



Government of Madhya Pradesh

Madhya Pradesh Global Capability Centers Policy 2025



Department of Science and Technology, Government of Madhya Pradesh



Government of Madhya Pradesh



माननीय मुख्यमंत्री का संदेश

मध्य प्रदेश ने भारत की पहली व्यापक जीसीसी नीति - मध्य प्रदेश जीसीसी नीति 2025 लॉन्च की है, जो राज्य को वैश्विक क्षमता केंद्रों (जीसीसी) के लिए पसंदीदा गंतव्य बनाने के लिए डिज़ाइन की गई है। इस नीति के तीन मुख्य स्तंभ हैं: प्रतिभा और कौशल विकास, नवाचार और अनुसंधान, और वित्तीय प्रोत्साहन।

राज्य लक्षित प्रतिभा विकास पहलों के माध्यम से अपने कार्यबल को उन्नत और पुनः कुशल बनाने के लिए प्रतिबद्ध है। नीति कृत्रिम बुद्धिमत्ता और साइबर सुरक्षा जैसे क्षेत्रों में नवाचार और अनुसंधान को बढ़ावा देने पर भी जोर देती है।

मध्य प्रदेश लागत प्रभावी समाधान और उत्कृष्ट सामाजिक बुनियादी ढांचा प्रदान करता है, जो इसे द्वितीय श्रेणी के शहरों में विस्तार करने के इच्छुक जीसीसी के लिए आदर्श स्थान बनाता है। राज्य में विकसित आवास, स्वास्थ्य देखभाल, शिक्षा और परिवहन सुविधाएं हैं, जो व्यवसाय संचालन और कर्मचारियों के जीवन की गुणवत्ता दोनों को बढ़ाती हैं।

मध्य प्रदेश वैश्विक क्षमता केंद्र (2025) नीति राज्य की आर्थिक वृद्धि को बढ़ावा देने और भारत को वैश्विक प्रौद्योगिकी और सेवा परिदृश्य में अग्रणी बनाने की दिशा में एक महत्वपूर्ण कदम है। हम सभी वैश्विक क्षमता केंद्रों को आमंत्रित करते हैं कि वे मध्य प्रदेश को अपने नए गंतव्य के रूप में चुनें और हमारे साथ मिलकर नवाचार, रोजगार सृजन और आर्थिक विकास की इस यात्रा में शामिल हों। आइए, मिलकर एक उज्ज्वल भविष्य का निर्माण करें।

- डॉ. मोहन यादव,
मुख्यमंत्री, मध्यप्रदेश



Government of Madhya Pradesh



Message from Chief Secretary

India, the fastest growing large economy in the world, has embarked upon a journey to become Atmanirbhar and Viksit Bharat. Madhya Pradesh, one of the fastest growing States, has become the preferred destination for investment. The State offers “infinite possibilities” powered by abundant resources, state of the art infrastructure, an integrated holistic approach and forward-thinking leadership. These coupled with central location, excellent industrial labour relations, all assimilating culture position Madhya Pradesh as a key driver of comprehensive economic growth.

The State has formulated 18 new policies after thorough collaborative consultation with the stakeholders. While these policies provide financial incentives at par with the best provided by any other State, yet the focus is to provide seamless investment climate, exemplary Ease of Doing Business and reduction of compliance burden. State has already put in place mechanisms to streamline approvals, with faceless interface and time-bound clearances. Madhya Pradesh initiated the concept of the Public Service Delivery Guarantee Act and is committed to ensure that all approvals are notified under this Act. Providing plug and play infrastructure for industries is another important corner stone of the policies.

The **Madhya Pradesh Global Capability Centers (GCC) Policy 2025** is India's first dedicated policy for GCCs, aimed at driving technological advancement in tier-2 cities like Bhopal, Indore, and Gwalior. It emphasizes skill enhancement through targeted training programs, industry-academia collaborations, and promotes cutting-edge fields like AI and cybersecurity. The policy offers substantial financial incentives, including capital investment subsidies, to attract global investments and support GCC growth. Madhya Pradesh's cost-effective solutions, robust social infrastructure, and investor-friendly environment make it an ideal destination for GCC expansion. With a high quality of life, lower costs compared to Tier-1 cities, the state offers an unmatched balance of affordability and quality.

