

# Government of Haryana announces Haryana Global Capability Centres (GCC) Policy, 2026

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The government of Haryana has notified the Haryana Global Capability Centres (GCC) Policy, 2026, intending to establish the state as a preferred destination for Global Capability Centres (GCCs). The policy seeks to promote investment, foster innovation-led growth, generate high-skilled employment, and strengthen Haryana's position in the global services ecosystem. It aims to leverage the state's existing strengths, particularly in Gurugram, while facilitating the development of emerging GCC hubs across other cities in the state.

## Key features

**Policy period:** The policy shall remain valid for five years from 27 May 2026 or until the introduction of a new policy or amendment, whichever is earlier.

## Objective:

- Attract more than 100 new GCCs across the state during the policy period.
- Facilitate the creation of over 30,000 new employment opportunities.
- Position Haryana as a global hub for knowledge-driven and innovation-led services.
- Promote the development of Tier-II cities such as Panchkula and Hisar as emerging GCC destinations.
- Strengthen collaboration among industry, academia, research institutions, and start-ups to foster innovation and advanced technology development.

## Applicability and eligibility:

- The GCC units established in Haryana by multinational corporations, their parent entities, subsidiaries, or affiliate entities, for providing services to group entities.
- Eligible activities include research and development, product design and engineering, information technology services, data analytics, finance and accounting, procurement, supply chain management, legal and compliance, human resources, and other shared enterprise functions.
- GCCs operating under Build-Operate-Transfer (BOT), joint venture (JV), hybrid, or similar operating structures may also be eligible, subject to the prescribed conditions.
- The units commencing commercial operations on or after 1 January 2026 and during the policy's validity period are eligible for incentives.
- Existing units undertaking expansion or diversification projects may also avail themselves of incentives, subject to the prescribed investment thresholds and conditions.
- The total incentives availed under the policy, together with other state and central incentives for the same project, shall be capped at 100% of the Fixed Capital Investment (FCI).

## Investment criteria for expansion/diversification projects:

- Additional FCI of at least 50% of the existing FCI; or
- Additional FCI of at least 25% of the existing FCI, subject to a minimum investment of INR 125 crore; or
- Additional FCI exceeding the threshold prescribed for mega or ultra-mega projects for the relevant location.

## Incentives and support:

Category	Quantum/Duration	Conditions
CAPEX support incentive (Reimbursement of eligible capital expenditure (ECE))	Non-Transit Oriented Development (TOD) zone Areas of Gurugram: 50%  TOD zone areas of Gurugram: 65%  Other districts in Haryana: 75%	<b>Overall CAPEX support capped at:</b> <ul style="list-style-type: none"> <li><b>Owned space:</b> Lower of INR 3.75 crore per 100 eligible employees or INR 100 crore/INR 125 crore/INR 150 crore based on area.</li> <li><b>Leased space:</b> Lower of INR 2.50 crore per 100 eligible employees or 50 crore/INR 75 crore/INR 100 crore based on area.</li> <li>Disbursed in 10 annual instalments.</li> </ul>
OPEX support incentive  Reimbursement of ECE	Non-TOD zone areas of Gurugram: 50% for 5 years  TOD zone areas of Gurugram: 65% for 7 years  Other districts in Haryana: 65% for 9 years	<ul style="list-style-type: none"> <li>Annual ceiling of INR 0.75 crore per 100 eligible employees or INR 15 crore per employee, whichever is lower.</li> <li>Eligible expenditure includes electricity charges, lease rentals (up to 75% of actual rent and subject to prescribed valuation limits), internet bandwidth charges, and cloud rental charges.</li> </ul>
Employment generation and capacity building subsidy	10 years from the commencement of commercial operations, up to 120% of the average gross monthly salary for specified employee categories	Subsidy linked to the proportion of Haryana local employees in the workforce. Additional benefits available for women, SC, Divyang, and ex-servicemen categories, subject to prescribed salary and annual caps.
Employment booster through Haryana Kaushal Rozgar Nigam (HKRN)	100% reimbursement of the employer's statutory EPF contribution for employees	Available for 5 years, subject to a ceiling of 12% of basic salary plus applicable dearness allowance and a maximum of INR 25,000 per employee per year.
Job readiness programme	Reimbursement of 50% of the stipend paid	Maximum reimbursement of INR 15,000 per intern/apprentice per month for up to six months and up to 50 interns/ apprentices per unit per financial year.
R&D centre support	50% of eligible capital cost	Up to INR 50 crore for ultra-mega R&D projects, INR 25 crore for mega R&D projects, and INR 10 crore for other approved R&D centres.
	50% reimbursement of eligible operating expenditure for 5 years	Annual cap of INR 2 crore per R&D centre. Eligible expenditure includes salaries of scientists and researchers, conference participation, publication costs, consumables, and research materials.
Mega and ultra-mega projects	Additional incentives over and above standard policy benefits	Subject to approval by the Haryana Enterprise Promotion Board (HEPB) based on the cost-benefit analysis.

## Research, innovation and start-up ecosystem support:

- Financial assistance for establishing recognised R&D centres and laboratories in Haryana.
- Development of an H-Hub incubator at the HARTRON Innovation Hub, Gurugram, to promote innovation, start-up incubation, and advanced research activities.

- Dedicated support for collaboration between GCCs, academic institutions, startups, and research organisations.

### Our comments

The Haryana GCC Policy, 2026, presents a comprehensive framework for attracting global capability centres through a combination of capital and operational expenditure support, employment-linked incentives, research and innovation assistance, and extensive regulatory facilitation measures.

With Gurugram already housing a substantial GCC ecosystem, the policy seeks to attract over 100 new GCCs and generate more than 30,000 employment opportunities by offering a combination of fiscal incentives, talent development measures, innovation support, and regulatory facilitation.

A notable feature of the policy is its differentiated incentive structure, with higher benefits available for GCCs establishing operations outside Gurugram and within Transit-Oriented Development (TOD) zones. The policy provides both CAPEX and OPEX support, employment-linked incentives, reimbursement of employer contributions towards the provident fund for local hires, and targeted support for R&D centres. These measures are expected to encourage geographical diversification of investments across the state while promoting high-value employment generation.

The policy also places considerable emphasis on fostering innovation through support for R&D centres, incubation facilities, industry-academia collaboration, and the establishment of a dedicated GCC mission. Such initiatives align with the evolving role of GCCs, which are increasingly undertaking strategic and innovation-led functions rather than serving solely as cost arbitrage centers.

From an ease-of-doing-business perspective, the policy complements Haryana's broader regulatory reform agenda by offering single-window clearances, self-certification mechanisms, online labour law compliance, and the time-bound processing of incentive applications. These measures could help reduce operational bottlenecks and enhance investor confidence.

Given the growing competition among states such as Karnataka, Telangana, Tamil Nadu, and Maharashtra to attract GCC investments, Haryana's dedicated GCC policy demonstrates a focused effort to retain its leadership position and attract the next wave of global enterprises looking to establish or expand their capability centres in India. Therefore, businesses evaluating the GCC expansion opportunities may consider Haryana's incentive framework alongside operational, talent, and infrastructure considerations while making location-based decisions.

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