

## **APPENDIX G**

### **Annotated Bibliography of Select Materials**

#### **I. Academic Literature and Policy Research**

**Armstrong, Pat & Olga Kits. *One Hundred Years of Caregiving*. Law Commission of Canada, 2001.**

This paper contains a history of caregiving in Canada that compares the health policy and social contexts at the beginning and end of the 20<sup>th</sup> century, with an emphasis on the social and economic role women play in delivering unpaid care. It describes what has changed and what has not, over the last one hundred years. The writers provide a picture of what unpaid caregiving looks like today – in particular, its gendered nature – and an analysis of the factors that shape women’s participation in caregiving. The paper concludes with a series of ten questions to guide thinking about policy and legislation in the area of caregiving.

**Armstrong, Pat. *Thinking it Through: Women, Work and Caring in the New Millennium*. Halifax: Healthy Balance Research Program, 2001.**

Conceived as a companion piece to *One Hundred Years of Caregiving*, this paper provides a framework for understanding and assessing women’s caring activity. This paper discusses how, at a global, national and community level, forces, structures and relationships construct women as caregivers and undervalue that caregiving labour. This analysis engages with the subject of caregiving at a very theoretical level, concluding with seven general guidelines to be applied in practical exercises in thinking about care, such as policy analysis.

**Canadian Policy Research Networks, Healthy Balance Research Program, and Hidden Costs, Invisible Contributions Research Project. *A Healthy Balance: Caregiving Policy in Canada – Background*. Canadian Policy Research Networks: Ottawa, 2005.**

This backgrounder was created to inform a 2005 roundtable of Canadian policy-makers organized to share the results of *Supporting Caregivers of Dependent Adults in the 21<sup>st</sup> Century: A CRPN Background Paper*, written by Beth Rajnovich, Janice Keefe and Janet Fast. The backgrounder summarizes recent research on caregiver needs and existing programs, identifying questions for policy-makers to consider in each section. The questions emphasize the values and principles underlying existing and potential policy approaches.

**Charlesworth, Sara et al. *Balancing Work and Family Responsibilities: Policy Implementation Options* Melbourne: RMIT University Centre for Applied Social Research, 2002.**

This paper explores how the Australian Government of the state of Victoria might take a greater role in supporting men and women to balance work and family responsibilities, placing particular emphasis on the care of young children. The study outlines the social demographic context behind work-family balance issues, identifies where Australia is lagging

behind other nations and offers directions for legislative reform, strategic leadership and cooperation with community and industry.

**Duxbury, Linda, Christopher Higgins & Bonnie Shroeder. *Balancing Paid Work and Care Responsibilities: A Closer Look at Family Caregivers in Canada*. 2009.**

This publication builds on data gathered through qualitative and quantitative studies conducted earlier by the authors into the experience of family caregivers maintaining full-time paid employment on top of ongoing caregiving. The report uses the data to identify key themes and challenges facing caregivers in Canada, as well as to point out supports government, community, employers and family could provide in order to enhance the ability of caregivers to sustain their dual roles and reduce caregiver strain. The report compares the circumstances of four comparator groups who participated in the quantitative study. These four groups are identified as possessing the following characteristics: no caregiving; parents without eldercare responsibilities; elder caregivers without childcare responsibilities; and sandwich caregivers caring for both children and older adults.

**Fast, Janet, Jacquie Eales & Norah Keating. *Economic Impact of Health, Income Security and Labour Policies on Informal Caregivers of Frail Seniors*. Ottawa: Status of Women Canada, 2001.**

This paper examines the economic impact of current health, income security and labour programs on different types of unpaid family caregivers residing in different parts of the country. The analysis uses three regions of Canada – the Capital Regional District of British Columbia (large urban), the Niagara region of Ontario (small urban), and Cape Breton, Nova Scotia (rural) – each representative of different types of communities, and six caregiver profiles that capture different types of caregiving relationships. The analysis of access to programs considers the services available in each of the three regions as well as federal programs accessible across the country. The paper concludes with policy recommendations.

**Hegewisch, Ariane & Janet C. Gornick, *Statutory Routes to Workplace Flexibility in Cross-National Perspective*. Washington D.C.: Institute for Women's Policy Research, 2008.**

This international review surveys legislative responses to workplace flexibility emerging out of the United States, Australia, New Zealand, Canada and Europe. The discussion of statutory frameworks includes the right to leave, alternative work arrangements, reduced hours and part-time work, and non-discrimination legislation. The paper contains some discussion of the relative effectiveness of the various approaches to work flexibility.