Hallmark of the Madhya Pradesh has been consistent, stable but yet nimble policy frame work coupled with pro-active and transparent governance for sustained growth. Opportunity like never before beckons all prospective investors to come and create lasting partnership for their own prosperity and growth of Madhya Pradesh. We welcome you to come and join the growth story of Viksit Madhya Pradesh.

Anurag Jain, IAS
Chief Secretary
Government of Madhya Pradesh



Government of Madhya Pradesh



Message from Additional Chief Secretary

The Madhya Pradesh GCC Policy 2025 is a strategic framework for inclusive growth, aimed at transforming tier-2 cities like Bhopal and Indore into global business hubs. Under Hon'ble Chief Minister Dr. Mohan Yadav's leadership, the policy bridges the skill gap through academia-industry partnerships and focuses on building a thriving ecosystem of affordable, world-class talent. It offers payroll subsidies, upskilling reimbursements, and focuses on industries ranging from IT/ITeS to aerospace and pharmaceuticals.

Key initiatives include the establishment of Centers of Excellence in AI and Cybersecurity, and R&D support for GCCs to foster innovation. Additionally, CAPEX assistance and land rebates ensure continuous infrastructure development. By prioritizing GCCs, Madhya Pradesh is positioning itself for long-term leadership in global technological advancements.

We are committed to creating an environment that encourages innovation and supports the growth of GCCs. This policy is designed to attract global investments and support the growth of both new and existing GCCs, ensuring Madhya Pradesh remains competitive in the global landscape.

I extend my heartfelt gratitude to my colleagues in the department, industry leaders, and associations for their invaluable contributions in bringing this visionary policy to life. Together, we will lead the way in technological excellence and drive Madhya Pradesh towards a brighter future.

A handwritten signature in blue ink, appearing to be 'Sanjay Dubey'.

Sanjay Dubey, IAS
Additional Chief Secretary,
Department of Science and Technology,
Government of Madhya Pradesh

PREFACE

Madhya Pradesh takes a significant step towards becoming a global leader in business and technological innovation with the launch of India's first-ever dedicated Global Capability Centres (GCC) Policy 2025. This policy is a strategic initiative aimed at positioning the state as a hub for global businesses, driving economic growth, and creating job opportunities, particularly in tier-2 cities such as Bhopal, and Indore. The development of this policy has been guided by extensive consultations with industry experts and key stakeholders, ensuring it meets the evolving needs of businesses across multiple sectors. By addressing the critical requirements of the industry, the policy lays the foundation for a thriving ecosystem that supports the growth and success of GCCs in Madhya Pradesh.

The key pillars of the policy—Talent and Skill Development, Innovation and Research, and Fiscal Incentives—form the cornerstone of this transformative approach. A core focus of the policy is the promotion of tier-2 cities as preferred destinations for GCCs. Madhya Pradesh offers an ideal combination of cost-effective operational environments and social stability, making it an attractive location for global businesses.

The policy is designed to create a dynamic environment for GCCs through targeted fiscal incentives, including payroll subsidies, upskilling reimbursements, and support for capital expenditures. These incentives are designed to attract investment and ensure long-term growth, while fostering a culture of innovation and research excellence in emerging sectors like AI, and cybersecurity. With a clear focus on talent development and fostering industry-academia collaborations, the Madhya Pradesh GCC Policy 2025 aims to cultivate a skilled workforce ready to meet the demands of the future. The policy sets a transformative path for Madhya Pradesh, enabling it to emerge as a leader in global business landscape.

