

## How will the privacy of my facility, the residents and staff be protected?

Information will be collected by videotaping, some still photography and by handwritten and typed field notes. None of the findings will reveal names of residents or staff or the specific facility at which they reside or work. The raw data will be shared ONLY with the co-investigators of this research. All information supplied during the research will be held in confidence and unless specifically indicated in the consent form, no identifying information will appear in any report or publication of the research. Your data will be safely stored on a secure, password protected database accessible only to the research staff.

This research has been reviewed and approved by the Human Participants Review Sub-Committee, York University's Ethics Review Board and conforms to the standards of the Canadian Tri-Council Research Ethics guidelines. If you have any questions about this process, or about your rights as a participant in the study, please contact the Sr. Manager & Policy Advisor for the Office of Research Ethics, 5th Floor, York Research Tower, York University (telephone 416-736-5914 or e-mail [ore@yorku.ca](mailto:ore@yorku.ca)).

## Related Projects

This study is connected with Dr. Daly's CIHR Research Chair in gender, work and health. She is also a theme leader for a larger study "Re-imagining Long-term Residential Care: An International Study of Promising Practices" funded by the Social Sciences and Humanities Research Council. In that study, the researchers are looking for international promising practices in long-term care by talking to people who work and live in long-term care facilities and observing what happens directly in long-term care facilities in Canada and in 6 other countries.

## Contact Us

If you would like to participate in this study, or have a family member / friend who is a resident who may be interested, please contact Charlotte Rowell, Research Coordinator directly at (416) 736-2100, ext. 33754 or by email, [crowell@yorku.ca](mailto:crowell@yorku.ca). If you have any questions about the research in general or about your role in the study, please feel free to contact Dr. Tamara Daly at 416-736-2100, ext. 30522 or by email ([dalyt@yorku.ca](mailto:dalyt@yorku.ca)).

*This research is supported by the Canadian Institutes of Health Research.*

## Invisible Women

Gender & the Shifting  
Division of Labour in Long-  
Term Residential Care  
Facilities

**Investigator:**  
**Dr. Tamara Daly, Ph. D.**

CIHR Research Chair in Gender, Work & Health  
Associate Professor, York University

## Background

The researchers at York University and l'Université du Québec à Montréal have been awarded funding by the [Canadian Institutes of Health Research](#), Institute of Gender and Health, to explore the shifting division of labour in long-term residential care facilities across Ontario and Alberta.

## Why is this study important?

This research is aimed to better understand if and how residents' care and workers' occupational health and safety are affected by the use of informal carers (e.g. paid companions, and unpaid student, volunteer and family care) in residential care facilities. Little research has been conducted on these interactions, and addressing this gap is of vital importance for our understanding of facility care, of the safety of the space and of the people who live and work there. We expect our research to gain insight the role of informal carers and to contribute to the improvement of residential long-term care for both the residents and the workers.

## What will this study involve?

We are currently distributing an online survey to the directors / managers of care and executive directors / CEOs of all Ontario and Alberta long-term care facilities (nursing homes and retirement homes). We are asking questions about the role of informal care.

In addition to the survey, the research team will engage in key informant interviews and observational methods in 8 nursing homes/retirement homes in Ontario and in 2 nursing homes/retirement homes in Alberta. The key informant interviews will be with nurse managers, health aides, directors of care, family council representatives, residents, families, and volunteers and their coordinators at each site. An observational component of the research will involve timed observations in spaces such as the dining hall, the entry way, the resident lounge, the staff lounge, nurses stations, hallways etc.

The purpose is not to study or evaluate the individual staff but rather to better understand what is involved in long-term care work and how management, staff, family, volunteers, students and private duty carers interact.

## How could your facility be a part of this study?

If your facility is interested in participating, you will be asked to allow the researcher(s) to observe normal daily activities in your facility. The researcher(s) will be focusing on the types of tasks completed, the interactions between the resident and his/her care workers, and the interactions between the different care workers (e.g. employees, personal assistants, volunteers, students and family). Anyone may ask the researcher(s) to stop or pause observation at any time. By allowing us to observe within your facility, you will be helping the researchers to better understand what works well and what requires improvement.

## How will the data be used?

The results of this research will not be commercialized in any way. Our team ensures that policy makers, unions, owners, operators, advocacy groups and others learn about our research results. The researchers will present their findings at scholarly meetings as well as publicize the results to the general public and to people who make decisions about long-term care policies and funding including managers and policy makers.