon aptitude as also the requirement of the organisation. Specialised training is imparted once the soldier is selected/volunteers for service for a longer duration.
39. **Pension:** All countries follow the pension system based on the number of years of service rendered.



40. **Incentivisation of Exit:** All countries except Israel offer incentives to the exiting soldiers. These incentives vary from country to country but generally are in the following fields:

- a. Relaxation/Incentives to pursue higher education.
- b. Financial package on exit.
- c. Credits in education qualifications for type and duration of service rendered.
- d. Advantage for recruitment in the permanent cadre.
- e. Some assurance of job on exit (China).



# Infographics





# Agnipath Scheme

- Age - 17½ - 21 Years
- Duration of service four years including training period
- 1st year salary package of ₹ 4.76 lakhs (approx.) with upgradation of up to ₹ 6.92 lakhs (approx.) in 4th year
- Post Release - Seva Nidhi Package of approx ₹ 11.71 Lakhs including interest (Tax Free)
- Non Contributory Insurance Cover of ₹ 48 Lakh
- Agniveer Skill Certificate - assist in post release job opportunities



'Live a Life  
Less Ordinary'  
Become an  
**Agniveer**



visit [www.joinindianarmy.nic.in](http://www.joinindianarmy.nic.in)  
for more updates on AGNIPATH Scheme





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Eligibility - 10+2 or 10\* &  
Age - Between 17-21 Years

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for more updates on AGNIPATH Scheme





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सत्यमेव जयते



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