DEFINITIONS

- i. **Eligible Unit/GCC:** GCCs would be defined as centralized units that handle specific business functions for multinational corporations, such as finance, HR, procurement, and analytics and should be wholly owned subsidiaries of multinational corporations. Operational scope would include internal back-office operations, shared services, and Centers of excellence, R&D but would exclude typical IT and ITES services like software development, BPO, and call Centers for third party clients.
- ii. **Eligible Activities:** Eligible Global Capacity Centre (GCC) Activities:
 - a. **Strategic Planning:** Developing and implementing long-term business strategies for the parent company.
 - b. **Financial Management:** Handling global financial operations, including budgeting, forecasting, and financial analysis.
 - c. **Global Supply Chain Management:** Managing and optimizing the global supply chain, including procurement, logistics, and inventory management.
 - d. **Advanced Analytics:** Performing complex data analysis to support decision-making and innovation.
 - e. **Research and Development (R&D):** Conducting research and developing new products, services, and technologies.
 - f. **Centres of Excellence:** Establishing specialized units focused on innovation, process improvement, and best practices.
 - g. **Global Vendor Management:** Overseeing relationships with global suppliers and service providers.
 - h. **Compliance and Risk Management:** Ensuring adherence to regulatory requirements and managing risks across global operations
 - i. **Talent Management:** Overseeing global recruitment, training, and development programs.
 - j. **Employee Relations:** Managing employee engagement, performance management, and compliance with labor laws.
 - k. **Compensation and Benefits:** Designing and administering global compensation and benefits programs.
 - l. **HR Analytics:** Using data to drive HR strategies and improve workforce planning.
 - m. **Financial Planning and Analysis:** Conducting budgeting, forecasting, and financial analysis to support strategic decision-making.

- n. **Accounting and Reporting:** Managing global accounting processes, financial reporting, and compliance with international accounting standards.
- o. **Treasury Management:** Overseeing cash management, investments, and risk management.
- p. **Internal Audit and Controls:** Ensuring robust internal controls and conducting audits to safeguard assets and ensure compliance.

Note: The above-mentioned list is not exhaustive in nature and the Nodal Agency can amend the list of eligible activities as and when required. Please refer to the Nodal Agency's website for latest list of eligible activities.

- iii. **Eligible Capital Investment (ECI):** Commonly known as CAPEX are costs borne by eligible GCCs which would be considered admissible for ascertaining their category (A or B) for availing incentives under this policy. This would include expenses made on land, building, and plant & machinery (including computers, R&D equipment, networking hardware, software and related fixed assets directly related to operations of the eligible GCCs. Land cost shall be excluded in case the eligible GCCs is availing land subsidy for the proposed project.
- iv. **Employee:** means employed persons who are on payroll of the Eligible Unit. This shall exclude all members of the Board of Directors of the Company, and all Key Managerial Personnel (KMPs) as defined in the Companies Act, 2013.
- v. **Ineligible Capital Investment:** includes working capital, goodwill, preliminary and pre-operative expenses, interest capitalized consultancy charges, royalty, design and drawings. Such expenses will not be considered while ascertaining capital investment of eligible GCCs.
- vi. **Emerging Technologies:** Emerging technologies are modern technologies whose development or practical applications, or both are still largely inherent, such that they are emerging into eminence from a background of nonexistence or ambiguity. Few of the emerging technologies include Artificial Intelligence, Cyber Security, Block chain, Advanced data analytics, Biotechnology.
- vii. **Entity:** Private Limited Entity (as per the Companies Act 2013), a Registered Partnership Firm (under the Partnership Act, 1932) or Limited Liability Partnership (under the Limited Liability Partnership Act, 2008).
- viii. **Nodal Agency:** For this policy, Madhya Pradesh State Electronics Development Corporation Limited (MPSeDC) will act as a nodal agency.
- ix. **Reimbursement:** Compensation given by the State/ public body/ organization for a defined expense by giving them an amount equal to what was agreed upon.
- x. **Research & Development:** R&D is a systematic and creative process that involves expanding the body of knowledge and applying it to develop innovative solutions. It encompasses three primary activities: basic research, applied research, and experimental development. Basic research focuses on fundamental scientific discoveries without immediate commercial applications. Applied research, on the other hand, aims to acquire new knowledge to address specific problems or challenges. Experimental development involves applying existing knowledge to create new materials, products, and processes. A key characteristic of R&D is its focus on novelty and uncertainty, requiring the resolution of complex problems that cannot be easily solved using existing knowledge and techniques.

