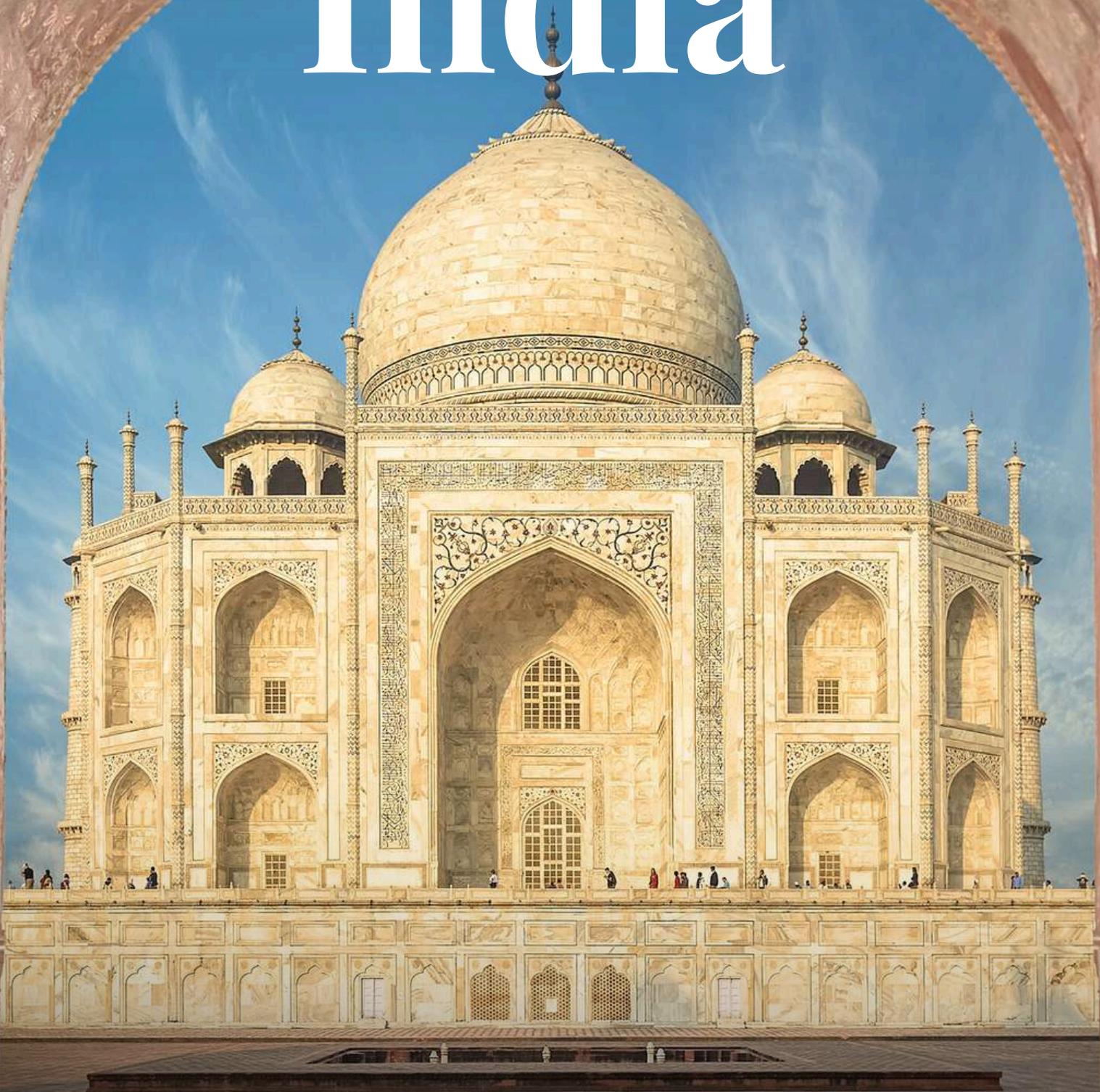


DISCOVERING THE POTENTIAL OF

India



India: A Global Growth Hub for Modern Business



Welcome to India, one of the world's fastest-growing major economies and a centre for innovation, technology and manufacturing. With strong digital infrastructure, a skilled workforce and supportive government policies, India continues to attract global investors seeking long-term growth in Asia.

Strategically located between South and Southeast Asia, India offers seamless access to key international markets. Its diverse industries, including IT, green energy, advanced manufacturing and e-commerce, are creating new opportunities for global enterprises.

This India Country Guide provides essential insights on business regulations, workforce trends, key industries and investment incentives. It helps businesses navigate India's evolving market landscape and build sustainable success in one of Asia's most dynamic economies.

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About India



Geography & Climate

Location

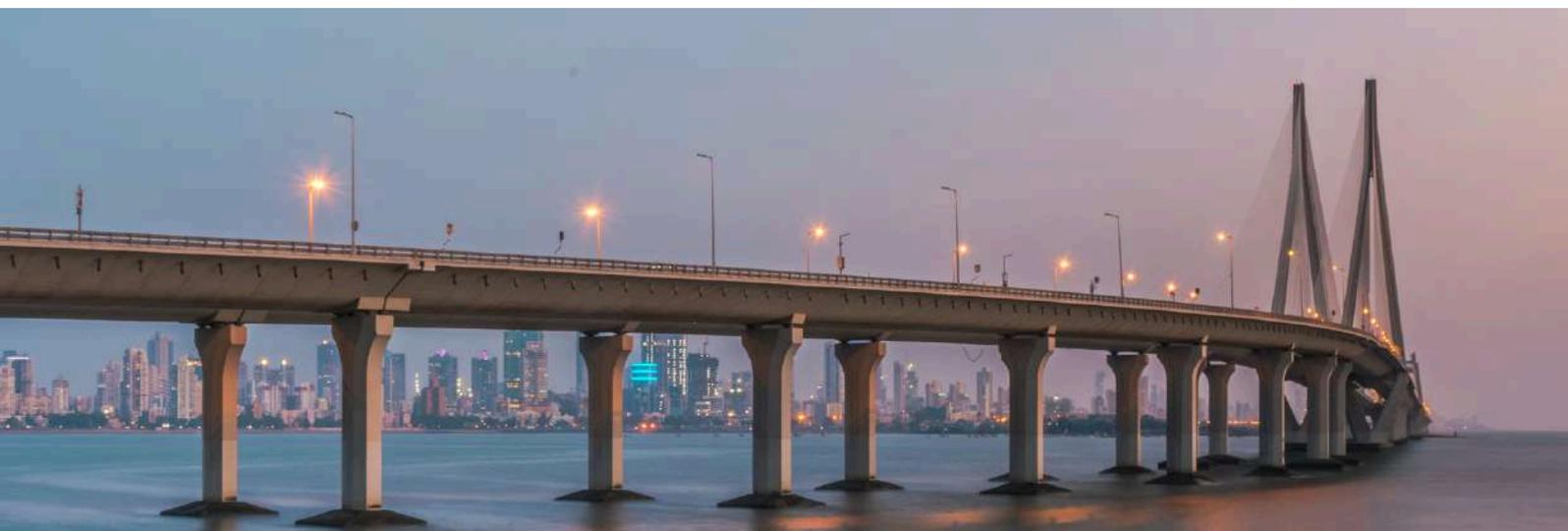
India is the seventh-largest country in the world, occupying most of South Asia. It shares borders with Pakistan, China, Nepal, Bhutan, Bangladesh, and Myanmar, with coastlines along the Arabian Sea and the Bay of Bengal. Its central position gives it strategic access to Asia, the Middle East, and Africa.

Terrain and Climate

The terrain is highly diverse: the Himalayas in the north, fertile plains along the Ganges, desert regions in Rajasthan, central plateaus, and tropical coasts in the south. This varied geography supports agriculture, manufacturing, and a wide range of industries.

India experiences three main seasons shaped by the monsoon:

- **Summer (March–June):** Hot and dry, with average highs of 30–40°C.
- **Monsoon (June–September):** Heavy rainfall, vital for agriculture, especially in central and eastern regions.
- **Winter (November–February):** Mild to cool, with average lows of 5–15°C in the north and warmer temperatures in the south.
- **Regional variations are significant:** northern states can experience snow and freezing temperatures, while southern coastal regions remain tropical year-round.
- **Natural Hazards:** Flooding, droughts, cyclones, and occasional earthquakes affect parts of the country, with disaster preparedness varying by state.



Currency

The Indian rupee (INR), symbol ₹, is the national currency issued by the Reserve Bank of India (RBI). It is widely used for retail, corporate, and online transactions across the country.

- **Denominations:** Banknotes are ₹10, ₹20, ₹50, ₹100, ₹200, ₹500, and ₹2,000; coins range from ₹1 to ₹20.
- **Exchange Rate & Stability (October 2025):** The rupee trades at approximately ₹83 per USD and operates under a managed floating exchange rate system. The RBI regularly intervenes to maintain market stability.
- **Digital Payments:** India leads the world in digital transaction volume, with platforms such as PhonePe, Google Pay, and Paytm driving mobile payments. The Unified Payments Interface (UPI) enables instant transfers, and QR-based payments are standard in both urban and rural areas.
- **Business Insight:** While the rupee is not freely convertible offshore, foreign trade and investment are typically settled in major currencies such as USD or EUR. Companies engaged in import-export activities should monitor exchange rate movements and consider hedging for large transactions.

Population

Size & Demographics

- **Total Population (2025):** Approximately 1.43 billion, making India the world's most populous country.
- **Median Age:** Around 28 years, reflecting one of the youngest large workforces globally.
- **Elderly (65+):** About 7 % of the population, with gradual ageing expected in the coming decades.
- **Ethnic Composition:**
 - Indo-Aryan (~72 %)
 - Dravidian (~25 %)
 - Other ethnic and tribal groups (~3 %)

Population

Urbanisation

- **Urban Population:** Approximately 37 %, with continued migration from rural areas to cities.
- **Key Cities:**
 - Delhi: India's capital and political centre, hosting national ministries, global corporations, and service industries.
 - Mumbai: Financial and commercial hub, home to the Reserve Bank of India, stock exchanges, and multinational headquarters.
 - Bengaluru: Renowned technology hub driving software, AI, and start-up innovation.
 - Hyderabad: Leading base for pharmaceuticals, biotechnology, and IT services.
 - Chennai: Industrial and logistics hub specialising in automotive, electronics, and port-based manufacturing.
 - Kolkata: Eastern gateway with strengths in trade, finance, and education.



