

SETMYCOMPANY INDIA BUSINESS ENTRY GUIDE

A practical roadmap for foreign companies planning to hire, set up, and operate in India.

1. MARKET ASSESSMENT

- Define target customer segment, geography, hiring needs, and operating model.
- Review sector rules, state-level context, and whether India is a hiring base, sales market, or full operating hub.
- Identify whether you need immediate employees, local customer contracts, invoicing, or long-term entity control.

2. CHOOSE THE ENTRY ROUTE

- EOR: best for fast hiring before entity setup.
- PEO: best when you already have an Indian entity and need HR, payroll, and compliance support.
- Private Limited Company / Wholly Owned Subsidiary: best when India becomes strategic and ownership matters.
- LLP: useful in some professional/service cases, but needs careful review for foreign investment.

3. FDI / FEMA REVIEW

- Confirm whether foreign investment is under the automatic route or government route.
- Review sector caps, pricing rules, funding method, shareholding, and reporting requirements.
- Plan documentation before money moves into India.

4. ENTITY SETUP

- Choose structure: Private Limited Company, LLP, or subsidiary route.
- Arrange directors, shareholders/partners, registered office, apostilled documents, PAN/TAN, and MCA filings.
- Plan GST, bank account, payroll, accounting, and recurring compliance before launch.

5. OPERATIONAL INFRASTRUCTURE

- Open bank account and set accounting systems.
- Prepare offer letters, payroll process, PF/ESI/PT/TDS applicability, vendor workflows, and compliance calendar.
- Align HR, finance, tax, and statutory filings from day one.

6. RECURRING COMPLIANCE

- Payroll processing, TDS, PF, ESI, professional tax.
- GST filings and reconciliations.
- Accounting, bookkeeping, bank reconciliation, vendor TDS.
- ROC/MCA, board/shareholder matters, annual filings, and FEMA/FDI reporting where applicable.

RECOMMENDED PATH

Start lean if India is still being tested. Use EOR for early hiring, PEO for operating support after entity setup, and managed accounting/payroll/tax compliance when India becomes a serious operating base.

Contact: SetMyCompany – <https://setmycompany.com/contact/>