

To

All Establishments, Employers, Contractors, and Sub-Contractors  
Engaged in Building & Other Construction Works in NCR Districts of  
Haryana

**Memo No. 11820**

**Dated: 4.12.24**

**Subject:** Compliance with Hon'ble Supreme Court and State Government  
Directives Regarding GRAP IV Implementation

This is in reference to the directives of the Hon'ble Supreme Court of India in **Case No. WP 13029/1985 dated 25th & 28th November 2024**, concerning the implementation of the **Graded Response Action Plan IV (GRAP IV)** in the Delhi-NCR region. Fourteen districts of Haryana fall under the **National Capital Region (NCR)** (refer to the attached list).

During the implementation of GRAP IV, **all construction activities are prohibited in Delhi-NCR**. The Hon'ble Apex Court has also emphasized the need for welfare measures to support the affected **Building and Other Construction (BoC) Workers**.

**As you are aware that following are the Mandatory Compliance Obligations during running of the construction sites:**

1. **Provision of Canteen Facilities (Rule 81 of HBOCWBB Rules):**  
Employers engaging 250 or more building workers must provide adequate canteen facilities for their workers.
2. **Provision of Accommodation (Section 34, BOCW RE&CS Act, 1996):**  
Employers are required to provide temporary accommodation free of charge within or near the worksite during the employment period. These accommodations must include basic amenities such as washrooms, cooking areas, washing spaces, and lavatory facilities.

**Following are the additional Measures as Directed by the Hon'ble Apex Court, CAQM, and State Government, Haryana:**

a. Employers are urged to continue canteen services & temporary accommodation services for the welfare of BoC workers affected by the construction ban. Employers should ensure to use only fuels (in Canteens/Community Kitchens) permitted by CAQM (refer to CAQM Letter No. A-11001 8/0t/2021-CAQM-23, dated 3rd June 2022, attached).

b. Considering the harsh winter season, employers must provide heaters or warming accessories in transit/temporary accommodations at worksites for affected BoC workers.

c. To ensure worker safety and reduce pollution, provide electric heaters and warming accessories to staff involved in security, sanitation, horticulture, and other services. Avoid open burning of biomass/MSW.

#### **Sensitization of BoC Workers Regarding Subsistence Allowance**

The Haryana Building & Other Construction Workers Welfare Board (HBOCWBB), is providing **subsistence allowance** to affected workers during the

GRAP IV implementation period in NCR districts through scheme. Employers are urged to inform and encourage eligible workers to apply for the scheme. The scheme applications are being accepted online at [www.hrylabour.gov.in](http://www.hrylabour.gov.in).

  
for, Labour Commissioner  
Labour Department, Haryana

**Encl.:**

1. List of NCR Districts in Haryana
2. Copy of CAQM Letter No. A-11001 8/0t/2021-CAQM-23, dated 3rd June 2022

Endst. No. 11821 - 11823

Dated: 4.12.2024

A copy of the same is forwarded to the following for information.

- i. PA/PSL for information of Principal Secretary to Govt. Haryana, Labour Department.
- ii. PA/LC for information of Labour Commissioner, Haryana.
- iii. Additional Labour Commissioner NCR


  
for, Labour Commissioner  
Labour Department, Haryana

Endst. No. 11824 - 11843

Dated: 4.12.2024

A copy of the same is forwarded to the following for compliance.

- i. All Joint Directors (IS&H) in the State of Haryana.
- ii. All Deputy Directors (IS&H) in the NCR districts.
- iii. All Assistant Directors (IS&H) in the NCR districts.

  
for, Labour Commissioner  
Labour Department, Haryana