- xi. **Upskilling:** is defined as building on existing skills to help employees improve in their current roles.
- xii. **Reskilling:** involves learning completely new skills to transition into different roles within the organization.

ABBREVIATIONS

Abbreviation	Description
AI	Artificial Intelligence
CoE	Centre of Excellence
CAPEX	Capital Expenditure
GCC	Global Capability Centres
GIS	Geographic Information System
GoMP	Government of Madhya Pradesh
MNC	Multinational Corporation
MPSeDC	Madhya Pradesh State Electronics Development Corporation
R&D	Research and Development

CONTENTS

1.	Background	1
2.	IT/ITeS Landscape in Madhya Pradesh	2
3.	Need for a GCC policy	3
4.	Vision	4
5.	Objectives of the Policy	4
6.	Policy Implementation, Coverage and Validity	5
7.	Focus Sectors and Categorization of GCCs	6
8.	Fiscal Incentives for GCCs	7-9
9.	Non-Fiscal Incentives	10
10.	Centres of Excellence for AI & Cybersecurity	11



1. BACKGROUND

Global Capability Centers (GCCs) have emerged as indispensable strategic assets for multinational corporations. By centralizing and standardizing critical business functions such as finance, human resources, procurement, and advanced analytics, GCCs enable organizations to achieve significant operational efficiencies, reduce costs, and enhance overall performance.

These specialized centers provide a centralized platform for managing global operations, ensuring consistency, compliance, and risk mitigation across diverse geographical regions. GCCs often leverage advanced technologies and data analytics to optimize processes, improve decision-making, and drive innovation.

By consolidating resources and expertise, GCCs empower multinational corporations to focus on core competencies, accelerate growth, and gain a competitive edge in the global marketplace. Today, GCCs are transforming into 'digital twins' of their headquarters, marking a profound shift in their role. This digital twin concept signifies that GCCs now replicate and integrate all functions and operations of the headquarters, creating a mirror-like representation.

At present, GCC global market size in FY 2023 is US\$ 46 bn. India accounts for over 50% of the global GCC market. GCC count in India is expected to reach 2400+ by FY 2030 as compared to the current count of 1600+ as on FY 2023. Today, GCCs in India employ over 1.9+ mn workers and are expected to employ over 4.5+ Mn workers by FY 2030. The GCC market size is valued at US\$ 46 bn and is anticipated to reach US\$ 110 bn by 2030. India has 6 GCC hubs housing 90% of GCCs and Talent, which are:

Bengaluru (30% GCCs | 34% Talent), Hyderabad (19% GCCs | 8% Talent), Delhi NCR (15% GCCs | 14% Talent), Mumbai (12% GCCs | 11% Talent), Pune (10% GCCs | 9% Talent), and Chennai (9% GCCs | 10% Talent) respectively¹.

Madhya Pradesh has a strong presence in IT/ITeS, Automobile, Geographic Information System (GIS), Pharmaceutical, and Textile Industries. For these industries to grow faster, the state intends to attract sector specific GCCs to support specific industries. With this policy, the state intends to attract more than 50 GCCs with a target of employing over 37,000 direct employees.

¹Data Sources:

India GCC Landscape Report, September 2024, NASSCOM and Zinnov
Vision 2030: GCC trend analysis, Future of GCCs in India a vision 2030, June 2023, EY, 2023
India's global capability centre market: Six imperatives to scale up further, PwC, 2023



2. IT/ITES LANDSCAPE IN MADHYA PRADESH

Madhya Pradesh is rapidly emerging as a significant IT/ITeS hub, fueled by a robust ecosystem and a strong talent pool. With IT/ITeS exports tripling in the past three years, the state has witnessed an impressive average growth rate of 43%. The presence of over 5 SEZs, 15+ IT parks, and 150+ ESDM units, coupled with 2 lakh+ skilled IT/ITeS professionals, creates a conducive environment for IT businesses. The growth is not limited to specific regions, with cities like Indore, Bhopal, and Jabalpur emerging as major IT hubs, housing numerous IT/ITeS units, including BPO/BPMs.

