



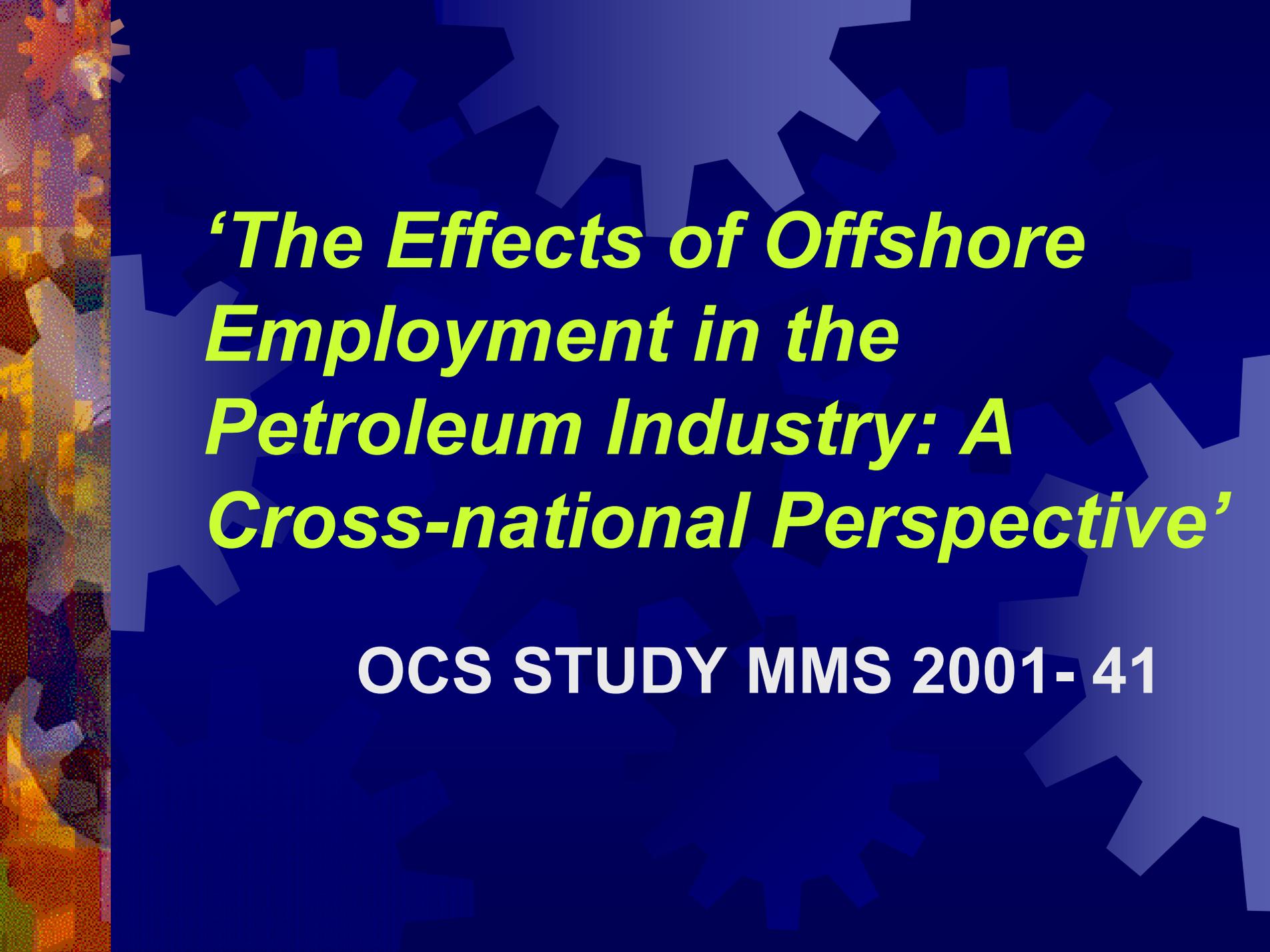
OFFSHORE EMPLOYMENT: ITS EFFECTS AND THEIR MANAGEMENT

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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

