

**Maharashtra Global Capability Centre (GCC) Policy 2025****(issued on 3<sup>rd</sup> November 2025)****1. Introduction and Context**

India's Global Capability Centres (GCCs) have rapidly transformed the country's corporate landscape, with the number of GCCs surging from approximately 1,200 in FY21 to over 1,900 in FY25, collectively employing nearly 1.9 million professionals. India has witnessed the establishment of more than 400 new GCCs and around 1,100 additional units during this period.

The policy is aligned with the Hon'ble Prime Minister's vision of Viksit Bharat @2047, which aspires to make India a developed nation by 2047 with a projected \$30 trillion economy, with GCCs playing a crucial role in this transformation.

**2. Policy Vision and Objectives****2.1 Vision**

The policy aims to establish Maharashtra as a leading hub for GCCs in India, leveraging its diverse industrial base, financial leadership, and technological expertise. The state will foster deep industry-academia partnerships while creating future-ready talent pipelines, positioning Maharashtra as the preferred destination for high-value innovation, advanced R&D, and digital transformation across industries.

**2.2 Key Objectives**

- **Establish Maharashtra as the premier global destination for GCCs** by hosting about 400 new GCCs.
- **Create 4 lakh high-skilled jobs** by integrating industry-driven curricula, fostering cutting-edge research, and equipping the workforce with advanced digital and technical skills.
- **Promote GCC-led research**, foster multinational collaborations, and attract high-value, knowledge-intensive investments.
- **Develop world-class business districts** and a robust Digital Databank to map talent, resources, and connectivity, helping new GCCs identify optimal locations.
- **Propel Tier-2 and Tier-3 cities** such as Nashik, Nagpur, and Chhatrapati Sambhajnagar into the global GCC landscape, creating new economic hubs and fostering balanced, technology-driven growth.

**3. Eligibility and Validity****3.1 Eligible Units**

An eligible unit means any industrial enterprise/business, constituted as a company—including private, co-operation, public, trust, LLP, or joint undertaking—setting up a

Global Capability Centre (GCC), Global In-house Centre, or Offshoring Unit. This unit must operate in Maharashtra and be engaged in servicing its parent organisation or global affiliates.

**Exclusions:** The policy specifically excludes Business Process Outsourcing (BPO) units, call centres serving self or third-party clients, and pure-play sales entities engaged in marketing, distribution, or sale of products, customized software, or tools in India or neighbouring regions.

### 3.2 Policy Validity

The policy will remain in effect for five years (FY 2029-30) from the date of notification or until the next policy comes into effect. However, it may be modified earlier than the scheduled review date to address changes in laws, regulations, or after assessing the policy's effectiveness.

## 4. Priority Sectors

The policy will promote priority sectors by fostering specialized GCC clusters:

- Aerospace & Defence
- Agro & Food Processing
- Gems & Jewellery
- Logistics
- Metals & Mining
- Pharmaceuticals & Chemicals
- Renewable & Green Energy
- Textiles & Apparel
- IT/ITES
- Automotive

These clusters provide access to a skilled talent pool, sector-specific infrastructure, and research-driven innovations, enhancing efficiency and reducing costs.

## 5. Infrastructure Development

### 5.1 GCC Parks

The state will develop dedicated GCC Parks - specialized business ecosystems designed to support innovation, collaboration, and large-scale operations. These next-generation GCC Parks will be self-sustaining business districts, offering world-class infrastructure, integrated work-life environments, and future-ready amenities tailored to the evolving needs of global corporations.

The development of GCC Parks will be driven by a Public-Private Partnership (PPP) model, with private developers leading master planning and implementation.

## 5.2 Common Facility Centres (CFCs)

To enhance operational efficiency, the policy will support the development of Common Facility Centres (CFCs), offering ready-to-use office spaces, co-working hubs, incubation centres, and digital infrastructure. The Special Planning Authority (SPA) which may be MIDC / MMRDA / CIDCO / MITL / MSRDC, or respective local development authority, will serve as the nodal agency.

## 5.3 Innovation Clusters

The policy recognizes the emergence of next-generation GCC functions in Artificial Intelligence (AI), FinTech, MedTech, LegalTech, ClimateTech, Blockchain, Digital Gaming, Cybersecurity, and related domains. The State will establish tech-enabled innovation clusters such as Innovation City and the Maharashtra Global MedTech Zone (MGMTZ).