The state's strong emphasis on education, with approx. 300 engineering colleges producing 50,000+ tech graduates annually, ensures a steady supply of skilled talent. Additionally, the booming automobile and pharmaceutical sectors, necessitate sector-specific GCCs to address their evolving technological needs. This combination of factors makes Madhya Pradesh an attractive destination for GCCs seeking to expand their operations and capitalize on the state's growing IT landscape. The state of Madhya Pradesh has been ranked 4th in the Ease of Doing Business Ranking 2023 which makes it a preferred destination for various industries. With regards to cost advantage, major cities such as Indore and Bhopal in Madhya Pradesh offer affordable cost of business operations and cost of living which are available at less than half the cost at metro cities in the country.



3. NEED FOR A GCC POLICY

While Madhya Pradesh has a developing IT-ITES ecosystem, attracting Global Capability Centres can provide significant benefits in terms of enhancing the ecosystem, attracting foreign investment, creating jobs, developing skills, improving global connectivity, and driving infrastructure development. By implementing a robust incentive policy, the state can position itself as a competitive and attractive location for GCCs.

GCCs can create high-quality jobs, especially in the knowledge-based sectors, stimulating economic growth and development. These centers often require skilled professionals, leading to increased demand for education and training. Additionally, GCCs would attract related industries and suppliers, creating a multiplier effect on the local economy. They would contribute to the development of local talent and the transfer of knowledge and best practices. These centers often invest in training and development programs for their employees, enhancing their skills and expertise. Furthermore, they would facilitate the sharing of knowledge and best practices from global organizations to local businesses.

By implementing a comprehensive GCC incentive policy, Madhya Pradesh can position itself as a competitive and attractive location for global businesses, leading to economic growth, job creation, and skill development.



4. VISION

To position **Madhya Pradesh** as a leader in hosting **Global Capability Centres (GCCs)** by leveraging its skilled talent pool, fast improving infrastructure, and fostering research and innovation.



5. OBJECTIVES OF THE POLICY

- i. **Attract GCCs** in the state to compliment the emerging IT/ITeS sector
- ii. **Promote economic growth** by creating jobs, stimulating investment, and fostering innovation
- iii. **Enhance the state's competitiveness** as a preferred destination for global businesses
- iv. **Develop focus sectors** like IT-ITES, ESDM, Manufacturing, Automobile and Pharmaceutical etc. and their capabilities
- v. **Create high-quality jobs** that require specialized skills and expertise
- vi. **Foster skill development** among local professionals through training, skill development, upskilling programs and knowledge transfer

6. POLICY IMPLEMENTATION, COVERAGE AND VALIDITY

6.1 Policy Validity

- i. The policy shall remain in effect from the date of its notification for a period of five years, unless otherwise specified by the Department of Science and Technology or superseded by a subsequent policy.

6.2 Policy Amendments & Guidelines

- i. Any amendments or modifications to the policy or its guidelines shall be formally notified by the Department of Science & Technology.
- ii. Department of Science and Technology will be responsible for developing and implementing clear, consistent, and user-friendly rules and regulations.

6.3 Policy Facilitation and Nodal Agency

- i. Department of Science and Technology will facilitate coordination and collaboration between different government departments and stakeholders as per the requirement.
- ii. Madhya Pradesh State Electronics Development Corporation (MPSEDC) shall act as the Nodal Agency to oversee the implementation of the policy.
- iii. Setting up of a facilitation cell within MPSEDC to provide assistance and guidance to drone operators for obtaining necessary approvals and permits.