Population

Workforce

- **Labour Force Size (2025):** Around 540 million, one of the largest globally.
- **Participation Rate:** Approximately 50 %, with steady growth in female employment.
- **Workforce Profile:** Young, multilingual, and increasingly skilled, with strong representation in IT, engineering, manufacturing, and financial services. Vocational and digital-skills programmes are enhancing employability across urban and semi-urban regions.
- **Business Insight:** India’s talent pool offers cost advantages and diverse expertise. Employers benefit from a wide STEM pipeline but should invest in training, flexible work policies, and career development to retain skilled staff.

Foreign Workforce & Migration

- **Work Visa Options:** Employment Visa, Business Visa, and Project Visa are the primary routes for foreign professionals and investors.
- **Recent Policy Updates:**
 - Expanded e-Visa categories for business and technical specialists.
 - Simplified visa renewals through online government portals.
 - Start-up and innovation-focused visa initiatives under “Startup India.”
 - Strengthened digital tracking to ensure compliance with immigration laws.



Infrastructure

Transportation

- **Indira Gandhi International Airport (Delhi):** Achieved an annual capacity of 109 million passengers in 2025, ranking among the world's largest airports by throughput. Terminal expansion and upgraded systems have significantly enhanced passenger efficiency.
- **Navi Mumbai International Airport:** Inaugurated on 8 October 2025 by Prime Minister Narendra Modi, with commercial operations beginning in December 2025, starting with domestic services. The airport will gradually expand to international routes in 2026.
- **Indian Railways:** The network spans over 68,000 kilometres of route length and 132,000 kilometres of track. The Delhi–Mumbai and Eastern Dedicated Freight Corridors reached advanced stages of completion in 2025, reducing freight transit times and improving reliability.
- **Jawaharlal Nehru Port (Nhava Sheva):** Handled more than 6 million TEUs in 2025, maintaining its position as India's leading container port. Expansion under the Sagarmala programme continues to increase capacity and enhance hinterland connectivity.
- **Mundra and Chennai Ports:** Reported strong growth in 2025, managing bulk and containerised cargo including energy products, automobiles, and industrial goods. Both ports are advancing automation and adopting green-port practices.

Digital Infrastructure

- **5G Coverage:** Private operators Jio and Airtel achieved near-nationwide 5G coverage in 2025, reaching 99.6 per cent of districts with more than 469,000 base stations. State-owned BSNL is rolling out 5G in Delhi and Mumbai by December 2025, with phased expansion to other regions.
- **Data Centres and Cloud Services:** Leading providers including Amazon Web Services, Google, Reliance Jio, and AdaniConneX expanded Smart Cities and E-Government: The Smart Cities Mission continued to modernise urban infrastructure across more than 100 cities, integrating IoT solutions, renewable power, and digital governance platforms.
- **Digital Payments:** India remained the global leader in digital transactions through UPI, processing billions of monthly payments. Platforms such as PhonePe, Google Pay, and Paytm are widely used across both urban and rural markets.

Infrastructure

Energy

- **Power Generation Mix (2025):** Coal accounted for about 55 per cent of electricity generation, renewables contributed 28 per cent, natural gas supplied 6 per cent, and nuclear and others the remainder.
- **Renewable Energy Targets:** The government reaffirmed its goal of 500 GW of renewable capacity by 2030, introducing new incentives in 2025 for green hydrogen, energy storage, and domestic solar manufacturing.
- **Grid and Energy Security:** Major transmission upgrades under the Green Energy Corridor enhanced renewable integration and grid reliability. Expansion of electric-vehicle charging networks continued nationwide throughout 2025.

Industrial and Special Economic Zones

- **Industrial Corridors:** The Delhi-Mumbai, Chennai-Bengaluru, and Amritsar-Kolkata corridors continued to attract large-scale investment in manufacturing, logistics, and housing projects.
- **Special Economic Zones (SEZs):** Over 260 SEZs remained active across India in 2025, offering tax incentives, streamlined customs procedures, and modern infrastructure for export-oriented industries.
- **Technology Parks:** Bengaluru, Hyderabad, and Pune reinforced their roles as leading innovation clusters for IT, biotechnology, and start-ups, while Ahmedabad and Coimbatore saw rising investment in clean technology and advanced manufacturing.
- **Renewable Energy Parks:** The Bhadla Solar Park in Rajasthan and the Dholera Solar Park in Gujarat expanded generation capacity in 2025, solidifying India's leadership in large-scale renewable energy deployment.



Regional Opportunities

National Capital Region (Delhi, Gurugram, Noida)

Government, Finance, Technology, Business Services

The National Capital Region serves as India's political, financial, and corporate hub. It hosts central government institutions, multinational headquarters, and a fast-growing base for IT, fintech, and consulting services. Rapid infrastructure development, including metro expansion and new expressways, strengthens its role as a strategic business centre.

Key Opportunities: Financial services, ICT, professional consulting, logistics, real estate.

Maharashtra (Mumbai and Pune)

Finance, Automotive, Electronics, Creative Industries

Maharashtra remains India's most industrialised state and the heart of its financial system. Mumbai is home to major stock exchanges, banks, and corporate headquarters, while Pune leads in automotive manufacturing, electronics, and education. New infrastructure such as the Navi Mumbai Airport and coastal road projects are boosting regional mobility and trade.

Key Opportunities: Financial services, automotive components, electronics manufacturing, film and media, education.

Karnataka (Bengaluru and Mysuru)

ICT, Start-ups, Biotechnology, Research

Bengaluru anchors India's technology ecosystem and remains a top global destination for software, AI, and start-up innovation. Strong university networks and government-backed incubators continue to attract multinational R&D investment. Mysuru complements Bengaluru's growth through IT services and manufacturing clusters.

Key Opportunities: Software development, AI and analytics, biotech R&D, start-up investment, corporate innovation.

Telangana (Hyderabad)

Pharmaceuticals, Biotechnology, Information Technology

Hyderabad is a leading hub for life sciences, pharmaceuticals, and digital technology. Genome Valley drives global biotech partnerships, while the city's financial district supports multinational IT and professional service firms. A stable business environment and pro-investment policies continue to enhance investor confidence.

Key Opportunities: Biopharma, data analytics, software engineering, clinical research, shared services.

Regional Opportunities

Tamil Nadu (Chennai and Coimbatore)

Automotive, Electronics, Renewable Energy, Textiles

Tamil Nadu leads India in industrial output and export diversification. Chennai is a hub for automotive and electronics manufacturing supported by modern ports and industrial parks. Coimbatore contributes to renewable energy equipment, precision engineering, and textiles. State-level incentives attract both domestic and foreign investors.

Key Opportunities: Automotive assembly, EV components, electronics, textiles, renewable energy.

Gujarat (Ahmedabad, Surat, Dholera)

Chemicals, Textiles, Green Energy, Manufacturing

Gujarat is known for its robust industrial base and business-friendly regulations. Ahmedabad and Surat are major centres for textiles, diamonds, and chemicals, while Dholera Special Investment Region is emerging as a smart industrial city. Large-scale solar and hydrogen projects are driving the state's clean-energy transition.

Key Opportunities: Renewable energy, industrial manufacturing, chemicals, textiles, infrastructure development.

Uttar Pradesh (Noida, Lucknow, Varanasi)

Electronics, Manufacturing, Logistics, Services

Uttar Pradesh has become one of India's fastest-growing manufacturing regions. Noida and Greater Noida drive electronics and mobile device production, while Lucknow and Varanasi support services and education. The upcoming Jewar International Airport and Delhi-Varanasi High-Speed Rail are expected to transform regional connectivity.

Key Opportunities: Electronics manufacturing, consumer goods, logistics, education, infrastructure.

Emerging Growth Regions (Indore, Jaipur, Kochi, Bhubaneswar)

Services, Start-ups, Logistics, Tourism

Second-tier cities are rapidly expanding as affordable, innovation-friendly destinations. Indore and Jaipur attract start-ups and logistics firms, Kochi leverages its port and tourism strengths, and Bhubaneswar continues to develop as an education and IT hub. Improved connectivity and local incentives are accelerating their rise as regional business centres.

Key Opportunities: IT services, logistics, education, tourism, real estate development.



Why India?

Economic Indicators & Outlook

GDP Growth

- **Q1 FY 2025–26:** Real GDP grew by 7.8 per cent year-on-year, supported by robust investment, strong private consumption, and expansion in services.
- **Full-year Forecast:** The Reserve Bank of India projects growth of around 6.8 per cent for FY 2025–26, underpinned by infrastructure spending, industrial output, and favourable monsoon performance.
- **Business Insight:** India continues to record one of the highest growth rates among major economies. Stable domestic demand and sustained government investment remain key growth drivers despite global headwinds.

Inflation

- **August 2025:** Headline CPI inflation rose to 2.07 per cent year-on-year, up from 1.61 per cent in July, though food inflation remained negative at -0.69 per cent.
- **Outlook:** September 2025 inflation is projected to ease to around 1.2 to 1.7 per cent. The Reserve Bank maintains its full-year CPI forecast at approximately 2.6 per cent for FY 2025–26.
- **Business Insight:** Low inflation supports predictable cost planning and boosts consumer spending power, particularly in retail and housing sectors.

Unemployment and Labour Market

- **Overall Rate:** The unemployment rate stood at around 5.2 per cent in mid-2025. Rural unemployment declined to 4.4 per cent, while urban joblessness averaged 7.2 per cent.
- **Youth Employment:** Unemployment among urban youth (ages 15–29) reached approximately 19 per cent, reflecting ongoing skill-matching challenges.
- **Business Insight:** Labour demand remains strong in technology, construction, and services, but workforce upskilling and education reforms are needed to sustain long-term productivity growth.

