REGULATORY ALERT

Maharashtra GCC Policy 2025:

Building the Next Hub for Global Innovation and Investment dhruva

Maharashtra GCC Policy 2025: Building the Next Hub for Global Innovation and Investment

The Maharashtra Government introduced the Global Capability Centre (GCC) Policy, 2025 on November 3, 2025, aiming to make Maharashtra a top destination for GCCs by promoting innovation, investment, and skilled jobs. The policy will be effective for a period of 5 years from 3rd November 2025 to FY 2029–30 or till the next policy comes into effect.

Key Features of the Policy

Objectives

- GCC Policy aims to establish 400 new GCCs, create 400,000 high skilled jobs, attract increment investment worth INR 50,600 crore and development world class business districts.

Coverage

- Captive hubs established by MNCs or Indian Global Companies which are wholly owned and operated by the parent company and provide specialized services exclusively for the parent organization in the areas of Information technology, research & development (R&D), finance, centres of excellence, human resources, and other strategic or business support functions.

- GCCs shall specifically exclude:
  - Business Process Outsourcing (BPO) units.
  - Call Centres serving self or third-party clients.
  - Pure-play sales entities engaged in marketing, distribution, or product/software sales in India or neighbouring regions.

Eligible Units

- New GCC units, Global In-house Centre (GIC) or Offshoring Unit set up in Maharashtra to serve their parent organizations or affiliates are eligible if it meets either the Fixed Capital Investment (FCI) **or** Direct Employment thresholds as under -

GCC Classification	Minimum Investment (INR)	Direct Employment
Small	500-1000 Mn	100 – 250
Medium	1000-2500 Mn	250 – 500
Large	2500-5000 Mn	500 – 750
Mega	5000-7500 Mn	750 – 1000
Ultra Mega	>7500 Mn	>1000

- Existing GCC units undertaking expansion, modernization or diversification shall be entitled to incentives on the incremental FCI subject to:
  - Increase in unit's gross FCI by at least 25%
  - Minimum 25% additional employment generation in the non-supervisory category.

Fixed Capital Investment (FCI)

- FCI for availing incentives would include:
  - Expenses on building/premises, plant and machinery (including computers, R&D equipment, networking hardware, software and related fixed assets) and infrastructure utilities.
  - 50% of the expenses incurred by units for retrofitting existing fixtures.
- FCI does not include employee cost.

Zone Classification

- Zone I: Mumbai Metropolitan Region (MMR) and Pune Metropolitan Region (PMR).
- Zone II: All other areas of Maharashtra excluding those in Zone I.

Fiscal Incentives

Units shall be eligible for following incentives

Capital subsidy or Rental assistance

The units shall be eligible for either a capital subsidy or rental assistance as specified below

Incentive Type	Quantum	Maximum Amount (INR)
Capital Subsidy (5 instalments)	20% of FCI	Small – 100 Mn Medium – 200 Mn Large – 500 Mn Mega – 1000 Mn
Rental Assistance (for new units for 5 years)	Zone I – 10% of Actual Rent / Ready Reckoner Rate Zone II – 20 % of Actual Rent / Ready Reckner Rate	Small – 10 Mn Medium – 20 Mn Large – 30 Mn Mega & Ultra Mega – 40 Mn

Ultra-mega units shall be eligible for customised capital subsidy as determined by State level empowered committee

Payroll subsidy

Units shall be for payroll subsidy for a period of 3 years with respect to Indian on-roll employees having monthly salary of INR 0.1 Mn

Quantum (on salary above INR 0.1 Mn)		Maximum Amount (INR)
Zone I	Zone II	
40%	50%	0.05 Mn per employee per month for maximum 100 employees or INR 50 Mn per year whichever is less

Additional 10% subsidy for 50% diversity hiring up to a maximum of INR 0.06 Mn per employee per month

Employees to be retained for a minimum period of 3 years

The payroll subsidy shall be disbursed in a staggered manner as under

Description	Quantum
Year 1	30%
Year 2	30%
Year 3	40%

Stamp Duty Exemption

New GCC units shall be eligible for Stamp duty exemption as per the Maharashtra IT & ITeS Policy, 2023

Exemption	Zone I	Zone II
100%	New units in SEZ, STPI units	New units (including units in SEZ and STPI)
75%	New units (other then SEZ and STPI units) in Public IT parks	-
50%	New units in Private IT parks	-

Property Tax

Property Tax to be levied as per the Maharashtra IT & ITeS Policy, 2023 i.e. at par with residential rates as applicable in the relevant jurisdictions.

Power Tariff Subsidy

Description	Quantum		Maximum Amount
	Zone I	Zone II	
Tariff Subsidy (5 years)	INR 1 per unit	INR 2 per unit	INR 2 Mn per annum

Electricity Duty Exemption

Units shall be eligible for electricity duty exemption for a period of 10 years.

Other Fiscal Incentives

- Up to 5% interest subsidy for Zone- II on eligible term loans. Interest subsidy is capped at INR 50Mn per year with maximum cap of 10% of the FCI or INR 250 Mn (whichever is lower) per GCC unit
- Patent-filing assistance for Indian companies owned by Indian nationals in form of 50% reimbursement of statutory filing fees subject to an upper limit of INR 0.5 Mn for domestic patents and INR 1 Mn for international patents
- Green certification support by way of 30% reimbursement of green building certification upto Rs. 0.05 Mn.
- Research and Development (R&D) grants of 25% of the cost incurred towards R&D expenses (capped INR 5 Mn per year for 4 years) subject to the condition that minimum 2% of FCI allocated to R&D.
- Internship Support for Applicants eligible under Mukhya Mantri Yuva Prashikshan Yojana upto INR 0.01 Mn per month, capped at 100 interns per GCC, upto 10% of the total workforce.

Non-Fiscal Incentives

- Grant of “industry status” to GCCs, enabling 24×7×365 operations.
- Allocation of minimum 10% area in new MIDC estates for GCC Parks/Units.
- Priority land allotment, irrespective of investment size.
- Single Window Clearance (MAITRI).
- Permission for women to work night shifts under safe and compliant conditions.
- Uninterrupted power and water supply; exemption from statutory power cuts.

Other important aspects

- Payroll incentives shall not be admissible if the employment criteria are not maintained for any month in a year for projects based on employment criteria.
- Incentives are available on a first-come, first-serve basis.
- The aggregate fiscal incentives from various State departments/agencies shall not exceed the Industrial Promotion Subsidy (IPS) cap of 100% (as a percentage of FCI).

DHRUVA INSIGHT

The Maharashtra GCC Policy 2025 establishes a comprehensive framework designed to attract international investment, foster high-skilled employment, and drive innovation-led economic growth throughout the State.

By integrating fiscal incentives, ensuring infrastructure readiness, and aligning with the Maharashtra IT & ITeS Policy 2023, the State seeks to position itself as India's premier destination for GCCs and as a global centre for digital transformation and knowledge-driven services.

The Policy is anticipated to create significant demand for specialised roles in analytics, engineering, research and development, and digital sectors, particularly within Tier-2 and Tier-3 cities, thereby supporting regional progress through improved infrastructure and talent cultivation.

With a five-year timeframe, early engagement by enterprises and stakeholders will be crucial to maximise the advantages offered under the incentive programme and establish a robust presence within Maharashtra’s evolving GCC ecosystem.

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