6.4 Other Salient Points

- i. Enterprises that have already received similar benefits from other state/central government policies or schemes are generally not eligible, unless explicitly stated in this policy.
- ii. All incentive applications must be submitted, and incentives disbursed online through the MPSEDC portal. The proposed portal will feature an end-to-end online system with time-bound clearances. The portal services would be brought under Madhya Pradesh Public Services Guarantee Act, 2010, which mandates the delivery of public services within a stipulated time frame.

6.5 Appeal

Additional Chief Secretary/ Principal Secretary/ Secretary, in-charge of Department of Science and Technology (DoST), Government of Madhya Pradesh (GoMP) will be the appellate authority in all matters related to this policy.

7. FOCUS SECTORS AND CATEGORIZATION OF GCCs

Global Capability Centers (GCCs) are strategic units established by multinational companies to deliver specialized business services to their global operations. In order to be eligible for the policy incentives, these proposed centres should focus on areas such as:

Sectoral Focus: Focus Industry Sectors have been identified based on competitive strength and advantage of the state such as existing presence, geographical location, available infrastructure, talent availability, and growth potential. These are stated as follows:



For administering incentives, following minimum investment and employment criteria have been identified:

Category	Minimum Investment & Employment Criteria
Level I	Minimum CAPEX investment of at least Rs 15 crore and above in Madhya Pradesh Or Minimum employment creation of at least 100 employees
Advanced	Minimum CAPEX investment of at least Rs 50 crore and above in Madhya Pradesh Or Minimum employment creation of at least 250 employees

8. FISCAL INCENTIVES FOR GCCS

Please refer to Eligible Unit & Eligible Activities defined in Section 13 below to ascertain eligibility for fiscal and non-fiscal incentives as per the Madhya Pradesh GCC Policy 2024.

8.1. Incentives as per MP IT, ITeS, and ESDM IP Policy 2023

Incentives available to **IT/ITeS units in the Madhya Pradesh IT, ITeS & ESDM** Investment Promotion Policy 2023 would be made available to GCCs establishing operations in the state. The brief of applicable incentives is given below:

Head	Incentive
Rebate on Land	Up to 75%
Interest Assistance	6% up to Rs 5 crore
Stamp Duty & Registration Charges reimbursement	100%
Rental/Coworking Rental Assistance	Up to Rs 3 crore & Rs 10 crore
Marketing Assistance	50% subsidy on expenses for attending National and International events up to Rs 2 lakh
Quality Certification Assistance	50% subsidy up to Rs 6 lakh

8.2 Additional Financial Incentives to GCCs

8.2.1. CAPEX Subsidy

CAPEX Subsidy at the rate of 40% of ECI maximum up to Rs 15 crore to 'Level I' GCC and up to Rs 30 crore to 'Advanced' GCC unit in 5 equal annual instalments post commencement of commercial operations within eligible investment period.

The land cost shall be excluded in CAPEX investment in case eligible unit avails land rebate for the proposed project. Capex subsidy would be applicable only in case of creation of fixed assets in the form of buildings and machinery.

8.2.2 Payroll Subsidy

GCCs are light on capital investment but require heavy investments in talent. The pay scales of workers employed in GCCs is almost 1.2 times as compared to traditional IT/ITeS industry.

Eligible GCCs will be provided '**Payroll Subsidy**' by the state for establishing operations in Madhya Pradesh for 3 years from the commencement of commercial operations. The payroll subsidy is bracketed as below:

Year	Percentage of Payroll Subsidy
Year 1	50%
Year 2	30%
Year 3	20%

- i. Payroll Subsidy will be provided for each employee with monthly salary over ₹ 1 lakh up to 50 employees annually, for '**Level I**' GCC.
- ii. Payroll Subsidy will be provided for each employee with monthly salary over ₹ 1 lakh up to 100 employees annually, for '**Advanced**' GCC.
- iii. Payroll Subsidy will be provided for employees working from establishments of eligible units in Madhya Pradesh. The number of employees will be accredited on EPF registrations only.