## 6. Talent Development and Workforce Empowerment

### 6.1 Workforce Development Strategy

The state will implement a comprehensive workforce development strategy to build a future-ready talent pool aligned with the needs of next-generation GCCs, focusing on nurturing new entrants, upskilling the existing workforce, and fostering leadership excellence.

### 6.2 Industry-Academic Collaboration

The government will facilitate co-created curriculum development, ensuring that university courses integrate industry-relevant skills such as AI, data analytics, cybersecurity, fintech, cloud computing, and automation. A GCC Talent Council will be established comprising representatives from bodies such as the Maharashtra State Skill Development Society (MSSDS) and the Department of Labour.

## 7. Sustainability and Green GCCs

Maharashtra's Green GCC Strategy aims to minimize environmental impact while ensuring long-term cost efficiency, operational resilience, and global ESG compliance:

- **Construction Standards:** New GCC developments will be mandated to follow LEED/IGBC-certified construction norms, ensuring sustainable water, waste, and energy management.
- **Green Business Districts:** Maharashtra plans to establish Green Business Districts within GCC Parks, integrating workplaces with public transit hubs, Walk-to-Work design, pedestrian-friendly zones, and dedicated electric vehicle (EV) infrastructure.

- **Green GCC Status:** Maharashtra will recognize GCCs that implement energy efficiency, sustainable waste management, and carbon neutrality measures with a government-endorsed Green GCC status, and provide free technical advisory support for LEED, IGBC, or GRIHA certifications.

## 8. Classification and Eligibility Criteria

### 8.1 Zonal Classification

- **Zone I:** Mumbai Metropolitan Region (MMR) and Pune Metropolitan Region (PMR)
- **Zone II:** All areas of the State excluding Zone I

### 8.2 GCC Classification Based on Investment and Employment

GCC Classification	Investment Criteria	Number of Employees
Small	₹50 crores - ₹100 crores	100 - 250
Medium	₹100 crores - ₹250 crores	250 - 500
Large	₹250 - ₹500 crores	500 - 750
Mega	₹500 - ₹750 crores	750 - 1000
Ultra Mega	>₹750 crores	>1000

## 9. Fiscal Incentives

### 9.1 Capital Subsidy

Units will be eligible for capital subsidy on fixed capital investment, comprising of Plant & Machinery only. GCC units shall be eligible for either Capital subsidy OR Rental Assistance throughout the policy period:

GCC Classification	Subsidy Rate	Cap Amount
Small	20% of Eligible Investment	Up to ₹10 crore
Medium	20% of Eligible Investment	Up to ₹20 crore
Large	20% of Eligible Investment	Up to ₹50 crore
Mega	20% of Eligible Investment	Up to ₹100 crore

## 9.2 Rental Assistance

To provide office space at affordable rates, rental assistance will be provided to new GCC units established under the policy for a period of up to 5 years:

Zone	Subsidy Rate	Small	Medium	Large	Mega & Ultra Mega
Zone I	10% of Actual Rent/Ready Reckoner Rate	Up to ₹1 crore	Up to ₹2 crore	Up to ₹3 crore	Up to ₹4 crore
Zone II	20% of Actual Rent/Ready Reckoner Rate	Up to ₹1 crore	Up to ₹2 crore	Up to ₹3 crore	Up to ₹4 crore

## 9.3 Payroll Subsidy

New GCC and expansion units shall receive reimbursement of the cost of salaries and emoluments paid to Indian on-roll employees with a monthly salary above ₹1,00,000, capped at ₹5 crore annually per GCC unit:

- **Zone I:** 40% of salary component above ₹1,00,000 for a period of 3 years, up to ₹50,000 per employee, for maximum of 100 employees per GCC each year.
- **Zone II:** 50% of salary component above ₹1,00,000 for a period of 3 years, up to ₹50,000 per employee, for maximum of 100 employees per GCC each year.
- **Diversity Incentive:** New and existing GCCs employing at least 50% diversity hiring, including women and persons with disability in their workforce will get an additional 10% payroll subsidy across Maharashtra, up to ₹60,000 per employee per month.

