

**Arnold, Kara. (2018). "Recommendations for Employers." From Research to Policy Synthesis and Policy Briefs Session, St. Johns, NL. November 20, 2018.**

# On the Move: Employment-Related Geographical Mobility in Canada and Beyond

International Symposium

November 18-21, 2018

From Research to Policy Synthesis and Policy Briefs

Recommendations for Employers

# Recommendations for Employers

- Designate responsibility for mobile workers within one (or more) role(s) in the organization.
  - To address the unique challenges mobile workers face, clear accountability for this segment of the workforce should be established.
- Analyse current HR/LR policies and practices through the lens of mobile work (similar to gender-based analysis).
  - Consider the different types of mobile work in the organization, as concerns may differ between different types of mobile employees (e.g., those who live in work camps and fly-in-fly-out versus those who travel from client to client in their own cars versus those who work in a mobile workplace such as a ship).

# Recommendations for Employers

- Where possible consider proactive policies and practices to manage mobile workers.
  - Reactive policies and practices deal with negative employee and organizational outcomes; proactive policies have the possibility to prevent the negative outcomes from occurring in the first place.

# Recommendations for Employers

- Collect information/data from mobile workers about the challenges they face and potential solutions to those challenges.
- Consider addressing issues related to:
  - Travel time
  - Weather challenges
  - Scheduling
  - Well-being



**on the move**  
partnership

The On the Move Partnership is a project of the SafetyNet Centre for Occupational Health & Safety Research at Memorial University. It is supported by the Social Sciences and Humanities Research Council through its Partnership Grants funding opportunity (Appl ID 895-2011-1019), RDC, CFI, and multiple universities and community partners.



Social Sciences and Humanities  
Research Council of Canada

Conseil de recherches en  
sciences humaines du Canada

Canada



[www.onthepartnership.ca](http://www.onthepartnership.ca)