

Delhi State Government issues advisory on Work-From-Home arrangements and fuel conservation measures

The Labour Department of the Government of the National Capital Territory of Delhi, *vide* an advisory dated May 14, 2026, has issued guidance to employers across the State on the implementation of Work-From-Home (“WFH”) arrangements and related measures in view of the prevailing circumstances necessitating fuel conservation. This advisory follows a slew of measures announced by the Delhi Chief Minister, as part of fuel conservation efforts organised under the public campaign of “*Mera Bharat, Mera Yogdan*”. Other austerity measures introduced by the Delhi State Government include adoption of 2 (two) day WFH for government employees, staggered office timings for government occupations and a ban on official foreign travel for Delhi government ministers and officials for a year.

The advisory highlights the immeasurable contribution of daily citizens to vehicular fuel consumption within Delhi and underscores the necessity for collective measures to conserve petrol, diesel and compressed natural gas. It also notes that WFH arrangements have previously demonstrated operational feasibility during periods such as the COVID-19 pandemic and during periods of air quality-related restrictions, thereby providing a viable alternative to reduce commuting-linked fuel consumption.

Applicability

The advisory is applicable to all industrial establishments, factories, shops and commercial establishments, including establishments in the Information Technology (“IT”) and IT enabled-services sectors operating within Delhi.

Key measures

Employers managing the establishments listed above, have been encouraged to adopt the following measures:

1. **WFH facility implementation:** Introduce a minimum of 2 (two) days of WFH per week for employees whose roles are suitable for remote working and consider maintaining physical workplace attendance at up to 50% of the workforce.
2. **Other operational transitions:** Implementation of staggered working hours to reduce peak-hour traffic congestion; encourage use of public transport, car-pooling and non-motorised commuting; initiate transition of physical meetings to virtual formats; limit the use of official vehicles for non-essential travel; and ensure the set-up and maintenance of adequate and robust IT infrastructure to facilitate a seamless remote working model.
3. **Employee sensitisation and awareness:** Sensitise employees to the importance of fuel conservation efforts and encourage participation in national initiatives intended at promoting responsible consumption and sustainability.

Notably, diverging from routine advisories of similar constructs, the Delhi Government has urged every “*workman, employee, and employer*” to take a “*solemn pledge and act upon it under the national campaign...Mera Bharat – Mera Yoddha*” and commit to measures including reduced consumption of petrol, diesel and compressed natural gas through conscious commuting choices; reduce consumption of edible oil and adopt mindful dietary choices; focus on improvement of personal health and invest in promotion of healthy lifestyles; as well as engage in purchasing locally made Indian products to strengthen and support the domestic economy.

Exemption

The advisory clarifies that the above recommendations do not apply to essential services, including healthcare establishments, electricity, water and sanitation services and the like, and all other emergency/essential services.

Conclusion

Though framed as non-binding, the advisory signals a clear policy nudge, urging employers to play a proactive role in advancing fuel conservation efforts. Covered organisations operating in Delhi are, in effect, expected to revisit existing workplace practices and seriously evaluate the scope for adopting or expanding hybrid and WFH models. At the same time, employers will need to back such shifts with robust IT infrastructure, reliable digital systems, and strengthened data protection frameworks to ensure business continuity and compliance.

Following the Delhi Government’s advisory, it remains to be seen whether directions from other State Governments are likely to emerge, signalling a broader push toward fuel conservation measures pan-India. Other States could introduce parallel guidelines, potentially requiring eligible establishments to adopt comparable workplace and operational adjustments. This could mark the beginning of a wider regulatory trend, with businesses expected to align with evolving sustainability expectations across jurisdictions.

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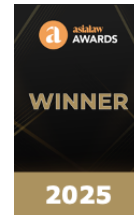
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