

Mobile Construction Workforces in the Transforming Political Economy of BC's Resource- Based Regions

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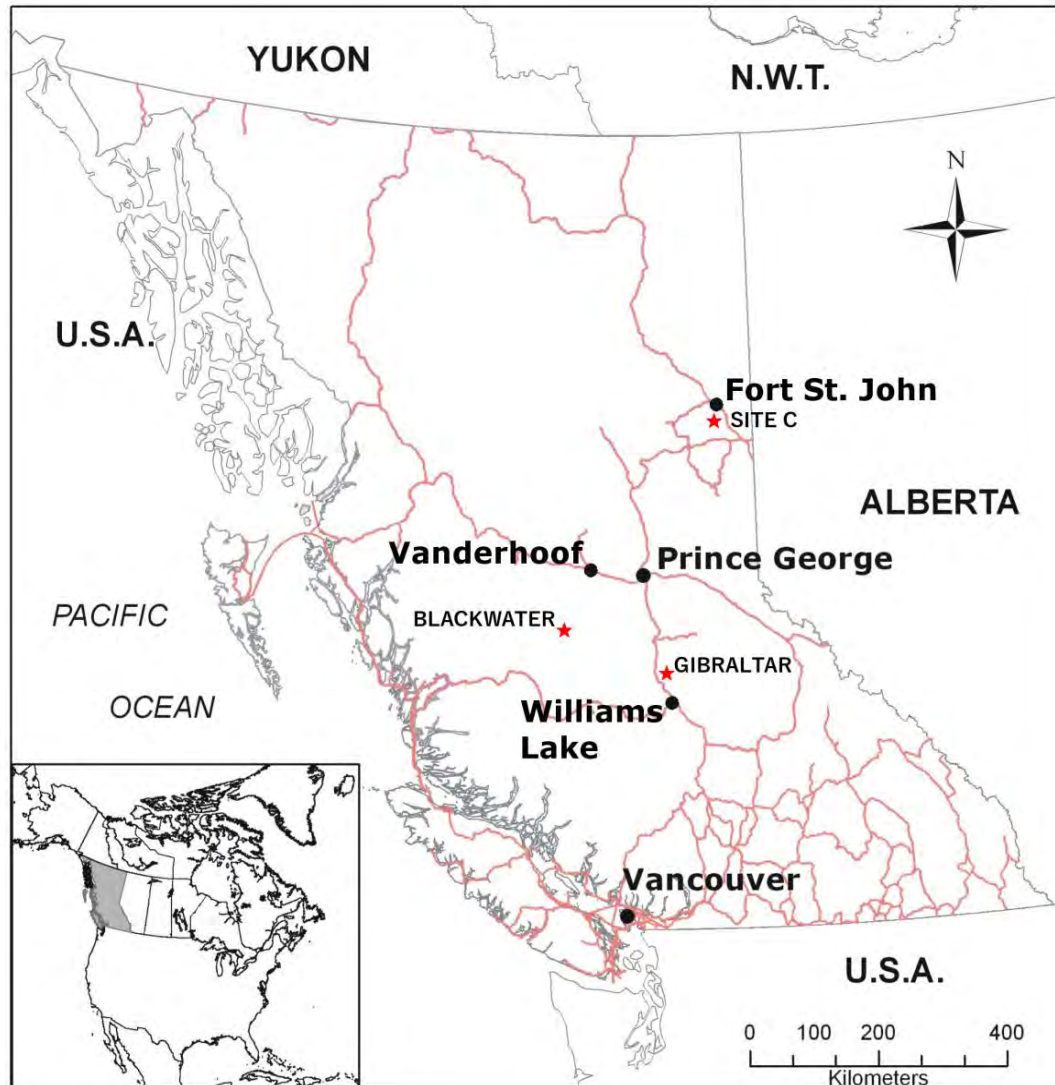
Outline

- Political economy in resource regions
 - Transforming mobile workforce practices
- Study
 - BC Hydro's Site C project
- Results
 - Stakeholder behaviours affecting labour practice
 - Dis-orienting mobile work environments
 - Externalities of mobile work transferred to workers / home communities

Political Economy in Resource Regions

- Post-war period, labour ‘rooted in place’
- Since 1980s, shift away from building resource towns
- Industry operations
 - Adoption of labour shedding technology
 - Search for larger labour supply
- New labour arrangements
 - Mobile workforces to address construction / fluctuating market conditions
 - Greater use of contractors / sub-contractors
- Evolving mobile workforce practices

Research Study



Results



Impact of Mobility on Labour Practices



Dis-orienting Mobile Work Environments

- Underdeveloped structures to support new labour practices
- Delayed communication of travel support policies / reimbursement processes
 - Ex. extra baggage fees (i.e. tools)
- Not permitted additional travel expenses
 - Due to flight delays / repairs to chartered flights
 - Impacts additional travel logistics from staging areas
- HR departments changing mechanisms for paystubs / travel stipends
 - Confusing / difficult to track with smart phones

Externalities of Mobile Work I

Commuting

- Commuting on days off
- Multiple transportation methods
- Unfavourable flight connections

Travel supports

- Varied coverage of travel / accommodations
- Delays obtaining repayment of mileage
 - Mileage doesn't address all costs incurred
- Increased flight costs during summer

Externalities of Mobile Work II

Work environments

- Transition to night / day shifts
- Compounded fatigue from travel / long rotations
- Work / life balance

Discussion

- Policy and program approaches designed to reflect labour practices that are rooted in place
- Needs to be updated to reflect mobile labour landscapes
 - Training about mobile lifestyles
 - Regulation for commuting activities
 - Industry structures to support mobile labour practices

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