SEO details

Field	Recommendation
H1 title	Micro GCC vs EOR vs Hosted GCC in India: Models and Providers Compared (2026)
Meta title	Micro GCC vs EOR vs Hosted GCC in India: Compared
URL slug	/insights/micro-gcc-vs-eor-vs-hosted-gcc
Primary keyword	micro GCC vs EOR
Secondary keywords	hosted GCC India, employer of record India, EOR vs GCC, micro GCC India, virtual GCC, small GCC operating models
Schema	Article and ItemList, with accurate publisher information
Internal links	GCCWise homepage, GCC Strategy & Market Entry, GCC Setup & Launch, Bespoke GCC Support and Contact

Micro GCC vs EOR vs Hosted GCC: Providers and Models Compared

By GCCWise Insights | November 2026

Companies building a small team in India face an important decision before choosing a service provider: how should the team be structured?

Three common approaches are:

- **Micro GCC:** A small, dedicated capability centre, typically established through the company's own Indian entity, with a defined mandate and operating structure.
- **Employer of Record (EOR):** An arrangement in which a provider legally employs individuals in India on behalf of a company that directs their day-to-day work.
- **Hosted GCC:** A dedicated team supported through a partner's legal and operational infrastructure, allowing a company to establish a presence without immediately setting up its own entity.

Each approach has different implications for speed, cost, control, intellectual property and long-term growth.

A model that works for five employees may become less suitable at thirty or fifty. Understanding these differences early can help companies avoid unnecessary costs, operational complexity and difficult transitions.

This guide compares **micro GCCs, EORs and hosted GCCs in India**, examines when each model may be appropriate and profiles providers offering different routes to establishing an India team.

Editorial disclosure: This article is published by GCCWise, which is included as the first featured provider. The provider selection is editorial rather than an independently commissioned industry ranking. Company descriptions are based on publicly available information and provider materials. No company has paid to be included. Organisations should independently evaluate providers and models against their requirements.

Micro GCC vs EOR vs Hosted GCC at a Glance

Factor	Micro GCC	EOR	Hosted GCC
Legal employer	Typically the client's Indian entity	EOR provider	Generally the hosting partner
Own Indian entity required	Typically yes	No	Usually no initially
Control over work	Direct	Client directs work	Client directs dedicated team
IP ownership	Governed by employment and IP agreements	Governed by contracts	Governed by contracts
Speed to first hire	Typically longer	Often fastest	Often relatively fast
Upfront commitment	Usually higher	Usually lower	Varies by scope
Operating costs	Internal and outsourced support costs	Employment costs plus provider fees	Employment costs plus managed-service fees
Infrastructure	Client or third-party managed	Usually separate	May be bundled
Leadership and governance	Client-led	Client responsibility	Client-led or jointly supported

Growth and transition	Scales within client's entity	May require migration	May offer transfer options
Typically suitable for	Defined, long-term capability	Individual hires and early pilots	Dedicated teams seeking managed operational support

The precise employment, ownership and operating arrangements vary by provider and contract. Companies should verify these before selecting a model.

What Is a Micro GCC?

A micro GCC is a small capability centre that a company owns through its own Indian entity, usually with a narrow, clearly defined mandate.

Many GCCs in India began this way, with a single function that expanded once the centre had proven itself. A micro GCC can still use shared GCC-as-a-Service infrastructure for payroll, HR and compliance, so that the company owns the centre without building every support function itself.

When a micro GCC makes sense

- The mandate is defined and expected to last.
- The work involves sensitive intellectual property, customer data or regulated activities.
- The company wants employees to be part of its own organisation from the start.
- The team is expected to grow into a larger centre.

What to consider

- An Indian entity brings ongoing obligations, including board and statutory requirements, accounting and audit, tax filings, transfer pricing and labour law compliance.
- The Companies Act, 2013 requires at least one director resident in India.
- Incorporation and registrations take time, so first hires usually start later than under an EOR or hosted model, unless an interim arrangement is used.
- Fixed costs are proportionately higher for a very small team.

What Is an Employer of Record (EOR)?

An employer of record becomes the legal employer of a company's staff in India. It issues employment contracts, runs payroll, manages statutory contributions and benefits, and handles employment compliance. The company directs the team's day-to-day work.

Some global EOR providers employ staff through their own Indian entity, while others work through local partners. That difference affects the compliance chain and should be checked.

When an EOR makes sense

- The company is testing India with its first few hires.
- It needs individual specialists rather than a dedicated team.
- It wants to hire before deciding on a long-term structure.
- It is hiring across several countries and wants one platform.