Trade and External Risks

- **Recent Trends:** India's current account deficit narrowed to 0.2 per cent of GDP in Q1 FY 2025–26, supported by resilient services exports and remittance inflows. Merchandise exports grew modestly, while import volumes stabilised.
- **Risk Factors:** Global trade tensions and energy price fluctuations remain key external risks, particularly for manufacturing and transport sectors.
- **Business Insight:** India's diversified export base, growing digital trade, and healthy foreign reserves provide a strong buffer against global uncertainty.

Economic Indicators & Outlook

Policy Response and Reforms

- **Monetary Policy:** The Reserve Bank of India held its policy repo rate at 5.5 per cent in October 2025, maintaining a neutral stance amid stable inflation and steady growth.
- **Fiscal and Structural Policy:** Government reforms under Make in India, Production Linked Incentive (PLI) schemes, GST rationalisation, and digital infrastructure investment continue to strengthen industrial competitiveness.
- **Business Insight:** Predictable monetary policy, coupled with ongoing fiscal reform, enhances investor confidence and supports sustainable long-term growth.

Economic Outlook Summary

India is projected to grow by about 6.8 per cent in FY 2025–26, driven by public investment, resilient domestic demand, and improving external balances. Inflation remains low, the current account is stable, and structural reforms continue to improve productivity and business conditions. However, energy costs and uneven labour recovery remain areas to monitor closely.



Strategic Advantages

Macroeconomic Stability

India's economy remains one of the fastest-growing among major markets, with GDP expected to expand by around 6.8 per cent in FY 2025–26. Growth is supported by domestic consumption, infrastructure spending, and manufacturing expansion under government incentive schemes.

- **Resilient Domestic Demand:** Strong middle-class consumption, rising digital penetration, and expanding urbanisation continue to support internal growth.
- **Prudent Fiscal Management:** The government maintains fiscal discipline while prioritising capital expenditure in transport, renewable energy, and housing.
- **Diversified Economic Base:** Services, manufacturing, agriculture, and technology each contribute significantly to GDP, ensuring balance across sectors.
- **Infrastructure Investment:** Projects such as Bharatmala, Sagarmala, and the National Infrastructure Pipeline drive logistics efficiency and long-term competitiveness.

Strategic Location and Regional Connectivity

India's position between the Middle East and Southeast Asia offers access to major trade routes and proximity to emerging markets in Africa and East Asia.

- **Maritime Gateway:** With 13 major ports and new trans-shipment hubs under development, India is strengthening its role in regional supply chains.
- **Regional Partnerships:** Active participation in the Indo-Pacific Economic Framework and multiple bilateral trade agreements supports export diversification.
- **Transport Upgrades:** Ongoing investments in expressways, airports, industrial corridors, and high-speed rail enhance mobility and trade logistics.
- **Growing International Ties:** Expanding collaboration in digital trade, renewable energy, and manufacturing is deepening global integration.

Strategic Advantages

Sectoral Strengths and Competitive Industries

India's diverse industrial base supports sustainable long-term growth and export competitiveness.

- **Information Technology and Services:** A global leader in IT, business process management, and digital innovation, contributing strongly to foreign exchange earnings.
- **Manufacturing and Automotive:** Expanding under the Make in India and Production Linked Incentive schemes, with EV and electronics as key growth areas.
- **Pharmaceuticals and Biotech:** India remains one of the world's largest producers of generic medicines and a growing centre for clinical research.
- **Renewable Energy:** Solar, wind, and green hydrogen investments are positioning India as a leader in clean-energy production and technology.
- **Creative and Tourism Industries:** Media, film, and heritage tourism continue to attract domestic and international interest, supported by improving infrastructure.

Investment Climate and Market Access

A stable policy framework and investor-friendly reforms strengthen India's attractiveness as a business destination.

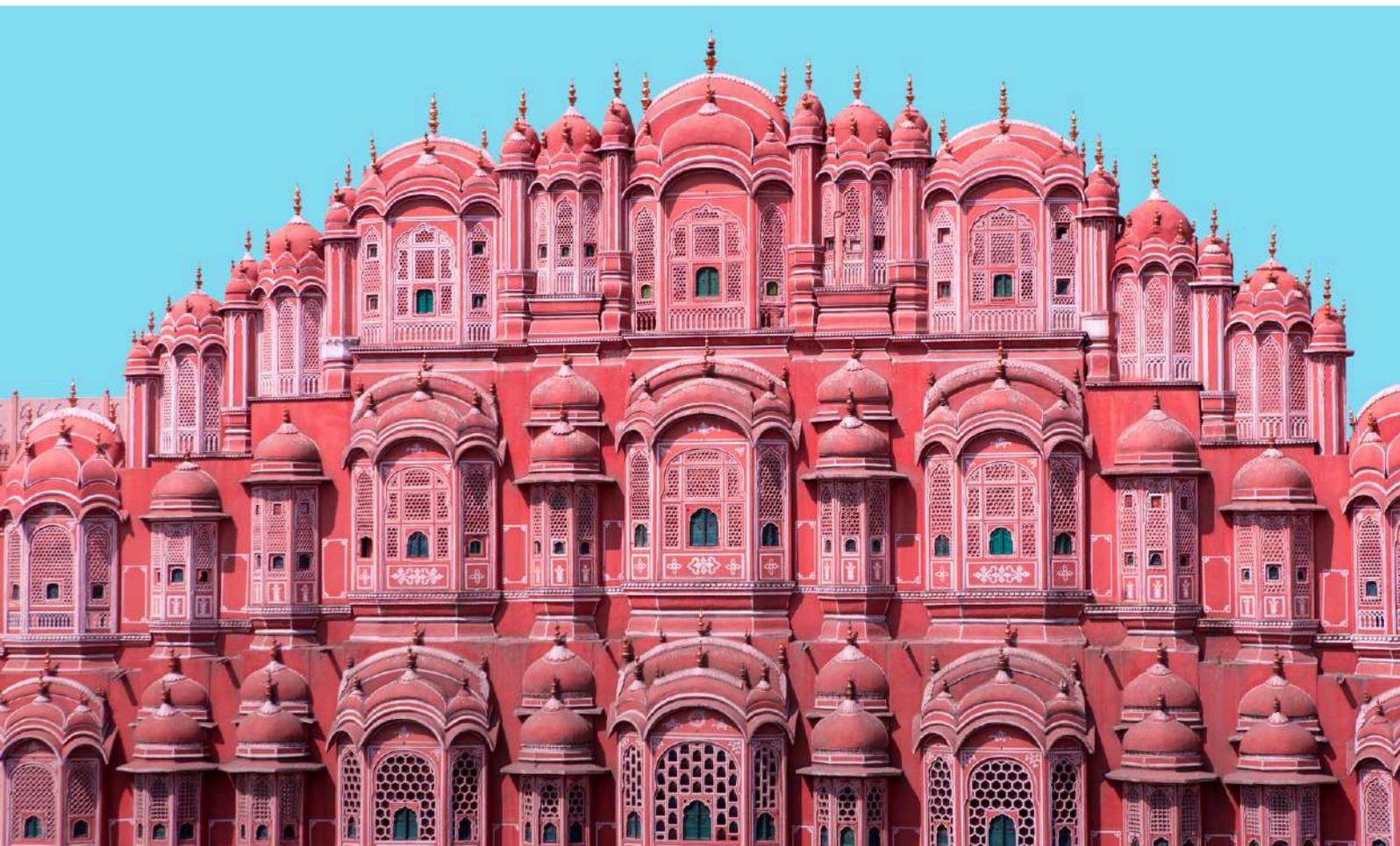
- **Liberalised Sectors:** 100 per cent FDI now allowed in insurance (from 74 per cent), 74 per cent in defence via the automatic route (from 49 per cent), and 100 per cent in telecom under the automatic route, opening significant opportunities for global partnerships.
- **Industrial Corridors and SEZs:** Initiatives such as the Delhi-Mumbai and Chennai-Bengaluru corridors, along with 279 operational SEZs, offer tax benefits and efficient infrastructure.
- **Large Consumer Base:** Over 1.4 billion people with rising disposable incomes drive demand for consumer goods, e-commerce, and financial services.
- **Digital Transformation:** A mature fintech ecosystem, supported by UPI and Aadhaar-linked platforms, enables seamless digital transactions and inclusion.

Strategic Advantages

Innovation and Human Capital Development

India continues to strengthen its innovation ecosystem and workforce capabilities to support a knowledge-based economy.

- **Technology Hubs:** Bengaluru, Hyderabad, and Pune anchor India's start-up landscape, supported by incubators and R&D centres across key sectors.
- **Education and Skills:** Expanding technical education and vocational programmes ensure a steady pipeline of engineers, IT professionals, and creative talent.
- **Public-Private Collaboration:** Research partnerships in AI, clean energy, and healthcare innovation promote high-value industry development.
- **Talent Quality:** A young and skilled workforce underpins productivity and adaptability, driving competitiveness across both traditional and emerging industries.



Major Industries Driving Growth

Manufacturing and Electronics

- **Contribution to GDP:** Manufacturing accounts for around 15.9–16 per cent of India's GDP, with electronics, automotive, and engineering goods forming a major share of exports.
- **Recent Performance:** Manufacturing output expanded by over 8 per cent in FY 2024–25, supported by steady demand in capital goods and consumer electronics. Domestic production of semiconductors and mobile devices has grown rapidly under incentive programmes.
- **Strategic Initiatives:** The Make in India and Production Linked Incentive (PLI) schemes are attracting investment in semiconductors, solar modules, and electronic components. Government-backed industrial corridors and digital logistics networks continue to boost export competitiveness.
- **Outlook:** Rising global supply chain diversification and strong local demand position India's manufacturing sector for sustained medium-term growth.

