The following hypotheses are based on the PI’s program of research, as a CIHR Chair in Gender, Work & Health (ending in 2019), specifically examining the health of caregiver-employees, while also being relevant to the objectives of the funding opportunity – specific to improving the health of elderly caregiver Canadians by better understanding the aging process and the specific factors at work for those who are also juggling paid employment. The following hypotheses are specific to this larger research question: How can the health of elderly caregiver Canadians be improved or best sustained given the aging process and for those who are also juggling paid employment alongside caregiving?

A. Aging caregiver-employees (CEs) vs. aging caregiver non-employees (CNEs): 1) Aging caregiver-employees (CEs) are more likely to have negative health outcomes than are those aging Canadian caregivers who are not employed, or aging caregiver non-employees (CNEs) (e.g. not working, retired); 2) Aging caregiver-employees (CEs) are more likely to have lower life satisfaction than are aging caregiver non-employees (CNEs); 3) Aging caregiver-employees (CEs) are less likely to be involved in social participation than are aging caregiver non-employees (CNEs).

B. Analysis on CEs - Impact of age and gender: 4) Ageing female CEs are more likely to have negative health outcomes and lower life satisfaction and be involved in less social participation than are aging male CEs; 5) Older aging CEs are more likely to have negative health outcomes and lower life satisfaction and be involved in less social participation than are younger aging CEs; 6) Older female aging CEs are more likely to have negative health outcomes and lower life satisfaction and be involved in less social participation than are younger male aging CEs.

C. Analysis of CEs - Impact of the Sandwich Generation. The Sandwich Generation is a generation of people who care for their aging parents while supporting their own children. Due to the dual caregiving burden, sandwich generation aging CEs may face more challenges and difficulties. We will test the following hypothesis: 7) Sandwich generation aging CEs are more likely to have negative health outcomes, lower life satisfaction and be involved in less social participation than non-sandwich generation aging CEs.

D. Analysis of CEs - Analysis of Financial Well-being. Financial hardship will be operationalized as total household income below $20,000, as specified in the variable ‘total household income’ (INC_TOT_COM and INC_TOT_TRM) described in the CLSA Comprehensive and tracking and surveys. We will test the following hypothesis: 8) Ageing female CEs are more likely to face financial hardships than are aging male CEs; 9) Younger aging CEs are more likely to face financial hardships than are older aging CEs; 10) Younger female aging CEs are more likely to face financial hardships that are older male aging CEs. Data analysis will be performed using summary statistics, cross-tabulations and tests of association (e.g. chi-square test), and logistic regression. As the CLSA is based on a sample of respondents, it is important that we derive meaningful estimates of the total population of CEs and CNEs in Canada. As a result, we will apply the appropriate sampling weights to all of our analysis: analytic weights or trimmed weights supplied with the CLSA. If necessary, the bootstrapping method will be applied in order to obtain a robust estimation. We will consider p<0.05 as statistically significant. All analysis will be conducted using the software Stata 13.