

## **New Employment Models Mixing Flexibility with Security Needed to Tackle Labour Force Ills in IT Sector and Beyond – CPRN Study**

**Ottawa** – Governments and employers need to support job models that provide security and flexibility throughout a person's working life in order to cope with social and economic challenges such as those facing Canada's IT sector and the broader economy, says a new study released today by Canadian Policy Research Networks (CPRN).

The study, ***Flexibility/Security Policies and the Labour Market Trajectories of IT Workers***, used interview and survey data on the careers of IT employees and managers in Canada and the United Kingdom to determine how policies might be formulated to better provide employment security. It was authored by Professor Martin Cooke of the University of Waterloo and Kerry Platman of the University of Warwick's Centre for Employment Research.

"Demographic and competitive trends show that employment must be viewed as a more flexible lifelong path," Cooke says. "We need to see paid work and training balanced with care giving, education, disability and partial and full retirement, and between employment and unemployment."

In Canada, the need for greater IT worker job security and training has become evident with the economic downturn and increasing job cuts as evidenced in the recent bankruptcy of Nortel Networks.

The study's sector-specific conclusions can be applied throughout the Canadian economy, says Dr. Sharon Manson Singer, CPRN President.

"The current global economic turmoil means many more workers are now navigating multiple job transitions over a longer working life," said Manson Singer. "Maintaining and growing Canada's living standard and national competitiveness will depend to some degree on how well governments support individuals as well as entrepreneurs and companies to make these transitions successfully."

The study notes that the European Union agreed, in December 2007, to a common set of labour market principles: flexible and reliable contractual relations; comprehensive lifelong learning strategies; effective labour market policies; and, modern, adequate and sustainable social protection systems.

The study calls for greater ongoing commitments by employers to on-the-job training and by governments to skills development training programs and information for the unemployed. Labour market policies and practices are needed in the IT sector and generally throughout the economy to support worker transition and contribute to greater long-term security for workers and their employers.

One answer, the study suggests, is through greater use of sector-specific bodies that bring together stakeholders to develop practices and suggest government policies that benefit business, workers and communities alike. Much greater responsibility should be exercised by professional organizations and government agencies to deliver local labour market information to support individuals in their transitions.

To read or download a copy of ***Flexibility/Security Policies and the Labour Market Trajectories of IT Workers***, please go to [www.cprn.org](http://www.cprn.org).

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