Automotive and Electric Mobility

- **Contribution to GDP:** The automotive industry contributes about 7.1 per cent of GDP and 49 per cent of India's total manufacturing output, employing around 37 million people.
- **Recent Performance:** India became the world's third-largest automobile market in 2025, producing over 31 million vehicles and exporting 5.7 million units. EV sales doubled year-on-year, supported by improved charging infrastructure and tax incentives.
- **Strategic Initiatives:** The Faster Adoption and Manufacturing of Hybrid and Electric Vehicles (FAME II) policy and battery PLI schemes continue to drive investment in domestic EV manufacturing and lithium-ion cell production.
- **Outlook:** Expanding EV adoption, export opportunities, and R&D in green mobility technologies will sustain growth momentum through 2026.

Major Industries Driving Growth

Information Technology and Digital Services

- **Contribution to GDP:** The IT and business services sector contributes around 7.3 per cent of GDP, generating \$282.6 billion in annual revenue, with \$224.4 billion from exports.
- **Recent Performance:** Global demand for software, AI, cybersecurity, and cloud solutions remains strong, with over 5 million professionals employed nationwide. Tier-2 cities such as Kochi, Indore, and Chandigarh are emerging as new IT hubs.
- **Strategic Initiatives:** Ongoing digitalisation, data localisation, and AI policy frameworks are enhancing India's position as a trusted global technology partner.
- **Outlook:** Continued investment in digital infrastructure, cloud computing, and AI-driven services will underpin sector resilience despite global uncertainties.

Pharmaceuticals and Biotechnology

- **Contribution to GDP:** The pharmaceutical industry contributes roughly 3 per cent of GDP and 6 per cent of total exports.
- **Recent Performance:** India remains the world's largest supplier of generic medicines and vaccines, accounting for 20 per cent of global volume. The biotech segment grew by over 10 per cent in 2025, driven by R&D partnerships and healthcare innovation.
- **Strategic Initiatives:** Incentives under the PLI scheme, along with initiatives in bulk drug parks and R&D support, are strengthening India's role in global health supply chains.
- **Outlook:** Continued focus on biologics, biosimilars, and medical technology positions India for sustained growth in pharmaceutical exports and clinical research.

Major Industries Driving Growth

Renewable Energy and Green Technology

- **National Targets:** India aims to achieve 500 GW of renewable capacity by 2030, with renewables accounting for over 43 per cent of total installed power capacity in 2025.
- **Recent Performance:** Installed renewable energy capacity reached 180 GW in 2025, led by solar and wind. Major projects in Gujarat, Rajasthan, and Tamil Nadu are driving capacity growth.
- **Strategic Initiatives:** The National Green Hydrogen Mission and ongoing solar park expansion underpin India's clean-energy transition and global decarbonisation goals.
- **Outlook:** Supportive policies, public-private investment, and falling renewable costs ensure continued growth across solar, wind, and hydrogen technologies.

Financial and Fintech Services

- **Contribution to GDP:** Financial and related services contribute around 6.5 per cent of GDP and are among the fastest-growing service segments.
- **Recent Performance:** Fintech adoption continues to accelerate, with over 14 billion monthly transactions processed through the Unified Payments Interface (UPI). Digital lending, insurance, and wealth-tech platforms are expanding rapidly.
- **Strategic Initiatives:** Regulatory frameworks encouraging open banking, digital currency pilots, and fintech sandboxes support financial inclusion and innovation.
- **Outlook:** A combination of high smartphone penetration, policy stability, and expanding digital infrastructure will drive the sector's long-term scalability.



Quick insights: Over 65 per cent of India's population is under 35, creating strong demand for education, jobs, and consumer innovation.



Legal Essentials



Business Registration Process and Requirements

Setting up a business in India is governed by the Companies Act, 2013, and regulated by the Ministry of Corporate Affairs. The fully digital SPICe+ system simplifies incorporation, while foreign investors should note resident-director requirements, FDI limits, and FEMA approvals.

Common Business Structures

- **Private Limited Company:** The most common structure for local and foreign investors; requires two directors (one resident) and two shareholders. Offers limited liability and separate legal status.
- **Limited Liability Partnership (LLP):** Suited for service and professional firms; combines operational flexibility with limited liability.
- **Public Limited Company:** For large businesses seeking public investment or stock exchange listing; subject to higher compliance.
- **Branch Office:** Extension of a foreign parent; can trade, invoice and earn income in India with RBI and MCA approval.
- **Liaison Office:** For market research or coordination only; not permitted to conduct commercial activities.
- **Project Office:** Temporary setup for executing specific contracts; usually approved if funded via inward remittance or bilateral financing.

Key Steps to Register

1. Reserve a company name through the MCA SPICe+ (Part A) portal.
2. File incorporation documents (MOA, AOA) through SPICe+ (Part B).
3. Obtain Digital Signature Certificates (DSC) and Director Identification Numbers (DIN).
4. Deposit share capital (no minimum for most private companies).
5. Register for PAN, TAN, and GST automatically during incorporation.
6. Open a corporate bank account for capital and transactions.
7. File Form FC-GPR with the RBI within 30 days if foreign investment is involved.
8. Apply for any sector-specific licences as required (finance, telecom, healthcare).
9. Register employees under EPF, ESI, and professional tax once hiring begins.

Note: Timelines and requirements vary by business type and sector. Partnering with local experts like **Eos Global Expansion** helps ensure smooth setup, compliance with Indian regulations, and efficient market entry.

Taxation Overview

Corporate Income Tax (CIT)

Rates (FY 2025–26):

- 22% for domestic companies under the standard regime.
- 15% for new manufacturing companies incorporated after 1 October 2019 and commencing operations before 31 March 2026.
- 30% for older domestic companies not opting for concessional rates.
- 40% for foreign companies.
 - Surcharge and cess: A surcharge of 7%–12% and a 4% health and education cess apply, bringing the effective rate for most domestic firms to about 25%.
 - Minimum Alternate Tax (MAT): 15% of book profits for companies not under the concessional regime.
 - Non-resident companies: Taxed only on Indian-sourced income at applicable CIT rates.

Goods and Services Tax (GST)

- **Standard rates:** 0%, 5%, 18%, and 40% following the major GST reform implemented on 22 September 2025. The previous four-tier structure of 5%, 12%, 18%, and 28% was simplified to primarily two rates of 5% and 18%, with a new 40% rate for luxury and sin goods.
- **Threshold:** Registration mandatory for businesses exceeding INR 40 lakh for goods or INR 20 lakh for services.
- **Compliance:** Monthly or quarterly e-filing; input tax credit available on eligible purchases.



Taxation Overview

Personal Income Tax (PIT)

- **Residents:** Under the new regime (FY 2025–26), income up to ₹4,00,000 is tax-free, with progressive rates rising from 5% to a maximum of 30% above ₹24,00,000.
- **Old regime:** Progressive rates up to 30% continue for taxpayers opting for legacy deductions.
- **Non-residents:** Taxed only on Indian-sourced income.
- **Reliefs:** Deductions and rebates apply depending on regime choice and eligibility.

Withholding Tax (WHT)

- **Dividends and interest:** 20% for non-residents, subject to treaty relief.
- **Royalties and technical services:** 10% under most treaties.
- **Branch remittances:** No separate tax beyond CIT.
- **Capital gains:** 10% for long-term listed securities above INR 1 lakh; 15% for short-term gains.

Tax Incentives

- **FDI and industrial development:** Concessional 15% rate for eligible new manufacturing units and incentives under the Production Linked Incentive scheme across selected sectors.
- **Start-ups:** Income-tax holiday available for eligible start-ups for three out of ten years.
- **R&D and innovation:** Deductions for approved in-house R&D expenditure.
- **Renewables and green tech:** Accelerated depreciation and exemptions for qualifying solar, wind, and green hydrogen projects.
- **Special Economic Zones (SEZs):** Profit-linked deductions for qualifying export-oriented units, subject to phased benefits.

Tax Administration and Compliance

- **Corporate tax year:** 1 April to 31 March.
- **Return filing:** Due by 31 October following the financial year.
- **GST filing:** Monthly or quarterly, depending on turnover.
- **Withholding tax payments:** Monthly.
- **Transfer pricing:** Arm's length documentation and Country-by-Country Reporting required for large groups.
- **Audits:** Mandatory for entities above prescribed turnover thresholds.

Labour Laws

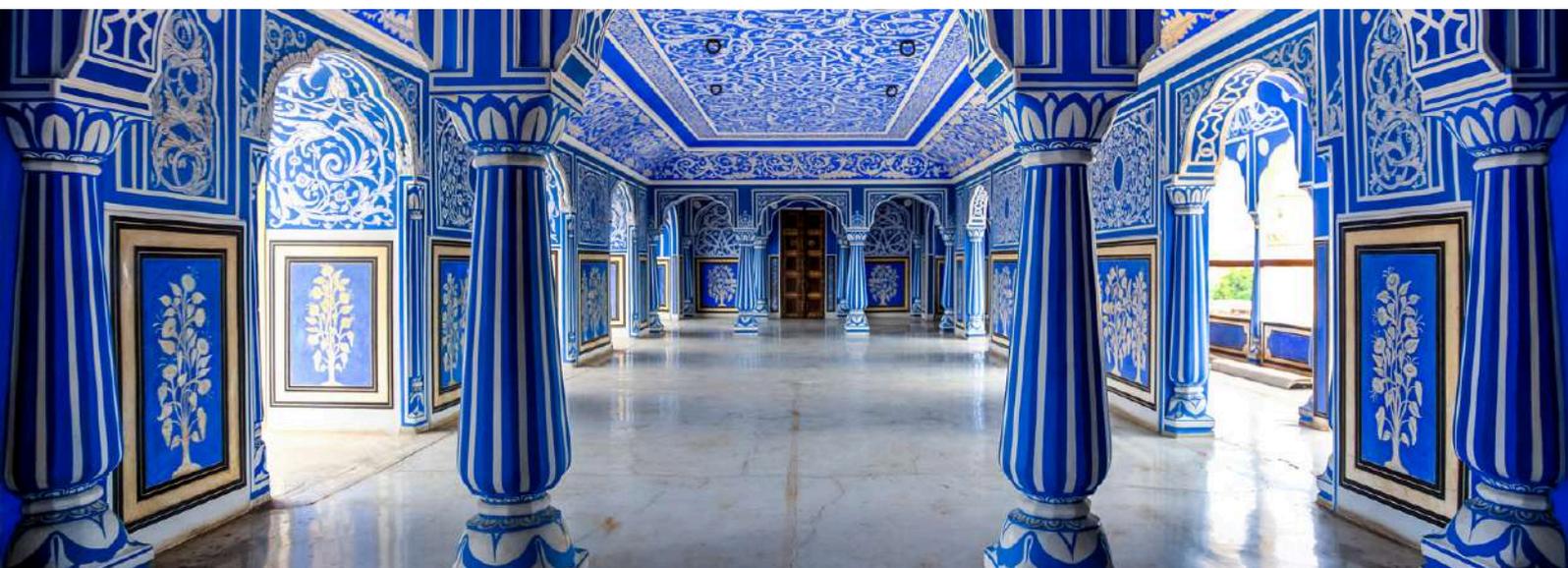
India's labour system is being streamlined under four consolidated labour codes covering wages, industrial relations, social security, and occupational safety. The reforms aim to simplify compliance and improve worker protection, with full implementation expected by late 2025 or early 2026.