What to consider

- An EOR is an employment framework, not a capability centre. It does not by itself provide local leadership, workspace or operating governance.
- Intellectual property must be assigned to the company through contracts.
- Depending on what the team does, companies should take advice on potential tax exposure, such as permanent establishment considerations.
- Per-employee fees accumulate as the team grows, so the cost advantage narrows over time.

What Is a Hosted GCC?

A hosted GCC is a dedicated team that works exclusively for the company but is employed and supported by a partner. The partner typically provides the legal entity, payroll, HR, workspace, IT and, in some cases, local management.

The model appears under several names, including hosted GCC, virtual GCC, managed pods and some forms of GCC-as-a-Service. Many hosted arrangements include an option to transfer the team to the company's own entity later, similar to a build-operate-transfer structure.

A hosted GCC differs from outsourcing. The team works only for the company and the company directs its work, rather than buying an outcome from a vendor's shared resources.

When a hosted GCC makes sense

- The company wants a dedicated team quickly, but is not yet ready to run an entity.
- It values bundled workspace, IT and HR support.
- It wants to test a mandate at team scale before committing to ownership.

What to consider

- Transfer terms, including timing, fees and how employees move, should be agreed at the start.
- Contracts should assign intellectual property and define how data is handled in the partner's environment.
- Companies should confirm that the team is exclusive and understand any restrictions on hiring team members directly.
- The partner's management approach will shape the team's culture until transfer.

Which Model Fits Which Situation?

Situation	Model that often fits	Why
Testing India with a first few hires	EOR	Fast to start, with no entity to run
Needing a dedicated team quickly, but not ready for an entity	Hosted GCC	A team identity and managed operations without entity overheads
A defined, long-term mandate with sensitive intellectual property	Micro GCC	Direct ownership and control from the start
Wanting ownership from day one without running back-office functions	Micro GCC with partner-operated support (COPO)	Ownership combined with operational support
An unclear mandate that needs testing	EOR or hosted pilot, with a planned review point	Flexibility while the mandate is validated
Client or regulatory requirements to operate through your own entity	Micro GCC	Contractual and compliance clarity

Company-Owned Partner-Operated (COPO) arrangements sit between a micro GCC and a hosted GCC. The company owns the entity from the start, while a partner runs agreed operations.

Moving Between Models

Many companies use more than one of these models over time. Common paths include moving from an EOR to a hosted GCC and then to an owned entity, or moving directly from an EOR pilot to a micro GCC.

Transitions are smoother when they are planned in advance. Companies should consider:

- **Employees:** Moving employees to a new employer generally involves new employment contracts and employees' agreement. Service continuity and accrued benefits should be addressed in the transition plan.
- **Intellectual property and systems:** Code repositories, documentation, accounts and access rights should transfer cleanly.
- **Equipment, licences and workspace:** Leases, devices and software licences may be held by the partner.
- **Contract terms:** Some EOR and hosted agreements include conversion or transfer fees, notice periods or restrictions on hiring team members directly.
- **Review points:** Agree in advance the conditions, such as team size, mandate maturity or cost, that will trigger a move to the next model.

Providers Compared at a Glance

Company	Model(s) supported	Core strength	Best suited for
1. GCCWise	Micro GCC, hosted (GCC-as-a-Service), COPO and BOT	Model selection, design, setup and transition planning	Companies deciding which structure to use and how to move between models
2. Dev Mantra	Micro GCC	Micro GCC setup with finance and compliance support	Companies planning a small, wholly owned centre
3. Gloplax	Hosted GCC and GCC-as-a-Service	GCC enablement on a partner-supported basis	Companies wanting a dedicated team before their own entity
4. The Scalers	Hosted GCC with transfer option	Dedicated teams in Bengaluru	Smaller companies wanting a managed, dedicated team
5. Deel	EOR	Global EOR with its own Indian entity	Companies hiring in India and other countries
6. Remote	EOR	EOR with its own Indian entity and in-house support	Companies prioritising a direct compliance chain
7. Multiplier	EOR and global payroll	Global employment platform	Growing companies hiring across countries
8. Pebl	EOR	Global EOR with broad country coverage	Companies needing wide international coverage

The order is an editorial presentation and does not represent a numerical performance ranking. The appropriate provider depends on the model chosen, the team's expected size and the company's ownership priorities.

1. GCCWise - Choosing and Building the Right Structure

Best suited for: Companies evaluating how to establish a dedicated India capability, whether through a micro GCC, hosted model or partner-operated arrangement, and those planning a transition from an EOR-based team.

GCCWise is a specialist GCC advisory and execution firm founded by leaders with direct experience building and operating India-based organisations and global capability centres.

For companies beginning with a small India team, the choice of structure has implications beyond employment and administrative costs. It affects leadership, governance, intellectual property arrangements, operational accountability and the ability to scale.