**Hegewisch, Ariane et al. *Working Time for Working Families: Europe and the United States*. Washington D.C: Friedrich Ebert Stiftung, 2005.**

This 250 page publication assembles the papers presented at the June 2004 conference held in Washington D.C. to discuss approaches to supporting families to balance work and caregiving responsibilities. The topics covered include a paper comparing the German part-time rights approach to the U.K. right to request regime, a discussion of the role of the courts in the United States in framing work-flexibility options and family responsibilities as a

discrimination issue, a paper on the French 35 hour law, and a number of papers discussing the Dutch and German reduced hours of work legislation.

**Hegewisch, Ariane. “Employers and European Flexible Working Rights: When the Floodgates Were Opened”, Issue Brief. San Francisco: WorkLife Law, 2005.**

This paper provides a broad overview of three European employment laws that allow workers to request changes to their hours of work and other terms of employment: the United Kingdom 2002 Right to Request Flexible Working, the Dutch Working Time Adjustment Act 2000, and the German Part-time and Fixed Term Employment Act 2000. The writer assesses the impact of the three laws on the rate of requests and employer approvals and argues that while the laws may have slightly encouraged the rate of requests for work flexibility, they do not appear to have had placed a heavy burden on employers to make workplace adaptations to support employees.

**Hollander, Marcus J., Guiping Liu & Neena L. Chappell. “Who Cares and How Much? The imputed economic contribution to the Canadian healthcare system of middle-aged and older unpaid caregivers providing care to the elderly” (2009) 12(2) Healthcare Quarterly 42-49.**

This paper summarizes the results of a study, conducted by the writers, that assesses the costs of replacing the labour of unpaid caregivers of older adults in Canada. The study uses imputed costs, defined as the costs that would be incurred were paid care substituted for unpaid family caregiving, and assesses costs based on the market rates charged for various types of services, including homemakers, taxi services, outdoor home maintenance, and nursing care. The paper relies on data from the 2002 General Social Survey of Statistics Canada and also includes a literature scan on the methodology of imputed economic contributions of unpaid caregivers. The paper concludes that a conservative estimate of the imputed economic contribution of unpaid caregivers for the elderly in Canada for 2009 would be \$25-26 billion.

**Jenson, Jane & Stephane Jacobzone. “Care Allowances for the Frail Elderly and their Impact on Women Care-Givers”, *OECD Labour Market and Social Policy Occasional Papers*, No. 41, OECD Publishing, 2000.**

This paper compares government direct and indirect payments to caregivers offered in Australia, Austria, Canada, Finland, France, Germany and Japan by way of short and long term financial compensation. It analyses the impact of these programs on women caregivers in terms of reinforcing or undermining existing gender inequities, by considering the amount of the benefit, its impact on women’s decisions to substitute informal volunteer caregiving for paid employment, and the relationship of the benefit to the formal labour market for care work.

**Keefe, Janice, Jacques Légaré & Yves Carriere. *Developing New Strategies to Support Future Caregivers of the Aged in Canada: Projections of Need and their Policy Implications*. Hamilton, Ontario: SEDAP (Social and Economic Dimensions of an Aging Population), 2005.**

This paper uses statistical data to predict the need for informal caregiving of older adults between 2001 and 2031 and assesses the policy implications of this proposed population growth and increase in demand for unpaid caregiving. The focus of this paper is on costing two very conservative potential policy changes: increasing access to respite care by four hours per week and providing caregivers with a direct financial stipend of \$50 per week.

**Keefe, Janice. *Policy Profile for Compensating Family Caregivers*. Alberta: Hidden Costs/Invisible Contributions, 2004.**

This collection provides select country profiles of policy and legislation in relation to the caregivers of older adults and people with disabilities. The profiles describe national direct and indirect compensation programs as well as employment legislation and briefly identify current issues, organizations, strategies and reports existing in each country. The countries covered are Canada, the United States, Australia, the United Kingdom, France, Germany, Netherlands, Norway, Sweden and Israel.