Working Hours & Overtime

- Standard working hours are capped at 48 hours per week, generally spread over six days.
- Daily hours should not exceed 9, and rest intervals are required after 5 hours of continuous work.
- Overtime is permitted up to 50 hours per quarter in most industries, paid at twice the ordinary rate.
- Flexible, shift-based, or four-day workweek models are allowed under the new codes with mutual consent.

Minimum Wage

- India's national floor wage stands at ₹178 per day, though state-specific minimum wages are significantly higher and vary by skill level and industry.
- For example, Delhi's minimum wage ranges from ₹18,456 to ₹24,356 per month as of April 2025.
- The Central Advisory Board periodically revises rates based on cost of living and productivity indices.
- Employers must ensure equal pay for equal work, regardless of gender or employment type.



Labour Laws

Employment Contracts

- Written employment contracts are mandatory for all employees, specifying job role, wages, hours, leave, and termination terms.
- Electronic contracts are permitted under the e-labour portal system.
- Employers must issue payslips and maintain digital records of attendance and wage payments.

Termination & Severance Pay

- Employers must provide at least 30 days' notice or pay in lieu for termination of permanent employees.
- Termination must be based on reasonable cause and comply with due process.
- Employees with one year or more of continuous service are entitled to gratuity equivalent to 15 days' wages per completed year of service.
- Retrenchment in establishments with 300 or more workers requires prior government approval under the Industrial Relations Code.

Leave Entitlements

- Annual Leave: Minimum of one day for every 20 days worked, carried forward up to 30 days.
- Public Holidays: Typically 10–14 days annually, as notified by each state.
- Sick Leave: Varies by state, commonly 12 days per year with medical proof.
- Maternity Leave: 26 weeks for women in establishments with 10 or more employees.
- Paternity Leave: Not yet standardised nationally, though some organisations offer 7–15 days.

Social Security & Benefits

Employers must register employees for statutory social security schemes under the Code on Social Security:

- Employees' Provident Fund (EPF): Retirement and savings benefits.
- Employees' State Insurance (ESI): Medical, disability, and maternity coverage.
- Gratuity and Maternity Benefits: Mandatory for eligible employees.
- Gig and Platform Workers: Covered under new provisions for social security contributions. Employer and employee contributions are shared for all schemes, with digital filing via the Shram Suvidha Portal.

Visas for Foreign Nationals

India provides several visa options for foreign nationals based on purpose of visit, job type, and investment activity. All foreign employees must obtain the correct visa before starting work. Applications are made online through the Indian Visa Portal or e-FRRO platform, with digital submission and tracking.

Key Work Visa Types

India offers multiple work and business visa categories:

- **Employment Visa (E Visa):** For skilled professionals or technical experts employed by Indian companies or foreign subsidiaries. Minimum annual salary requirement is US\$25,000 (approximately ₹16.25 lakh), excluding allowances and bonuses. Valid for up to 1 year or the contract duration, extendable up to 5 years. Registration with the Foreigners Regional Registration Office (FRRO) is required for stays beyond 180 days.
- **Business Visa (B Visa):** For investors, business development professionals, or those exploring trade and partnership opportunities. Issued for up to 5 years, with multiple entries and a maximum stay of 180 days per visit. Holders may not undertake local employment.
- **Project Visa:** For foreign workers engaged in specific approved projects in sectors such as infrastructure, power, and steel. Valid for the duration of the project, generally up to 12 months, with extension possible upon approval.
- **Intern Visa:** For foreign students or recent graduates undertaking internships with Indian companies or academic institutions. Valid up to 1 year or for the internship duration. Internship must begin within one year of graduation.

Short-Term & Entry Visas

- **Business e-Visa:** For short-term business meetings, trade fairs, or conferences, valid for up to 180 days with multiple entries.
- **Tourist e-Visa:** For leisure travel, typically valid for 30 to 90 days.
- **Entry (X) Visa:** For dependants of Employment or Business Visa holders. Validity usually aligns with the principal visa holder's stay.

Visas for Foreign Nationals

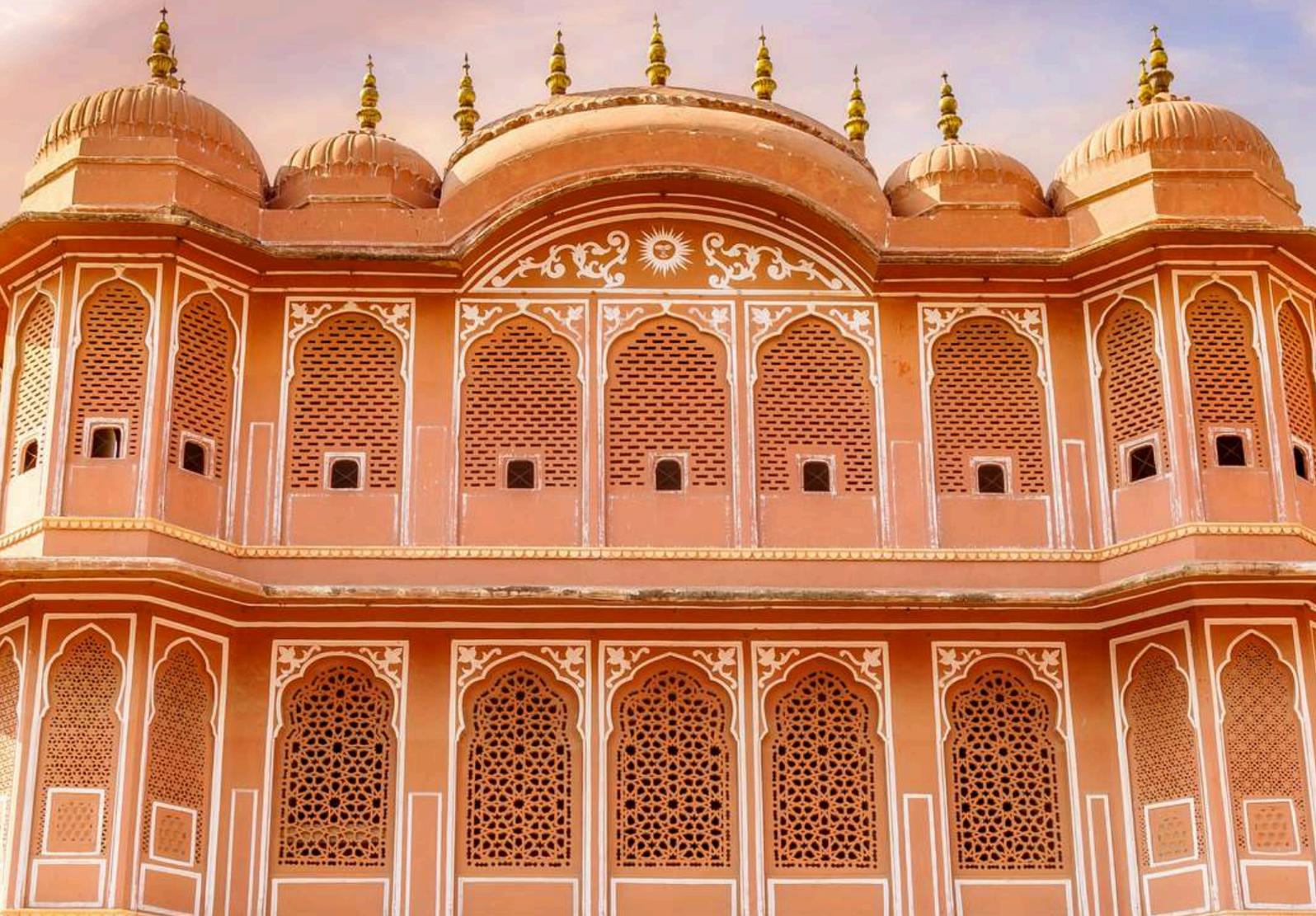
Dependent & Long-Term Residence

- **Entry (X) Visa (Dependants):** Issued to spouses and children of foreign employees, renewable alongside the primary visa.
- **Overseas Citizen of India (OCI) Card:** Provides lifelong multiple-entry visa benefits for eligible persons of Indian origin and their spouses.
- **Permanent Residence Status:** May be granted to foreign investors meeting specified investment and employment criteria under government approval.