8.2.3. Patent Assistance

To promote Research and Development activities in the state, assistance for acquiring patents, subject to a limit of **Rs 5 lakh for domestic & Rs 10 lakh for international patents, or actual cost incurred whichever is lower, shall be reimbursed for obtaining each patent filed by the eligible unit. The eligible unit can claim this benefit once per annum.**

8.2.4. Hosting/Co-Hosting Events Assistance

Eligible GCCs hosting/cohosting events in the state of Madhya Pradesh will be provided 'Hosting/Co-Hosting Events Assistance' of one-third of the cost upto **Rs 25 lakh** for hosting/cohosting events/conferences (up to 1 per annum) in Madhya Pradesh.

8.2.5. Research and Skill Development

Around 70% of GCCs in India have already adopted formal training and skill enhancement programs to amplify the capabilities of their workforce. GCCs in India are establishing innovative labs and knowledge centers to promote creativity and collaboration.

Eligible GCCs setting operations in Madhya Pradesh should include dedicated R&D, upskilling, and training centers to ensure skilling and upskilling opportunities to the talent pool available in the state.

8.2.6. Upskilling/Reskilling Reimbursement

Upskilling and Reskilling reimbursement will be provided to eligible GCCs at the rate of **Rs 50,000 per employee for course fee or 50% of the costs** for conducting training programs (whichever is less). The upskilling and reskilling Reimbursement will be available for 3 years to eligible units capped at maximum 25 employees for 'Level I' GCC and 50 employees for 'Advanced GCC' per annum. This benefit will be available only to employees who are domicile of Madhya Pradesh state. Units upskilling/reskilling their employees for **courses with minimum duration of 4 weeks** will be eligible for upskilling/reskilling reimbursement..

8.2.7. Internship Support

Applicants eligible under the qualifying criteria as per the Mukhya Mantri Seekho Kamao Yojana (MMSKY) will be awarded internship support of up to **Rs 10,000** as per the provisions of MMSKY. This benefit will be available only to interns who are domicile of Madhya Pradesh state.

8.2.8. R&D Support to GCCs

Dedicated support to GCCs will be provided, covering 50% of costs up to Rs 1 crore per year per unit, specifically for Research and Development in the GCC eligible activities as defined in section 12.ii of this policy. Eligibility of these R&D Projects will be ascertained by a committee consisting of third-party evaluating agency, and representatives from the Department of Science and Technology, Government of Madhya Pradesh.