**Kershaw, Paul. “Beyond the Spousal Tax Credit: Rethinking Taxation of Dependency and Caregiving (Again!) in the Light of the Law Commission of Canada Report” (2002) 50(6) Canadian Tax Journal. 1949-1978.**

Building on the Law Commission of Canada’s criticisms of federal tax credits that recognize relationships of dependency contained in its report, *Beyond Conjuality: Recognizing and Supporting Close Personal Adult Relationships*, this paper argues for the repeal of the three federal tax credits that address relationships of dependency and care. In place of the spousal credit, the equivalent to spouse credit and the existing caregiver tax credit, the writer proposes a broad refundable caregiver tax credit not limited to relationships of financial dependency. This paper outlines some aspects of this proposed credit including amount and eligibility criteria, identifies tax filers who would most benefit from this credit, and describes a number of the problem with the existing federal income tax response to dependency relationships.

**Lero, Donna & Gillian Joseph. *A Systematic Review of the Literature on Combining Work and Eldercare in Canada*. Guelph: The Homewood Foundation, University of Guelph, and the Centre for Families, Work & Well-Being, 2007.**

This paper assembles and collectively summarizes the findings of recent academic work on the challenges facing unpaid family caregivers who maintain employment. The paper is divided into four sections: gender, work and eldercare; employed caregivers and workplaces; employee assistance programs; and bereavement. Each section summarizes relevant statistical data and identifies key themes as well as gaps in existing literature.

**Morris, Marika. *Gender-Sensitive Home and Community Care and Caregiving Research: A Synthesis Paper, Final Report*. Women's Health Bureau, 2001.**

Based on a review of 45 gender-sensitive studies of home, community care and caregiving, this paper reviews and analyzes research on gender and caregiving in Canada with a focus on the needs of unpaid female caregivers and female recipients of care. The paper summarizes recurring recommendations in the area of enhancing accessibility of services, improving the quality of services, and promoting fairness. In terms of enriching policy development in the area of caregiving, the paper identifies a number of questions to be applied to policy and legislation. The paper also identifies related gaps in gender-sensitive research.

**Osborne, Katie & Naomi Margo. *Compassionate Care Benefit: Analysis and Evaluation*. Toronto: Health Council of Canada, 2005.**

This report provides an overview of the federal compassionate care benefits program available under the *Employment Insurance Act* as well as provincial and federal employment leave provisions that complement EI entitlement. The report provides statistics on uptake of EI compassionate care benefits across the country from 2003-2005, identifying problems with the eligibility criteria set out in the Act at the time of writing and suggestions reform options.

**Philipps, Lisa. "Disability, Poverty, and the Income Tax: The Case for Refundable Credits" (2001) 16 *Journal of Law and Social Policy*. 77-114.**

This paper investigates the utility of the federal tax credit as an instrument for delivering financial assistance to low-income people with disabilities. It argues for the creation of a refundable disability tax credit and explores a number of possible avenues for creating a refundable credit to benefit tax filers with disabilities. It assesses the following three options: amending existing refundable credits to render them more responsive to the circumstances of people with disabilities; making existing credits refundable; and creating a new refundable credit to replace existing provisions that target people with disabilities.

**Philipps, Lisa. "There's Only One Worker: Toward the Legal Integration of Paid Employment and Unpaid Caregiving" in Law Commission of Canada, ed., *New Perspectives on the Public-Private Debate*. Vancouver: UBC Press, 2003. 3-39.**

This paper puts forward the notion that unpaid caregiving is a matter for economic, not strictly social, policy, and explores what it would mean to reform the law to reflect this idea. The writer identifies two principles on which to found a law reform strategy aimed at taking greater account of unpaid caregiving labour – the free ride principle and the integration principle – and discusses how various areas of law might be reformed to incorporate these principles.

**Rajnovich, Beth, Janice Keefe & Janet Fast. *Supporting Caregivers of Dependent Adults in the 21<sup>st</sup> Century: A CRPN Background Paper*. Ottawa: Health Balance Research Program, 2005.**

This report provides a profile of family caregiving in Canada and identifies the policies in existence to support caregivers, including home care, financial compensation programs (income tax and compassionate care), summaries alternative direct and indirect compensation strategies followed in other countries, and suggests policy recommendations that could be explored in Canada in order to better support caregivers. The report builds on a literature review, with a particular focus on the material produced by two research programs: the Healthy Balance Research Program and Hidden Costs: Invisible Contributions: the Marginalization of 'Dependent' Adults.

**Smith, Belinda & Joellen Riley. "Family-friendly Work Practices and the Law" (2004) 26 *Sydney Law Review*. 1-31.**

This paper explores the existing law in Australia with respect to employees juggling work and family responsibilities by reviewing recent Australian jurisprudence involving women seeking part-time and other workplace accommodation following maternity leave. The paper discusses two separate types of cases, namely, decisions interpreting federal and state anti-discrimination legislation, and decisions applying the terms of private employment contract provisions. It assesses the merits of these two potential avenues for supporting women to balance work and family responsibilities.