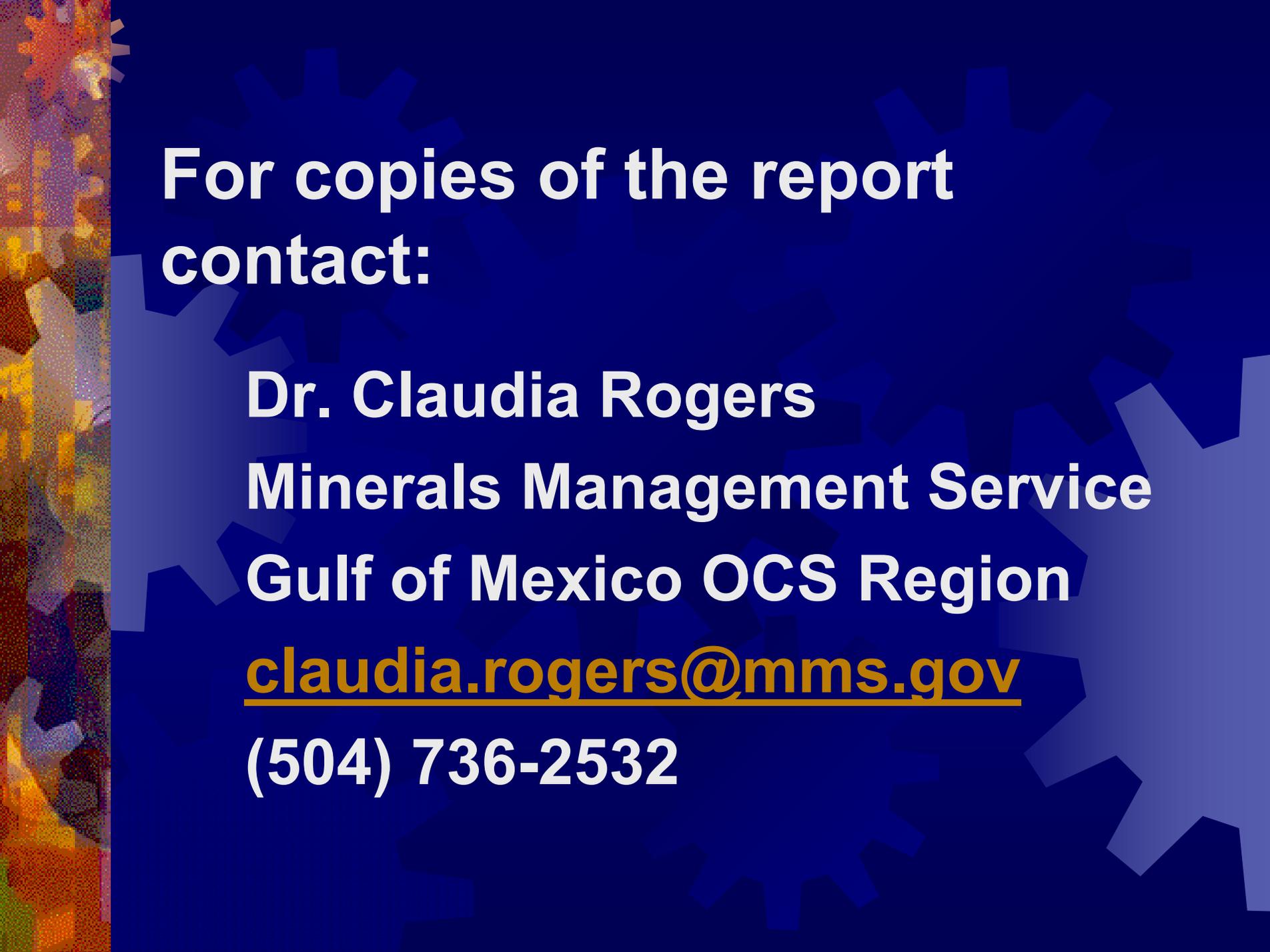
RESEARCH ISSUES

☀ Exogenous change:

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

☀ Uncertainty:

- ☀ Highly problematic
- ☀ Threat or reality



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