

Finance & Compliance

Expectations of GCCs from CAs

AGENDA

01. —

**CHALLENGES
FOR GCCs IN
INDIA**

FINANCE &
COMPLIANCE



02. —

**SUPPORT
FROM CAs**

PRACTICING &
INHOUSE

03. —

**REGULATORY
SUPPORT**

GOVT. INCENTIVES

BUILD PHASE

CHALLENGES

- Entity Set up
- Tax structuring
- Finance processes & policies
- Registrations
- ERP & Payroll Set up
- Corporate Governance



SUPPORT

- Structuring (*Pvt vs LLP, etc.*)
- Liaison with Govt Authorities for registrations
- Finance Modeller – Budgeting & Forecast
- TP Structuring
- SEZ/ STPI / FEMA Support
- ERP Implementation / COA Design
- Payroll set up
- Best in practice Policies / Processes / SOPs
- Compliance Calendar
- Corporate Governance Framework

OPERATE PHASE

CHALLENGES

- Finance operations
- Tax / Labor / FEMA Compliances
- ICFR/ SOX readiness
- Budgets & Cost optimisation
- Audits
- India Vs Global accounting



SUPPORT

- Managed services – Finance Operations
- Monthly/ Quarterly/ Semi-annual / Annual compliances & Filings
- GST Structuring / Due diligence/ Refunds
- Internal controls framework & implementation
- Conduct / Support Audits
- CFO Dashboards
- Cost Benchmarking & Budget Controls
- GAAP Adjustments & Consolidation

TRANSFORM PHASE

CHALLENGES

- ERP Migrations
- Automation / AI Solutions
- Centers of Excellence
- Data Governance & standardization
- Continuous improvements



SUPPORT

- Change Impact
- Implementation of RPA / AI Solutions
- Design & Implement COE
- Data ownership & accounting master –data standards
- Process maturity assessments & Optimisation opportunities
- Advisory on complex transactions and emerging issues

Key State policies across India

State Policies

1 Karnataka GCC Policy (2024–29)

- Karnataka provides GCC incentives, including 50% stipend and IP reimbursements, 20% skilling cost refunds, leadership training, 40% innovation lab funding, ₹1.5 crore for public challenges, and fast-tracked connectivity approvals
- GCCs expanding beyond Bengaluru receive incentives including 50% rental reimbursement (up to ₹2 crore), R&D grants (40% or ₹50 crore), ₹3,000 EPF reimbursement per employee for two years, and 25% internet expense reimbursement for three years
- Karnataka supports academic institutes with ₹10,000 per student funding, 50% research funding (up to ₹1 crore), co-working cost reimbursement for real estate, and PPP-mode GCC Immersive Hubs for industry innovation and R&D promotion

2 Start-up Policy for NCT of Delhi (2019)

- The Delhi Start-up Policy 2019 aims to make Delhi a leading startup hub by promoting entrepreneurship, innovation, and skill development
- It includes initiatives like incubation centers, funding support, and simplified regulations, along with incentives such as tax exemptions, subsidies, and access to infrastructure and mentorship
- A collaborative approach and monitoring framework ensure effective implementation, driving economic growth and job creation through a supportive start-up ecosystem

3 Maharashtra GCC Policy (2025)

- Aims to establish Maharashtra as a top GCC hub by attracting 400+ GCCs and creating 4,00,000 high-skill jobs over the next five years
- Offers Capital subsidy (up to 20% of investment) or a Rental subsidy (10% to 20% of rent), with caps based on the GCC classification (Small to Ultra Mega), along with payroll incentives up to ₹50,000/employee/ month for high-skill talent
- Provides power tariff subsidy (₹1–2/unit) capped at ₹20 Lakh, 10-year electricity duty exemption, and 25% R&D cost reimbursement up to ₹2 Cr including 50% patent-filing reimbursement up to ₹5 Lakh.
- Develops GCC Parks across Mumbai, Pune, Nagpur & Nashik, supported by a unified GCC Facilitation Cell, 24×7 operations approval, and diversity-linked bonus incentives

4 Telangana's Second ICT Policy (2021–2026)

- The Telangana 2nd ICT Policy 2021 aims to position Telangana as a leading IT and ICT hub by offering incentives, developing infrastructure, supporting innovation, and simplifying business processes
- It promotes IT parks, Data Centers, and Incubation Centers while enhancing workforce skills through training. An empowered committee ensures effective implementation, driving economic growth and job creation in the IT sector
- Additionally, the policy emphasizes digital inclusion and rural development to bridge the digital divide and promote balanced regional growth

5 Tamil Nadu Semiconductor And Advanced Electronics Policy (2024)

- The Tamil Nadu Semiconductor and Advanced Electronics Policy 2024 aims to position Tamil Nadu as an industry leader by attracting investments, nurturing talent, and fostering collaborations
- Key incentives include capital subsidies, land cost incentives, and electricity tax exemptions. The policy promotes R&D and prototyping through Centers of Excellence
- An empowered committee will oversee implementation. The goal is to generate high-skilled jobs and contribute 40% of India's electronics exports by 2030

6 Madhya Pradesh GCC Policy (2025)

- Positions MP as a GCC hub across Indore, Bhopal & Jabalpur with cost advantages and strong Tier-2 talent
- Offers CAPEX Subsidy at 40% of the (ECI), with a maximum of ₹15 Crore for 'Category A' GCCs and up to ₹30 Crore for 'Category B' GCCs; Rental/Coworking Rental Assistance up to ₹3 Crore and ₹10 Crore, respectively; Interest Assistance of 6% up to ₹5 Crore; and 100% reimbursement of Stamp Duty.
- Payroll Subsidy runs for 3 years, capping at ₹ 1 lakh annually per eligible employee (salary > ₹ 1L), with rates of 50% (Y1), 30% (Y2), and 20% (Y3); plus a ₹ 50,000 skilling reimbursement for course fee or 50% of the costs.
- 100% assistance for filing patents up to ₹ 20 lakhs for domestic & ₹ 30 lakhs for international patents in the policy once per annum and 50% support for AI/Cybersecurity CoEs (up to ₹10 Cr)