**Belinda Smith, "Models of Anti-Discrimination Laws – Does Canada offer any lessons for the reform of Australia's laws?" Paper presented at the Law and Society Association Australia and New Zealand Conference, 2008, 'W(h)ither Human Rights', December 10-12, 2008, University of Sydney.**

The paper compares Australian and Canadian human rights legislation and jurisprudence. The writer argues that the Australian approach is more "closed" in terms of defining discrimination and suggests that the more "open" Canadian approach may be better suited to meeting the goals of equality.

**Richard Shillington. *Policy Options to Support Dependent Care*. Nova Scotia: Healthy Balance Research Program, 2004.**

This paper reviews measures subsidized through the federal tax and transfer system that support family caregivers. Informed by an analysis of the gendered impact of existing support programs, the writer categorizes existing measures as forms of social support (income assistance or welfare), social insurance (employment insurance and Canada Pension Plan), or tax expenditures, assesses the impact of these programs, and makes recommendations for reform in each area. The author's critical approach considers the values underlying the various programs and contains a rich discussion of the impact of CPP and tax policy on unpaid caregivers.

**Spalding, Karen, Jillian R. Watkins & A. Paul Williams. *Self Managed Care Programs in Canada: A Report to Health Canada*, Report to the Home and Continuing Care Unit of the Health Care Policy Directorate. Ottawa: Health Canada, 2006.**

This report describes self-managed care programs and provides a comparative analysis of access across the country, including information on which regions permit payment of funds to family members. The paper concludes with recommendations regarding access to information about self-managed care programs for caregivers and consumers.

**Swiebel, Joke. *Unpaid Work and Policy-Making: Towards a Broader Perspective of Work and Employment*. Discussion Paper No.4. United Nations Department of Economic and Social Affairs, 1999.**

This paper discusses the role that unpaid work should play in policy development. The author defines the concept of unpaid work and its place in the larger economy, outlines controversies in relation to valuing and counting unpaid work, reviews how the issue was addressed at two UN conferences, and explores a number of possible policy approaches to the problem of valuing unpaid work.

**Todd, Sherri. *Improving Work-Life Balance – What Are Other Countries Doing? Canada: Human Resources and Skills Development Canada, 2004.***

This paper reviews government work-life balance initiatives developed in a number of countries, including, the United Kingdom, Ireland, Belgium, Australia, New Zealand, Netherlands, Denmark, Sweden and the United States. The paper discusses legislation as well as campaigns to promote work-life balance, such as awards programs, public education initiatives, and information tools designed for employers. The paper includes statistical data from various jurisdictions on the prevalence of work-family conflict and the success of different government strategies.

**Townson, Monica. *Reducing Poverty among Older Women: The Potential of Retirement Income Policies*. Ottawa: Status of Women Canada, 2003.**

This report examines the impact of the current Canadian pensions regime on the financial circumstances of older women. It provides an overview of the both the pensions system and measures of poverty, and considers various trends with implications for the poverty of older women. These trends include women's participation in unpaid caregiving, the increasing prevalence of non-standard and precarious employment patterns, and (decreasing) access to work plan pension plans. The report concludes with suggestions for changes in pensions policy that would either provide support to women in their old age or enhance their ability to accumulate pension benefits available during their retirement years. It also provides some general principles that the writer submits ought to guide a gendered analysis of pensions policy.

**Townson, Monica. *A Stronger Foundation: Pension Reform and Old Age Security*, Policy Brief. Toronto: Canadian Centre for Policy Alternatives, 2009.**

This paper reviews two aspects of the federal pensions regime – the Canada Pension Plan and the Old Age Security system – and goes through various steps the government could take to render them more responsive to the pension security of people reliant on these aspects of the public pensions regime during their retirement years.