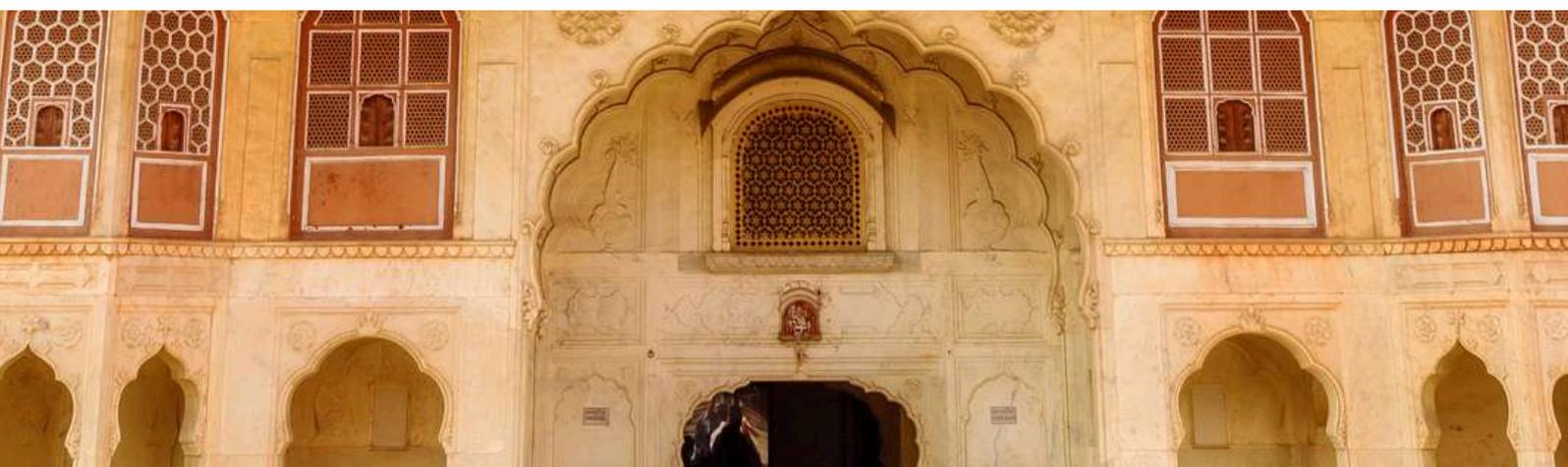
Recent Developments (2025)

- **e-Arrival Card Requirement:** Effective 1 October 2025, all foreign nationals entering India must apply for an e-Arrival Card within 72 hours before arrival through the Indian Visa Online portal, Bureau of Immigration website, or the Su-Swagatam mobile app. This applies to all visa holders except Indian citizens and OCI cardholders.
- **Visa Integration:** The Indian government expanded the e-Visa platform to include renewals and FRRO registration, streamlining in-country compliance.
- **Talent Attraction:** Proposals are under discussion to introduce a points-based “India Talent Visa” for specialists in AI, renewable energy, and biotech.
- **e-Visa Usage:** As of 2025, approximately 82% of visa applications are processed through the e-Visa system, up from 79% in 2024.





Cultural Tips



Professional Culture Insights

Understanding India's workplace culture helps foreign businesses build trust, communicate effectively, and navigate diverse professional settings.

Workplace Norms and Practices

Indian workplaces often follow defined hierarchies where respect for seniority and titles is important. Younger professionals, however, increasingly value open dialogue and collaboration. Punctuality is valued, though minor delays can occur due to traffic or scheduling. Preparedness, clear documentation, and professional follow-ups create a positive impression. Decision-making may involve several layers of approval, especially in large organisations or government bodies, so patience and persistence are important.

Communication and Relationship-Building

English is widely used for business, but communication is often polite and indirect to preserve harmony. A "yes" may signal understanding rather than agreement, so confirming key points in writing is advisable. Personal relationships play a major role in business success — in-person meetings, regular communication, and informal conversations over tea or meals help build trust. Collaboration and consensus are valued, though final decisions usually rest with senior management.

Meetings and Negotiations

Meetings typically begin with polite greetings or small talk before addressing the agenda. Demonstrating cultural awareness or acknowledging local festivals helps establish goodwill. Patience, flexibility, and clarity in discussions are appreciated. While many may contribute ideas, the senior-most representative usually confirms the outcome.

Professional Culture Insights

Work-Life and Holidays

Work-life balance is increasingly valued, particularly in tech and start-up sectors, though long hours remain common in industries such as finance and logistics. Flexibility during major festivals is expected. Key holidays include Republic Day (26 January), Independence Day (15 August), and Gandhi Jayanti (2 October), with Diwali, Holi, and Eid widely celebrated across the country.

Business Attire

Business dress is generally formal. Men wear suits or shirts with trousers, while women opt for tailored dresses or formal attire. Lightweight fabrics are preferred in warmer regions, with some industries adopting smart casual wear for daily operations.



Social and Cultural Norms

Understanding India's cultural values and customs helps foster trust and build strong professional and social connections.

Interpersonal Etiquette

Courtesy, humility, and respect are central to Indian culture. Greetings often include a "Namaste" with palms together or a handshake, though it is polite to let the other person initiate, especially with the opposite gender. Use surnames and titles such as "Mr." or "Dr." until invited to use first names. Elders and senior professionals are greeted first, and standing when they enter a room shows respect. Communication is usually indirect to maintain harmony; confirming understanding helps avoid misinterpretation.

Social Customs and Everyday Behaviour

Family and respect for elders play an important role in daily life. Guests are warmly received, and accepting refreshments is courteous. Group harmony and patience are valued, while open confrontation is discouraged. Shoes are typically removed before entering homes or religious places, and modest dress is preferred in formal or traditional settings.

Public Behaviour and Communication

Politeness and composure are expected in public. Loud or overly assertive behaviour may be seen as disrespectful. Use the right hand (or both hands) when giving or receiving items. English is widely used in business, though regional languages remain common in daily interactions.

Gift-Giving and Hospitality

Gifts are often exchanged during visits or festivals. Opt for modest items like sweets, dry fruits, or flowers, and avoid leather or alcohol unless certain of preferences. Present and receive gifts with the right or both hands. Shared meals help strengthen relationships; wait for the host to start and use the right hand for eating and passing dishes.

Religion and Beliefs

India's major faiths include Hinduism, Islam, Christianity, Sikhism, Buddhism, and Jainism. While religion plays a limited role in business, sensitivity to dietary preferences such as vegetarianism or avoidance of beef and pork shows cultural respect.

Social and Cultural Norms

Public Holidays and Observances

India observes a wide range of national, religious, and regional holidays. Key dates include:

- Republic Day: 26 January
- Independence Day: 15 August
- Gandhi Jayanti: 2 October
- Diwali (Festival of Lights): October or November
- Holi (Festival of Colours): February or March
- Eid al-Fitr and Eid al-Adha: Dates vary based on the lunar calendar
- Christmas Day: 25 December

Business activity often slows during major festivals such as Diwali and Eid, when many employees travel to their hometowns or spend time with family.



Quick Insights: Festivals such as Diwali, Eid, and Pongal heavily shape consumer spending and seasonal business strategies.



Opportunities



High-Growth Industries and Sectors

India is positioning itself as a leading hub for digital innovation, advanced manufacturing, and sustainable development. Strong government programmes, private investment, and regional industrial corridors are driving momentum in the following priority sectors.

Information Technology and Digital Services

- India remains a global leader in information technology, software services, and business process outsourcing.
- The sector contributes a major share of exports, with AI, cloud computing, and cybersecurity emerging as new growth engines.
- Government support through the Digital India initiative and expanding data infrastructure continues to strengthen competitiveness in IT-enabled services.

Green Energy and Clean Technologies

- Renewable energy and sustainability are key national priorities.
- Solar parks, wind projects, and green hydrogen facilities are expanding rapidly under the National Green Hydrogen Mission and renewable incentive schemes.
- Public and private investment promotes large-scale clean power generation, EV infrastructure, and green manufacturing clusters.

Biotechnology and Healthcare Innovation

- India's life sciences and healthcare sectors are experiencing sustained growth.
- Strong research capabilities and domestic demand support advances in biopharmaceuticals, medical devices, and diagnostic services.
- Government funding encourages genomics, clinical research, and digital health partnerships with global companies.

Advanced Manufacturing and Mobility

- High-value manufacturing is expanding through the Make in India and Production Linked Incentive (PLI) schemes.
- Automotive, electronics, and aerospace industries are adopting automation, robotics, and smart-factory technologies.
- Strategic policies promote domestic production of electric vehicles, batteries, and semiconductor components.

High-Growth Industries and Sectors

E-Commerce and Consumer Brands

- India's large, young, and digitally connected population continues to fuel growth in online retail and consumer innovation.
- Fast fulfilment, mobile payments, and regional logistics networks are reshaping consumer experiences.
- International and domestic brands benefit from strong demand for lifestyle products, fashion, and homegrown digital marketplaces.

Financial and Digital Services

- India has established itself as a global leader in digital finance and fintech innovation.
- The Unified Payments Interface (UPI) supports record transaction volumes, while start-ups expand into lending, insurance, and wealth management.
- Regulatory initiatives encourage the development of blockchain, regtech, and sustainable finance solutions.

Education and EdTech

- India's growing workforce and expanding middle class drive strong demand for quality education and continuous upskilling.
- Online learning, STEM education, and professional certification programmes are becoming integral to the economy.
- Government initiatives under the National Education Policy promote digital learning and international collaboration in higher education.



Government Initiatives and Incentives

India continues to attract investment through targeted incentives, tax reliefs and national programmes that support manufacturing, digitalisation and the green transition.

Investment Incentives and Tax Schemes

- **Production Linked Incentive (PLI) Scheme:** Provides financial incentives based on incremental manufacturing output in high-priority sectors such as electronics, semiconductors, automotive and renewable energy.
- **Foreign Direct Investment (FDI) Liberalisation:** Allows up to 100 per cent foreign ownership in most sectors under the automatic route, with simplified procedures for approvals and clearances.
- **Special Economic Zones (SEZs):** Offer corporate tax holidays, duty exemptions and simplified customs procedures to encourage export-oriented production.
- **R&D Tax Benefits:** Provide deductions on eligible research and development expenditure to support innovation in pharmaceuticals, biotechnology and advanced materials.