GCCWise helps organisations evaluate their options, select an operating model aligned with their intended mandate and establish the structures required for long-term capability development.

Its involvement extends from model selection and setup through operationalisation and transition planning, including support for companies moving from partner-managed arrangements towards greater ownership.

How GCCWise supports each route

- **Micro GCC:** Mandate definition, entity and compliance coordination, leadership hiring, governance design and launch.
- **Hosted and partner-operated routes:** GCC-as-a-Service and COPO arrangements, with ownership and transition terms defined at the outset.
- **EOR-based teams:** Assessing when a team employed through an EOR should move to a hosted or owned structure, and planning that transition.

Key strengths: Structure selection, transition planning, operator-led execution, flexible ownership models and governance design.

Consideration: GCCWise is a specialist advisory and execution firm rather than an employer-of-record platform or integrated real-estate provider. Where an EOR or dedicated workspace is the right starting point, it coordinates with ecosystem and delivery partners.

Website: GCCWise

2. Dev Mantra - Micro GCC Specialist

Best suited for: Companies that want a small, wholly owned centre with a narrow mandate and strong compliance support.

Dev Mantra, a Bengaluru-based advisory firm founded in 2008, has published detailed guidance on the micro GCC model.

It defines a micro GCC as a wholly owned captive with a narrow mandate, supported by shared GCC-as-a-Service infrastructure for overheads such as payroll, HR and compliance. Its recommended route for first-time entrants is an EOR pilot to test the function and talent market, followed by conversion to a captive.

Its CA-led, compliance-first approach covers transfer pricing, foreign exchange regulations and data-protection readiness.

Key strengths: Micro GCC expertise, a structured route from EOR pilot to captive, finance and compliance depth.

Consideration: Companies may need a separate partner for specialist technical recruitment and workspace.

Website: Dev Mantra

3. Gloplax - Hosted and Partner-Supported GCCs

Best suited for: Companies that want a dedicated team operating with partner support before establishing their own entity.

Gloplax, established in 2019 by leaders from the global sourcing industry, enables global companies to set up and run centres in India and the Philippines.

Its models include partner-hosted arrangements in which a client's team can initially operate within Gloplax's legal entity and ecosystem, as a lower-capital way to start. Its GCC-as-a-Service alliance with KPMG in India covers strategy, entity setup, facilities, operations and support functions.

Key strengths: Hosted and GCC-as-a-Service routes, practitioner-led enablement and advisory alliances.

Consideration: Companies should agree upfront the route, timing and cost of moving the team to their own entity.

Website: Gloplax

4. The Scalers - Hosted Dedicated Teams With a Transfer Option

Best suited for: Smaller companies wanting a dedicated, managed team in Bengaluru.

The Scalers' GCC model is a clear example of a hosted structure. Employees are hired for and work only for the client, but are registered under The Scalers' entity, with salaries, equipment and administration covered by a single monthly fee.

Ownership can later move to the client's own Indian entity, including through a build-operate-transfer route.

Key strengths: Client-exclusive teams, simple commercial structure and a defined transfer route.

Consideration: Companies should confirm IP assignment, data handling and transfer costs, and note that delivery is centred on Bengaluru.

Website: The Scalers - Global Capability Centre

5. Deel - Global EOR With an Indian Entity

Best suited for: Companies hiring in India as part of a wider international team.

Deel provides employer-of-record services in India through its own entity registered in Bengaluru. It manages payroll, statutory contributions such as provident fund, ESI, gratuity and bonus, and offers HR tools including compensation benchmarking, background checks and device deployment.

Key strengths: Own Indian entity, broad international coverage and integrated HR tooling.

Consideration: For a team based only in India, companies should compare total cost with India-focused providers, and plan when the team should move to a GCC structure.

Website: Deel - Employer of Record in India

6. Remote - EOR With In-House Delivery

Best suited for: Companies that want a direct compliance chain for employees in India.

Remote states that it owns its legal entity in India and delivers its EOR services in-house, without relying on third parties. Remote acts as the employer on paper, handling compliance, payroll, benefits and HR administration, while the client retains day-to-day management of the work.

Key strengths: Own Indian entity, in-house delivery and dedicated onboarding support.

Consideration: As with any EOR, Remote provides an employment framework rather than a capability centre. Leadership, workspace and governance need to be planned separately.

Website: Remote - Employer of Record in India

7. Multiplier - Global Employment Platform

Best suited for: Growing companies hiring in India and several other countries.

Multiplier offers a global employment platform covering onboarding, payroll, taxes and benefits, allowing companies to employ people internationally without incorporating their own entities. Much of its product and engineering work is based in India.

Key strengths: Multi-country employment, global payroll and a single platform for international teams.