**Young, Claire F. L. *Women, Tax and Social Programs: The Gendered Impact of Funding Social Programs Through the Tax System*. Ottawa: Status of Women Canada, 2000.**

This paper uses a tax expenditure analysis to examine the impact on women, as compared with men, of delivering social programs through the tax system. The writer focuses on the following tax incentives related to children, dependency, disability and caregiving, and retirement savings, identifying these programs as being of great significance to women: the child care expense deduction; the Canada Child Tax Benefit; tax subsidization of retirement savings; the Disability Tax Credit; the Spousal Tax Credit; and the Caregiver Tax Credit. The paper highlights problems with each area, considering the question of whether the tax system is the appropriate tool for delivering each of these subsidies, and makes recommendations for reform. This paper also contains an appendix of key questions that provide guidance for evaluating the gendered impact of tax measures.

## **Reports and Consultations**

**Abord-Hugon, Chantal & Celine Romanin, *Amelioration des conditions de vie des personnes aidantes francophones dans les communautés francophones et acadiennes du Canada*, Rapport Finale. Alliance des femmes de la francophonie canadienne, 2008.**

This national consultation involved unpaid Francophone family caregivers. This paper synthesizes the feedback of consultation participants with respect to their particular needs and challenges as French-speaking caregivers, often residing in English dominant communities, and outlines their suggestions of changes to law and policy that would ameliorate their circumstances. A lengthy list of resources available in each province is appended to this report.

**Canadian Home Care Association. *Consultation on Family Caregiving...From the 2008 Home Care Summit: The Power of People*. 2008.**

This paper reports on the results of a summit involving over 400 stakeholders across Canada, including home care administrators, policy-makers, researchers and service providers. It identifies gaps in services to family caregivers, barriers to engaging with caregivers, supports that home care could provide to assist caregivers, and makes a series of recommendations for where the federal, provincial and territorial governments should become involved in providing greater support to family caregivers.

***Creating Strategies to Support Canada's Family Caregiver: 2007 and Beyond. A discussion paper for a consultation meeting hosted by the J.W. McConnell Family Foundation. Ottawa: J.W. McConnell Family Foundation, 2007.***

Based on a brief literature survey of consultation and policy papers created between 2003 and 2007, this background paper outlines a series of possible general recommendations grouped under the following areas: economic security; supports for family caregivers; dissemination and utilization of research findings; awareness and recognition of family caregivers; information and navigation; and support of volunteer organizations. The purpose of the paper was to inform participants of a two-day consultation on family caregiving to be hosted by the J.W. McConnell foundation in Ottawa in 2007.

***Decima Research. Informal/ Family Caregivers in Canada Caring for Someone with a Mental Illness. Ottawa: Health Canada, 2004.***

Based on telephone interviews with 353 family and informal caregivers, this report presents the results of research funded by Health Canada to gather statistics on unpaid care provided in Canada by family, friends and neighbours to individuals diagnosed with mental illnesses. It identifies the extent of caregiving, consequences for caregivers and their families, and gaps in existing services.

***Decima Research. National Profile of Family Caregivers in Canada. Ottawa: Health Canada, 2002.***

Based on telephone interviews with 471 family caregivers, this report provides a portrait of family caregiving in Canada. It provides statistical data (gender, age, language and ethnicity, employment and income) on who is providing and receiving care, the type of care being provided, and the impact of caregiving on the employment circumstances of caregivers.

***Duxbury, Linda, Christopher Higgins & Donna Coghill. Voices of Canadians: Seeking Work-Life Balance. Canada: Human Resources Development Canada, 2003.***

This report assembles comments by Canadians about their struggle to balance work and family responsibilities. In 2001, authors Duxbury and Higgins completed a national study on work-life conflict involving a sample of 31,571 public sector employees. The final page of the survey invited respondents to make additional comments. This paper is focussed on their comments. The paper strives to document people's perspectives in their own words and so many of the comments appear as direct quotations. Additionally, this paper contains some analysis of the comments, framed in terms of recurring themes and recommendations to be implemented at both the micro (organizational) and macro (policy) level.

***Federal Labour Standards Review Commission. Fairness at Work: Federal Labour Standards for the 21<sup>st</sup> Century, by Harry Arthurs. Ottawa: Human Resources and Skills Development Canada, 2006.***

This review of the Canada Labour Code assesses Part III of the statute, which deals with the regulation of hours of work, statutory leaves, the termination of contracts of employment and aspects of human rights law and considers whether the law adequately addresses the

needs of the contemporary workplace and employees working in federally regulated industries. The paper is informed by significant consultation and research studies and concludes with recommendations encompassing the following issues: control over time in order to enhance work-life balance; the needs of vulnerable (part-time, temporary, agency and autonomous) workers who may not benefit from protections under the existing Code; the relationship with the Human Rights Commission and human rights legislation; and the broader problem of crafting appropriate labour standards in the context of a new dynamic economy characterized by vulnerable workers and competitive global markets.