## 9.4 Research & Development (R&D) Grants

A minimum 2% of FCI must be allocated to R&D to qualify for this incentive. 25% reimbursement for costs incurred towards R&D expenses, up to ₹50 lakh per company per year for 4 years, capped at ₹2 crore per GCC unit throughout the policy period. Companies collaborating with Maharashtra-based universities for joint research projects will receive an additional 10% subsidy.

## 9.5 Internship Programmes

Applicants eligible under Mukhya Mantri Yuva Prashikshan Yojana (CMYKPY) will be awarded internship support of up to ₹10,000 per month per intern, capped at 100 interns per GCC, up to 10% of the total workforce.

### 9.6 Incentives from Maharashtra IT & ITeS Policy 2023

GCC units will also be eligible for the following incentives under the Maharashtra IT & ITeS Policy 2023:

- Stamp Duty Exemption
- Additional Floor Space Index (FSI)
- Open Access for power
- Property Tax provisions
- Right of Way
- Critical Infrastructure Fund
- Zoning Relaxation

### 10. Non-Fiscal Incentives

The policy provides several non-fiscal incentives to support GCC operations:

- **Industry Status:** GCCs shall be granted Industry Status and will be permitted to work 24x7x365 days without any close-down (except some exigencies).
- **Reserved MIDC Land:** In new MIDC industrial estates, minimum 10% of the area will be designated for GCC Parks/Units.
- **Priority Allotment:** GCC units will receive priority allotment of land, irrespective of investment size. Additionally, priority allotment will be given to Women, SC/ST and Disabled promoted units.
- **Single Window Clearance (MAITRI):** A GCC Facilitation Cell (GFC) will be established within the Maharashtra Industry Trade & Investment Facilitation Cell (MAITRI) to provide handholding support for aspiring GCCs.
- **Digital Data Repository:** A live digital repository on the MAITRI portal will provide GCCs with a comprehensive database of existing units, upcoming developments, reserved spaces, and available commercial spaces.
- **Power Supply:** GCCs will be exempted from state's statutory power cuts and will be given continuous power supply 24x7x365.
- **Continuous Water Supply:** For GCCs in areas of any Industrial Area Development Authority such as MIDC, 24x7 uninterrupted water supply will be ensured.
- **24/7 Operations and Flexible Employment Conditions:** Permission will be granted for 24/7 operations with three shifts per day, including employment of women in night shifts, with relevant labour laws relaxed subject to safety and security measures.

## **11. Institutional Mechanism**

### **11.1 Maharashtra GCC Growth Council**

The Council will serve as a combined think tank and advisory group with the following mandate:

- Lead Maharashtra's Global GCC Expansion Initiative through international roadshows, trade delegations, and participation in marquee technology and business conferences
- Oversee talent development and workforce readiness efforts
- Recommend strategic interventions to strengthen Maharashtra's appeal as a premier destination for GCCs

The Council will comprise industry leaders, academic institutions, government representatives, and global experts, functioning as a high-impact platform for continuous improvement and long-term GCC growth.

### **11.2 Policy Monitoring Unit (PMU)**

A Policy Monitoring Unit (PMU) shall be constituted under the chairmanship of Development Commissioner (Industries), to implement and monitor the progress of implementation of the GCC policy. To ensure effective execution, 1% of the overall policy budget or ₹10 Cr per year, whichever is lower, will be earmarked for policy promotion, capacity building, stakeholder outreach and impact monitoring.

## **12. Convergence with Other Policies**

The policy will work in convergence with other Central and State Government policies and schemes, including:

- Maharashtra Startup, Entrepreneurship & Innovation (SEI) Policy 2025
- Software Technology Park Scheme
- Centre of Excellence in Intellectual Property (CoE-IP)
- Chief Minister's Employment Generation Program (CMEGP)
- New Information Technology and Information Technology Enabled Services Policy of Maharashtra State-2023
- Maharashtra Animation, Visual Effects, Gaming, Comics & Extended Reality (AVGC-XR) Policy

## **Conclusion**

The Maharashtra Global Capability Centre (GCC) Policy 2025 represents a comprehensive and strategic framework designed to position Maharashtra as India's leading GCC destination. Through a combination of fiscal and non-fiscal incentives,

infrastructure development, talent development initiatives, and sustainability measures, the policy aims to attract 400 new GCCs and create 4 lakh high-skilled jobs, thereby contributing significantly to the state's economic growth and technological advancement.

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