

**OFFICE OF THE SECRETARY-CUM-COMMISSIONER (LABOUR)
LABOUR DEPARTMENT, GOVT. OF NCT OF DELHI
5, SHAM NATH MARG, CIVIL LINES, DELHI-110054**

F.No.Lab/Addl.LC/Misc./2025/4789-4793

Dated 17.12.2025

ADVISORY

The Commission for Air Quality Management in National Capital Region and Adjoining Areas vide its Order No. 120017/27/GRAP/2021/CAQM dated 21.11.2025 regarding the implementation of the Graded Response Action Plan (GRAP) has informed that pursuant to the hearing of the Hon'ble Supreme Court in WP(C) No. 13089 of 1985 titled M.C. Mehta vs Union of India & Ors. held on 17.11.2025 and 19.11.2025 followed by stakeholder consultation on 20.11.2025, the Commission has made certain amendments in the Schedule of GRAP issued on 13.12.2024.

Among the various amendments made in the schedule of GRAP, the following measure currently under GRAP Stage IV is to be taken under GRAP Stage III by GNCTD -

"(1) NCR State Governments/GNCTD to take a decision on allowing public, municipal and private offices to work on 50% strength and the rest to work from home."

Since the vehicular pollution would cause extensive air pollution and release harmful air pollutants particularly when air quality is very poor and it is felt that there needs to be more curbs on vehicular movement.

Vide order F.No.10(39)/VENV/2021/6539-6556 dated 24.11.2025 (copy enclosed), Govt. of NCT of Delhi has issued order regarding operation of private offices, functioning within NCT of Delhi as under:

- All private offices functioning within NCT of Delhi shall operate with not more than 50% staff physically attending the workplace. The remaining staff shall mandatorily work from home.
- All private entities to further:
 - a. Implement staggered working hours where feasible.
 - b. Ensure strict compliance with work-from-home norms;
 - c. Minimise vehicular movement associated with office commute.



Exemption has been given to Hospitals and other public/ private health establishments, Fire Services. Prisons, Public Transport, Electricity, Water, Sanitation and related municipal services, disaster management and related services, forest, environment, department/agencies engaged in air pollution control, monitoring and enforcement activities (like teams deployed to curb biomass burning, dust control, GRAP measures etc.) and other essential/emergency services shall stand exempted from these direction.

All Employers are advised to adhere with the directions issued vide order F.No.10(39)/VENV/2021/6539-6556 dated 24.11.2025. Non-compliance is punishable under Section 15 and 16 of the Environment (Protection) Act, 1986 and other applicable laws.

This issues with the approval of Secretary-Cum-Commissioner (Labour).


(U.K. Sinha)

Addl. Labour Commissioner

To:

1. All the Employers of Industrial Establishments, Factories, Shops and Commercial Establishments through their associations.

Copy to:

1. The Secretary to Hon'ble Minister (Labour), GNCTD.
2. PPS to Secretary-Cum-Commissioner (Labour), GNCTD.
3. All the District In-charges, Electrical Inspector, Director, Industrial Safety & Health to sensitize the stakeholders about this advisory.
4. The Dy. Director (IT), Labour Department, GNCTD to upload this notice on the Labour Department website.