

Government of National Capital Territory of Delhi
Department of Environment & Forests
6 floor, C-Wing, Delhi Secretariat, New Delhi-110002

F. No.10 (39)VENV/2021/6539-6556

Dated 24. November, 2025

Subject: Directions under section 5 of the Environment (Protection) Act, 1986, to all Government Offices under GNCTD and all Private Offices operating within the National Capital Territory of Delhi, to work on 50% strength and the rest to work from home under Graded Response Action Plan.

Whereas, Delhi faces air pollution particularly in winter season and level of pollutants like Particulate Matter Concentration (PM2.5 and PM10) goes much beyond the prescribed standards for Ambient Air Quality

And whereas, the whole Union Territory of Delhi has been declared as an Air Pollution Control area, under the sub section (1) of section 19 of the Air (Prevention & Control of Pollution) Act, 1981 vide notification no. GSR 106 (E) dated 20.02.1987

And whereas, keeping in view of the ambient air quality of the City, the Commission for Air Quality Management in National Capital Region and Adjoining Areas (CAQM) has already issued invoking of actions envisaged under GRAP Stage-I, Stage-II and Stage-III as contained in the Commission's Order dated 13.12.2024, with effect from 14.10.2025, 19.10.2025, and 11.11.2025 respectively

And whereas, the Hon'ble Lieutenant Governor of Delhi has already approved the implementation of staggered office timings for Government of NCT of Delhi (GNCTD) and Municipal Corporation of Delhi (MCD) offices vide GAD Order No. GAD-A-034/26/2025-Admin-GAD/47141 dated 14. 11. 2025.

And whereas, 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, inter alia, made the certain amendments in the Schedule of GRAP issued on 13.12.2024.

And whereas, 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"

And whereas, 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. The Government of NCT of Delhi is required to take



necessary measures to reduce emissions arising from transport and office-related activities during GRAP Stage III

Now, therefore, in view of the above, in exercise of the powers conferred under Section 5 of the Environment (Protection) Act, 1986, read with Rule 4 of the Environment (Protection) Rules, 1986 and read with notification No. S0667 (E) issued by Ministry of Home Affairs, Government of India dated 10.09.1992, and keeping in view the need in public interest to curb high air pollution, following directions are hereby issued for strict compliance by all Government Offices under GNCTD and all Private Offices operating within the National Capital Territory of Delhi, with immediate effect and shall remain in force for the entire period of enforcement of Stage III under the Revised GRAP, and shall ipso facto re-apply upon each re-imposition of Stage III by Commission for Air Quality in National Capital Region and Adjoining Areas (CAQM) or as advised/ suggested by the CAQM:

1. For Government Offices under GNCTD

- All Administrative Secretaries and Heads of Departments shall attend office regularly with not more than 50% staff strength physically present in office. The remaining 50% staff shall work from home, provided that the Administrative Secretaries and Heads of Departments can call officers/officials to office, as required to ensure uninterrupted delivery of essential and emergency public services.

2. For Private Offices functioning within NCT of Delhi

- 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.

3. EXEMPTION 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.

4 All Heads of Departments/organizations, District Magistrates and District Deputy Commissioners of Police as well as all Authorities concerned shall implement the aforesaid directions in letter and spirit.

5. District Magistrates, Deputy Commissioners of Police and Local bodies to also ensure compliance of these directions by all private offices functioning within NCT of Delhi.



6. The violation of the directions issued under Section 5 of the Environment (Protection) Act, 1986 or the rules made thereunder shall be punishable under Section 15 and 16 of the Environment (Protection) Act, 1986 and other applicable laws.

**By order and in the name of the
Lieutenant Governor of National Capital Territory of Delhi**


(Vijay Kumar Bidhuri)
Secretary (Environment & Forests)

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Copy for compliance to:

1. All Additional Chief Secretaries, Pr. Secretaries, Secretaries, HODs, and Heads of Autonomous bodies, GNCTD
2. Commissioner of Police, Delhi
3. Commissioner, Municipal Corporation of Delhi
4. Chairman, New Delhi Municipal Council
5. Divisional Commissioner, Department of Revenue, GNCTD
6. Chief Executive Officer, Delhi Cantonment Board
7. Vice Chairman, Delhi Development Authority
8. Joint Secretary, General Administration Department, GNCTD-to circulate the directions to all GNCTD departments.
9. Deputy Secretary (I.T.). Department of Information Technology. GNCTD-to place a copy of this order prominently on the website of GNCTD.

Copy To:

1. Principal Secretary to Hon'ble Lt. Governor, Delhi.
2. Secretary to Hon'ble Chief Minister, Delhi.
3. Secretaries to all Hon'ble Ministers, GNCTD.
4. Secretary to Hon'ble Speaker, Delhi Legislative Assembly.
5. Secretary to Hon'ble Dy. Speaker, Delhi Legislative Assembly.
6. Staff Officer to Chief Secretary, Delhi
7. Joint Secretary (UT), Ministry of Home Affairs, North Block, New Delhi-110001
8. Member Secretary, Commission for Air Quality Management in the National Capital Region and Adjoining Areas.
9. Guard file.