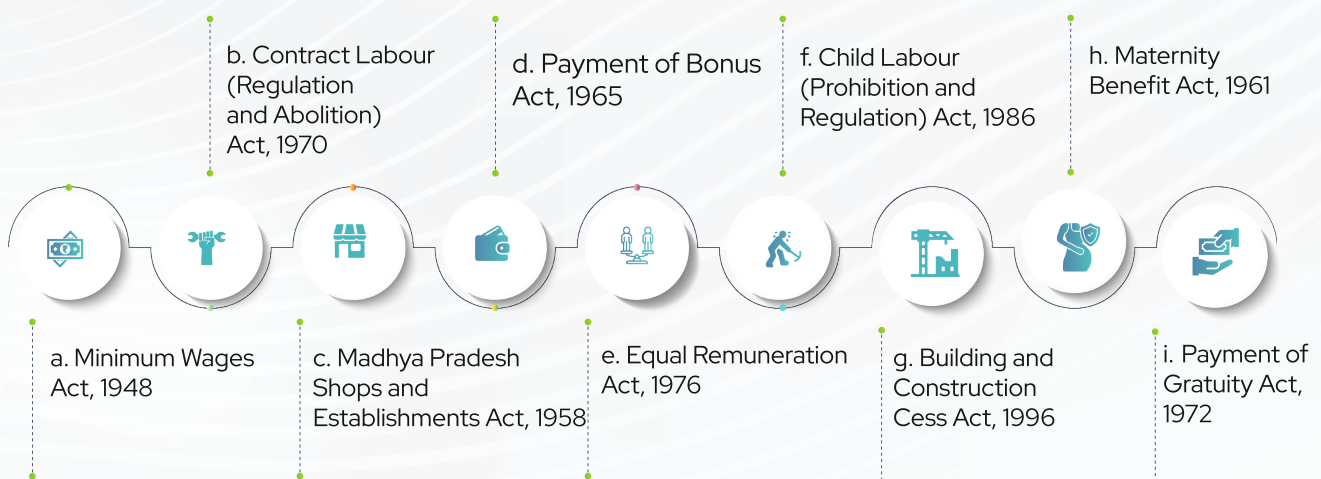


9. NON-FISCAL INCENTIVES

The following exemptions under the relevant Acts will be available to eligible GCCs:

- i. Exemptions under Shops and Establishments Act:
 - a. Establishments as GCCs are exempted from the provisions related to opening and closing of shops and establishments and weekly closure of business subject to terms and conditions specified in Madhya Pradesh Shops and Establishments Act, 1958.
 - b. Women workers shall be allowed to work in night shifts subject to the conditions fulfilled by the employer relating to women workers' security and safety at workplace and during transit as per the provisions specified under Madhya Pradesh Shops and Establishments Act, 1958.
- ii. Women workers are allowed to work in any factory or manufacturing shop floor during night shift subject to the conditions as specified under the Factories Act 1948 and as per notifications issued.
- iii. Eligible GCC units are considered independent employers in the schedule of Minimum Wages Act 1948 so that the workers are classified separately, and their wages can be fixed as per their efficiency and skill level.
- iv. Units are allowed to maintain a unified register and return under 15 labor laws as per the notification issued by the Labour Department dated 24.06.2016.
- v. Exemptions for Eligible GCC units from inspections under Madhya Pradesh Udyog Ki Sthapana Evam Parichalan ka Saralikiran Adhinyam- 2023 from obtaining specified approvals and inspections for establishing and operationalising units in MP for 3 years.

The below specified Acts and rules framed there under, barring inspections arising out of specific complaints. Under this provision, units shall be eligible for inspection only once every 5 years under the following acts:

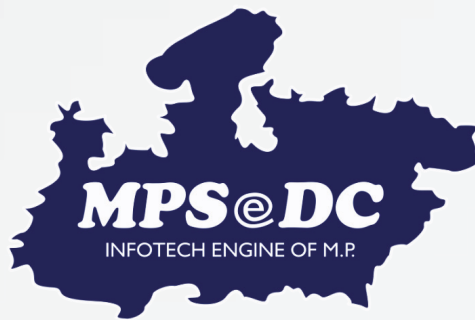


10. CENTRES OF EXCELLENCE FOR AI & CYBERSECURITY

Government of Madhya Pradesh will provide dedicated support to encourage research and development of artificial intelligence, cybersecurity and related applications through GCCs in the state. New Centres of Excellence (CoE) for Artificial Intelligence (AI) and Cybersecurity in the state will be supported. CoE is an organization that focuses on developing and promoting expertise, best practices, and knowledge in a particular area or field. The primary goal of a CoE is to drive innovation, efficiency, and continuous improvement within the organization or industry.

The Government of Madhya Pradesh will bear **50% of the project cost** involved in establishing such CoE with a **capping of Rs 10 crore**. GCCs establishing respective units in the state will have to establish CoEs as a different unit to avail the above-mentioned benefits.





Madhya Pradesh State Electronics Development Corporation Ltd.

Contact

Additional Chief Secretary

Department of Science & Technology, Government of Madhya Pradesh
Vallabh Bhavan 3, F Wing, Secretarial, Bhopal

Contact: 0755-2708857

Email: ps.snt@mp.gov.in

Managing Director

Madhya Pradesh State Electronics Development Corp. Ltd. (MPSEDC)
State IT Center, 47-A, Arera Hills, Bhopal – 462011

Contact: 0755-2518300

Mail: md@mpsedc.com

Officer-In-Charge

Investment Promotion Cell, MPSEDC Contact: 0755-2518704 Email: ipcell-mp@mpsedc.com