**House of Representatives Standing Committee on Family, Community, Housing and Youth, *Who Cares...? Report on the Inquiry into Better Support for Carers*. Canberra: Commonwealth of Australia, 2009.**

Based on research and submissions from over 1300 stakeholders, this report considers law and policy reform options that might enhance support for caregivers in Australia. The document provides an introduction to the demographics of caregiving in Australia, describes the support, service and education needs of caregivers, reviews the system of services and income support that is currently available to carers, including the tax and pensions regimes, and contains a lengthy set of broadly-worded recommendations that address the education, financial security and health of caregivers as well as national strategic planning around caregiver well-being.

**Human Resources and Skills Development Canada, *National Conference on Caregiving: Results of Public Engagement on Unpaid Caregiving*. 2005.**

This document summarizes the results of a federal government consultation with stakeholders in relation to unpaid caregiving. The consultation involved five roundtable discussions that included approximately 100 participants from across the country and an online survey completed by over 650 respondents. The report includes comments on caregiver needs in the areas of awareness, economic security, employment and workplace supports and respite, as well as a number of other areas.

**Human Rights and Equal Opportunity Commission. *It's About Time: Women, men, work and family*, Final Paper. 2007.**

Informed by a consultation with expert stakeholders and caregivers on the discussion paper entitled *Striking the Balance: Women, Men, Work and Family* (2005) as well as over 180 submissions, this lengthy report provides an overview of the law and policy context behind the challenge of work family balance in Australia. The emphasis of the report is on encouraging a sharing of family responsibilities between men and women within families and this final paper considers changes to law and policy that would support this move toward equality within families. The report considers legal protections for workers with family responsibilities, including employment law and human rights approaches, government support programs based in the welfare and income tax regimes, the direct provision of services through early childhood and adult care programs, support for caregivers, and the notion of age-friendly cities.

**Ontario Human Rights Commission. *The Cost of Caring: Report on the Consultation on Discrimination on the Basis of Family Status.* 2006.**

This report was the result of the Commission's research and consultation on the Ontario *Human Rights Code* and the family status ground. The Commission spoke with over 120 individual and organization stakeholders and issued a discussion paper as paper of its process. This final report, which includes comments from various stakeholders, discusses the relationship between family status and other enumerated grounds. It reviews and assesses the definition of family status contained in the Ontario Code and compares it with other Canadian jurisdictions, making recommendation for law reform as well as providing direction to employers, landlords and other key players regarding interpretation of the scope and application of human rights. The paper discusses discrimination in the context of employment, housing and services in separate sections and the bulk of the employment section deals with the relationship between caregiving responsibilities and work.

**Special Senate Committee on Aging, *Canada's Aging Population: Seizing the Opportunity.* Ottawa: 2009.**

This report recommends changes to the government, private and volunteer sector, including law and policy, in order to enhance the country's ability to address the needs of older adults in the context of our aging population. The committee's terms of reference included: promoting active living and well being; housing and transportation; financial security and retirement; abuse and neglect; health promotion and prevention; and health care needs. The process that resulted in the creation of this report included the publication of two interim reports, a series of hearings involving the testimony of expert witnesses, and a questionnaire circulated amongst seniors' organizations. One chapter of this report discusses the challenge of supporting adult caregivers and makes recommendations in this area.

**VON Canada. *Program and Policy Perspectives on the Interplay of Risk Factors and Negative Outcomes Among Family Caregivers: Key Informant Report.* Human Resources and Skills Development Canada, 2008.**

This study is based on interviews with 32 informants who work with family and informal caregivers, including nurses, social workers, researchers, policy advisors and volunteers. It reports on risks factors associated with negative outcomes for caregivers and outlines themes in terms of problems caregivers face – financial strain, social isolation, personal health consequences – identifying a vast array of options for mitigating risk, such as changes in tax policy, employment law and employer practices, community support, health and home care and public awareness.

**The Women's Health Council (*Comhairle Shláinte na mBa*). *Caregiving: A Position Paper.* Ireland: Minister for Health and Children, 2005.**

This short international review of literature on family caregiving discusses caregiving in Ireland with an emphasis on the gendered aspects of caregiving and the feminization of migration. It concludes with an "Equality Framework for Caregiving" that makes recommendations regarding the revalorization of care work, including financial supports for caregivers and improved access to services.