High-Tech and Strategic Sectors

- **Digital India Programme:** Expands broadband connectivity, promotes digital governance and supports sectors including fintech, cybersecurity and cloud computing.
- **Semiconductor Mission:** Offers grants and infrastructure support for chip design, fabrication and packaging facilities to strengthen domestic supply chains.
- **AI and Robotics Initiatives:** Investment funds and pilot programmes promote automation, artificial intelligence and smart manufacturing adoption.
- **Space and Defence Reforms:** Open the space and defence sectors to private investment, encouraging domestic production and technology transfer.

Government Initiatives and Incentives

Green Economy and Energy Transition

- **National Green Hydrogen Mission:** Aims to produce five million metric tonnes of green hydrogen annually by 2030, supported by capital subsidies and R&D funding.
- **Renewable Energy Expansion:** Incentives for large-scale solar, wind and bioenergy projects under national and state policies.
- **Electric Mobility Mission Plan:** Supports EV manufacturing and battery infrastructure through fiscal incentives and tax exemptions.
- **Carbon-Neutral Policies:** Promote industrial decarbonisation, sustainable manufacturing and clean-technology adoption.

Cross-Border and Regional Growth

- **Industrial Corridors:** The Delhi–Mumbai, Chennai–Bengaluru and Amritsar–Kolkata corridors provide integrated transport, logistics and industrial infrastructure for regional manufacturing hubs.
- **GIFT City (Gujarat International Finance Tec-City):** India's first international financial centre offers tax benefits, simplified licensing and offshore banking facilities for global investors.
- **State-Level Incentives:** States such as Maharashtra, Tamil Nadu, Karnataka and Gujarat offer additional subsidies, land support and single-window clearances to attract FDI.

Infrastructure and Business Facilitation

- **Smart Cities Mission:** Enhances more than 100 urban centres through digital infrastructure, public transport upgrades and sustainable urban planning.
- **National Logistics Policy:** Integrates ports, roads, and freight corridors to improve efficiency and reduce logistics costs for exporters.
- **Ease of Doing Business Reforms:** Continuous regulatory simplification, online registration systems and single-window approvals improve transparency and investor confidence.

Digital Trade Platforms: The National Single Window System (NSWS) and Unified Logistics Interface Platform (ULIP) streamline trade compliance and operational efficiency.

Emerging Trends and Business-Friendly Regions

India is fast emerging as a hub for advanced manufacturing, digital innovation and sustainable growth. National initiatives and regional development strategies are shaping new opportunities across technology, energy and trade.

AI and Digital Transformation

The IndiaAI Mission (₹10,372 crore, approved in 2024) is driving large-scale deployment of GPUs, data labs and indigenous AI models. Combined with rapid 5G rollout, fintech growth and stronger cybersecurity, India's digital transformation is accelerating across sectors.

Green Energy and ESG

Renewable capacity reached 220 GW by March 2025 (234 GW including hydro), led by record solar and wind additions and the National Green Hydrogen Mission. ESG reporting and sustainable finance are expanding, reinforcing India's shift toward a low-carbon economy.

Semiconductors and Advanced Manufacturing

The PLI and India Semiconductor Mission are fuelling chip fabrication in Gujarat and Karnataka, lifting electronics output to USD 125–140 billion in FY 2024–25. Investment in robotics and Industry 4.0 technologies is enhancing supply-chain resilience.

Trade and Supply Chain Resilience

FTAs with the UAE and Australia, progress with the UK, and the National Logistics Policy are improving connectivity. Digital customs systems and multimodal corridors under PM Gati Shakti are boosting export efficiency and regional trade.

Tourism and Healthcare Growth

India's medical and wellness tourism market is valued between USD 8–21 billion in 2025, projected to reach USD 13–25 billion by 2026. Demand for Ayurveda, wellness and preventive health services continues to rise alongside domestic travel expansion.

Emerging Trends and Business-Friendly Regions

Business-Friendly Districts and Zones

Delhi NCR

India's political, financial and corporate hub, hosting government ministries, multinationals and major tech firms. Expanding metro lines and expressways continue to improve connectivity and business access.

Mumbai-Pune (Maharashtra)

The nation's financial and industrial centre, home to major banks, stock exchanges and automotive manufacturers. Pune strengthens the region's R&D and EV innovation ecosystem.

Bengaluru (Karnataka)

India's technology and start-up capital, leading in AI, semiconductors and software innovation. Strong research institutions and venture investment make it a key R&D destination.

Hyderabad (Telangana)

A major base for biotechnology, pharmaceuticals and digital technology. Genome Valley and T-Hub continue to attract global investors in life sciences and data innovation.

Chennai-Coimbatore (Tamil Nadu)

An export and manufacturing hub for automotive, electronics and logistics, supported by modern ports and renewable energy projects.

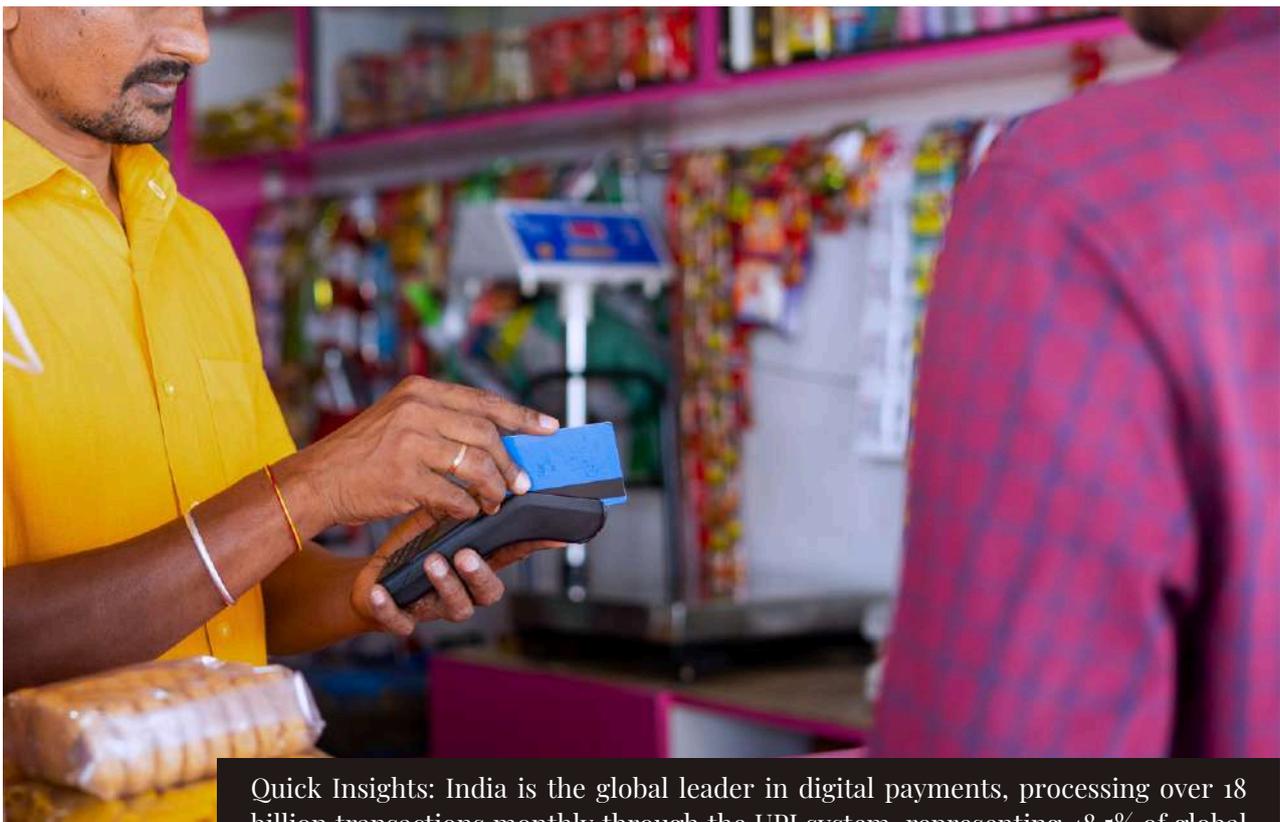
Emerging Trends and Business-Friendly Regions

Ahmedabad-Surat (Gujarat)

A leading industrial and clean-energy region with strong growth in semiconductors, chemicals and finance through GIFT City.

Smart Tourism Cities

Jaipur, Kochi and Varanasi are advancing digital tourism, heritage preservation and sustainable transport, strengthening India's global tourism and business appeal.



Quick Insights: India is the global leader in digital payments, processing over 18 billion transactions monthly through the UPI system, representing 48.5% of global real-time payments.



Resources



Official Government Websites and Investment Agencies

- **Invest India**

The national investment promotion and facilitation agency under the Ministry of Commerce and Industry. It provides end-to-end support for investors, including market entry advice, regulatory assistance, site selection, and post-investment facilitation.

<https://www.investindia.gov.in>

- **Department for Promotion of Industry and Internal Trade (DPIIT)**

Oversees FDI policy, industrial development, and business reforms to improve the ease of doing business. It also manages the Start-up India and Make in India programmes that promote entrepreneurship and innovation.

<https://dpiit.gov.in>

- **Ministry of Commerce and Industry**

Responsible for trade policy, industrial growth, and foreign investment promotion. It negotiates free trade agreements and provides guidance on export incentives and global market opportunities.

<https://commerce.gov.in>

- **Ministry of Electronics and Information Technology (MeitY)**

Leads India's digital transformation and innovation efforts through policies on IT, cybersecurity, data governance, and the IndiaAI Mission. It supports the growth of digital infrastructure, fintech, and emerging technologies.

<https://www.meity.gov.in>

- **Ministry of New and Renewable Energy (MNRE)**

Implements policies for renewable power generation, green hydrogen development, and energy efficiency. It offers information on solar, wind, and bioenergy projects as well as national incentives for clean-energy investment.

<https://www.mnre.gov.in>

Industry Associations and Chambers of Commerce

- **Confederation of Indian Industry (CII)**

One of India's leading business associations working with government and industry to shape policy and promote trade. CII supports global investors through research, networking, and sector-specific initiatives.