Consideration: Companies should confirm how employment is structured in India and plan the point at which a dedicated GCC structure becomes more appropriate.

Website: Multiplier

8. Pebl - Global EOR With Broad Coverage

Best suited for: Companies that need employer-of-record coverage across many countries.

Pebl, formerly Velocity Global, is an employer-of-record and global workforce platform. It describes itself as an AI-driven platform that combines local expertise with real-time intelligence, and says it holds more employment licences than any other EOR.

Key strengths: Broad country coverage, established EOR operations and AI-enabled platform.

Consideration: Companies should confirm the employment structure Pebl uses in India and how a later move to their own entity would work.

Website: Pebl

How to Choose Between a Micro GCC, EOR and Hosted GCC

1. Start with the mandate and time horizon

A short, uncertain mandate favours flexibility. A defined, long-term mandate favours ownership. Be honest about which one applies.

2. Decide what must be owned now

Intellectual property, customer data, regulatory obligations and client contracts can all require a company to operate through its own entity sooner than cost alone would suggest.

3. Compare cost today and at the expected size

Compare each model's total cost at today's headcount and at the headcount expected in two or three years, including transition costs.

4. Check the provider's entity and compliance chain

Confirm whose entity employs the team, whether the provider owns it or works through partners, and how statutory obligations are met.

5. Agree the exit before you enter

The best time to negotiate transfer, conversion and notice terms is before the team starts. Make sure the contract supports the next model as well as the current one.

Frequently Asked Questions

What is the difference between a micro GCC and an EOR?

A micro GCC is a small capability centre that a company owns through its own Indian entity. An EOR legally employs staff on the company's behalf, so the company does not need an entity. A micro GCC offers more ownership and control; an EOR offers speed and lower upfront commitment.

What is a hosted GCC?

A hosted GCC is a dedicated team that works only for one company but is employed and supported by a partner, usually including the legal entity, payroll, HR, workspace and IT. Many hosted arrangements include an option to transfer the team to the company's own entity later.

Is a hosted GCC the same as outsourcing?

A hosted GCC typically offers a more dedicated, client-directed operating structure than conventional outsourced service delivery. However, the distinction depends on employment arrangements, management responsibilities, governance and contractual control. Companies should examine these elements rather than rely solely on the provider's terminology.

When should we move from an EOR to our own entity?

Typically when the team becomes a defined, long-term capability, needs local leadership, handles sensitive intellectual property or data, or reaches a size at which owning an entity is more economical than paying per-employee fees. The right point should be modelled with the company's own figures.

Can an EOR team be transferred to our own GCC?

Yes, but it requires planning. Employees generally need new employment contracts with the new entity, and service continuity, benefits, intellectual property and systems access should all be addressed. Contract terms with the EOR, such as conversion fees, should be checked in advance.

Which model is best for protecting intellectual property?

A wholly owned micro GCC can offer more direct control over employment arrangements, systems and intellectual property management. However, effective IP protection depends on contractual assignments, access controls, information security and applicable law.

EOR and hosted GCC arrangements can also provide strong IP protection when these requirements are properly addressed. Companies should review the legal and contractual arrangements under each model before making a decision.

Do we need our own Indian entity to set up a GCC?

Not at the start. A dedicated team can begin through an EOR or a hosted partner. Most companies building a long-term capability centre eventually move to their own entity, either directly or through a planned transfer.

Final Thoughts

Micro GCCs, EORs and hosted GCCs are not competing answers to the same question. Each fits a different stage, mandate and level of commitment.

The most effective approach is often sequential: start with the model that fits the team today, and agree in advance how and when it will move to the next.

Companies that make the structure decision deliberately, rather than by default, protect their people, their intellectual property and the long-term value of their India team.

Deciding how to structure your India team?

GCCWise helps companies choose between micro GCC, hosted and partner-operated structures, set up the right model and plan the transition to greater ownership. Our operator-led approach combines advisory with hands-on execution.

Explore GCCWise's GCC Setup & Advisory Services

Contact: hello@gccwise.com

Sources and Further Reading

The following official company sources provide additional information on the providers and models discussed in this article.

1. GCCWise - GCC Setup, Advisory and Transformation Services
2. GCCWise - Bespoke GCC Support
3. Dev Mantra - Micro GCC India 2026: Setup Cost, Paths and Timeline
4. Alvarez & Marsal - Global Capability Centers: The Great Force Multiplier
5. KPMG in India and Gloplax - GCC-as-a-Service Alliance
6. Gloplax - Company Profile
7. The Scalers - Global Capability Centre
8. Deel - Employer of Record in India
9. Remote - Employer of Record in India
10. Multiplier - Global Employment Platform
11. Pebl - About Us