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## OFFSHORE EMPLOYMENT: ITS EFFECTS AND THEIR MANAGEMENT

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*Community Resource Services Ltd.*

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# **OFFSHORE EMPLOYMENT: ITS EFFECTS AND THEIR MANAGEMENT**

**Mark Shrimpton**

**Community Resource Services Ltd.  
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# PRESENTATION STRUCTURE

- ★ Overview of MMS study
- ★ Major findings:
  - ★ Effects
  - ★ Responses
- ★ Conclusions:
  - ★ Research gaps
  - ★ Research issues



***‘The Effects of Offshore  
Employment in the  
Petroleum Industry: A  
Cross-national Perspective’***

**OCS STUDY MMS 2001- 41**

# RATIONALE, SCOPE AND METHODOLOGY

- ✦ Response to deep-water operations
- ✦ Focus on the effects on workers, families and communities
- ✦ Secondary research:
  - ✦ Literature review (oil and mining)
  - ✦ International workshop
  - ✦ Key informant interviews

# EFFECTS OF OFFSHORE EMPLOYMENT

- ✦ Health and safety
- ✦ Employment of:
  - ✦ Women
  - ✦ Minorities
  - ✦ Older Workers
- ✦ Family life
- ✦ Worker attraction and retention

# EFFECTS OF OFFSHORE EMPLOYMENT

- ✦ Residential patterns
- ✦ Expenditures
- ✦ Secondary employment
- ✦ Community life
- ✦ Community social and recreational services

# RESPONSES

- ✦ **Work schedules**
- ✦ **Accommodations**
- ✦ **Transportation**
- ✦ **Communications**
- ✦ **Hiring and orientation**
- ✦ **Counseling**
- ✦ **Family policies and services**



# RESPONSES

- ☀ **Need for greater consideration of non-workplace issues:**
  - ☀ **Family and personal life effects**
  - ☀ **Commute dangers**

# RESEARCH GAPS

- ★ **US and developing countries**
- ★ **Study of:**
  - **Small operations**
  - **Post-CRINE/NORSOK**
  - **Non-nuclear families**
  - **Minorities**
- ★ **Longitudinal studies**
- ★ **Best practices**

# RESEARCH ISSUES

## ☀ Exceptionalism:

- Normal work
- Normal families

## ☀ Problematization:

- Family effects (separation and divorce)
- Sleep disturbance

# RESEARCH ISSUES

- ✦ The ideal schedule: a false grail?
- ✦ Need to focus on preferences
- ✦ Ambivalence – pros and cons that change with:
  - ✦ Family lifecycle (*ab initio* families)
  - ✦ Family, work and social circumstances
  - ✦ Generations ('old school' vs 'new outlookers')
- ✦ Ongoing adjustment and coping

# RESEARCH ISSUES

## ☀ Exogenous change:

- ☀ Problematic
- ☀ Difficult to anticipate effects
- ☀ Need for informed response
- ☀ Consultation highly beneficial

## ☀ Uncertainty:

- ☀ Highly problematic
- ☀ Threat or reality



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