<https://www.cii.in>

- **Federation of Indian Chambers of Commerce and Industry (FICCI)**

The oldest and largest business organisation in India, representing a wide range of sectors. FICCI facilitates international partnerships, trade fairs, and policy advocacy for businesses expanding into India.

<https://ficci.in>

- **Associated Chambers of Commerce and Industry of India (ASSOCHAM)**

Serves as a knowledge chamber for industry, offering guidance on regulatory compliance, technology adoption, and investment policy. ASSOCHAM plays a key role in public-private collaboration.

<https://www.assochem.org>

- **National Association of Software and Service Companies (NASSCOM)**

The apex body representing India's IT and digital services sector. NASSCOM supports global technology firms with insights on innovation, cybersecurity, and emerging market opportunities.

<https://nasscom.in>

- **PHD Chamber of Commerce and Industry (PHDCCI)**

A multi-sector chamber that promotes entrepreneurship, regional development, and MSME growth. It engages with foreign missions and trade bodies to strengthen international business cooperation.

<https://www.phdcci.in>

Eos's Service Offerings in India

Eos Global Expansion helps businesses enter and scale in India through compliant, cost-effective workforce solutions. Whether hiring employees, engaging contractors or setting up an entity, Eos ensures full compliance with India's employment laws and business regulations.

Our Services Include:

- **Local Payroll and HR Administration**

Compliant payroll in INR with Provident Fund, Employee State Insurance, Professional Tax and other statutory deductions, including filings, payslips and records.

- **Contractor Engagement and Payments**

Onboarding and managing contractors with compliant contracts, timely local payments and optional tax withholding support.

- **Entity Setup and Employment Advisory**

Guidance on company incorporation, employment compliance and HR best practices tailored to local regulations.

- **Visa and Immigration Support**

Facilitating employment visas and work permits in line with India's immigration and Ministry of Home Affairs requirements.

- **Regional Payroll and Reporting**

Coordinating payroll and HR compliance across India and other Asia-Pacific markets with unified reporting for multinationals.

- **Ad Hoc Consulting**

Advising on workforce planning, compliance updates and market entry strategies suited to India's evolving business environment.

Partner with Eos for Success in India

India offers vast growth opportunities with its skilled workforce, expanding digital infrastructure and supportive government policies. Navigating labour laws and multi-state compliance can be complex, but [Eos Global Expansion](#) makes it simple. From payroll and HR administration to visa support and contractor management, we help businesses operate smoothly and scale confidently across India's dynamic market. [Connect with us](#) to learn how Eos can support your expansion into India.



Expert Tips

Overcoming Common Challenges

Entering the Indian market offers strong potential, though businesses may face compliance, payroll and operational complexities. These five tips can help you navigate effectively:

Understand Regional Diversity

Regulations and payroll rules vary by state. Ensure contracts, tax filings and HR policies comply with both national and state requirements.

Manage Payroll Obligations

India's payroll includes Provident Fund, Employee State Insurance, Professional Tax and Gratuity. Local expertise helps ensure accuracy and compliance.

Stay Updated on Labour Code Reforms

India is consolidating labour laws into four new codes on wages, social security, industrial relations and safety. Monitor implementation timelines and regional updates.

Handle Visas and Expat Compliance

Employment and business visas are role- and salary-specific. Confirm visa type and duration match the assignment scope.

Build Strong HR and Cultural Practices

Retention is key in India's competitive job market. Foster transparent communication, growth opportunities and work-life balance to attract and retain talent.



Avoiding Potential Cultural Misunderstandings

Understanding India's workplace and social culture helps build trust, strengthen partnerships and ensure effective communication.

Show Respect for Hierarchy

Indian workplaces value hierarchy and seniority. Address senior colleagues formally with titles such as "Mr." or "Ms." until invited to use first names.

Be Patient with Decisions

Business discussions often involve several approval stages. Patience and consistency help build confidence and long-term relationships.

Communicate Clearly and Courteously

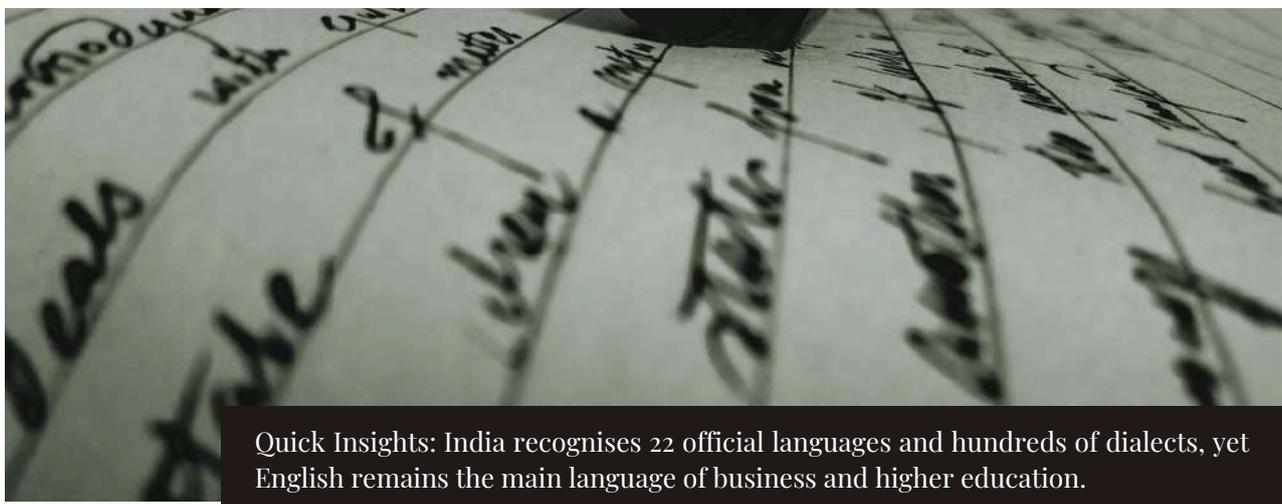
Communication is often indirect to preserve harmony. Avoid blunt language and confirm key points at the end of discussions.

Value Personal Relationships

Personal rapport is vital to professional success. Building relationships through respectful conversation and cultural awareness is highly appreciated.

Respect Cultural and Religious Diversity

India celebrates many festivals and traditions. Being mindful of holidays, dietary preferences and customs shows professionalism and respect.



Quick Insights: India recognises 22 official languages and hundreds of dialects, yet English remains the main language of business and higher education.

Additional Tips

Navigate State-Level Differences

India's business regulations, tax structures and investment incentives can vary widely between states. Understanding regional policies early helps avoid delays and identify the most business-friendly locations.

Prioritise Relationship Building

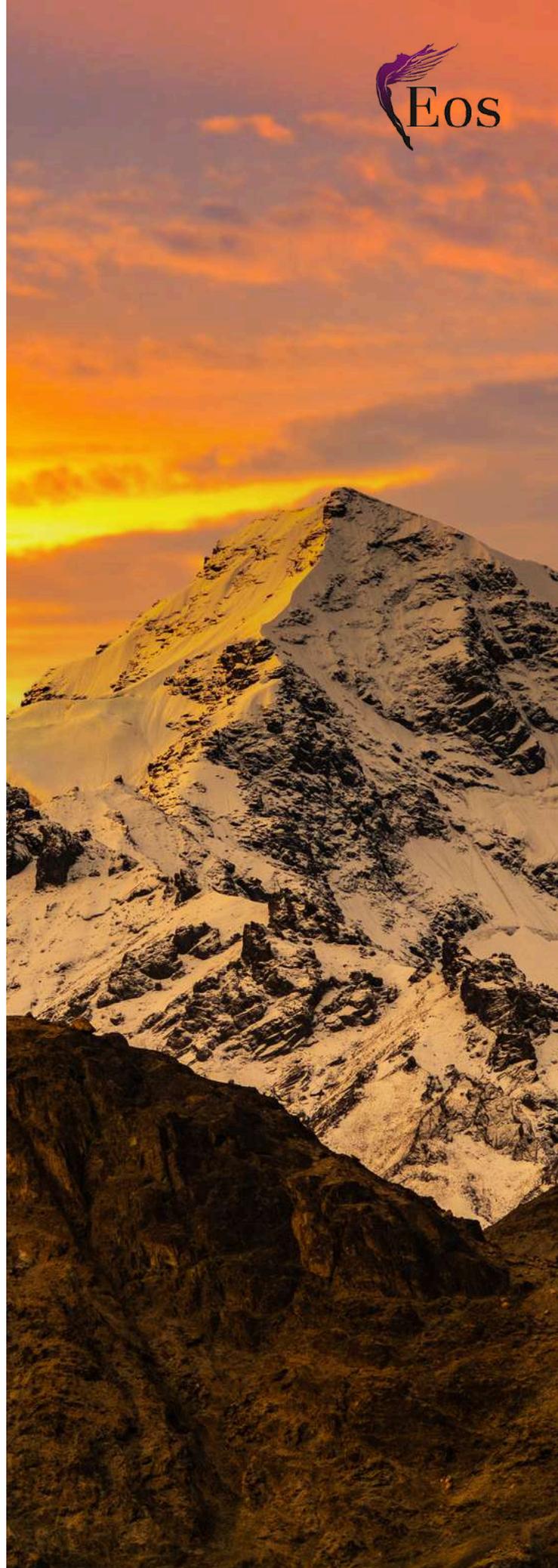
Trust and consistency play a major role in Indian business culture. Regular communication, in-person meetings and follow-through on commitments are key to sustaining successful partnerships.

Plan for Administrative Timelines

Government processes and approvals, though improving, may still require additional time. Factoring flexibility into project schedules helps manage expectations and maintain momentum.

Adapt to Local Business Practices

Decision-making often involves multiple stakeholders, and negotiations may take longer than expected. Patience, cultural awareness and a collaborative approach go a long way in ensuring smooth operations.



Thank You for Exploring India!

We hope this guide helps you uncover India's business potential and rich cultural landscape. Whatever your next step, we're here to support you.



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