

# A Demographic Analysis of Legal Professionals

*Final Version*

Research conducted by

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for

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*This research was made possible through financial support received from the Department of Justice Canada as part of the Action Plan for Official Languages 2018-2023*

**December 12, 2019**



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## Summary of Findings

### Linguistic Profile

According to the 2016 Census, there are 270,725 professionals in selected legal occupations in Canada (excluding Quebec). Among these, approximately 12,000 or 4.4% are francophones.<sup>1</sup> The highest proportions of francophones are found among commissioned police officers (8.1%), justices of the peace and court officers (7.6%) and judges (7.1%). Overall, approximately one-half of legal professionals (all languages combined) reside in Ontario (51.4%), with the proportion of Ontario residents at 56.1% among francophone legal professionals. A small proportion of legal professionals (2.3%) (all languages) reside in New Brunswick; however, a large proportion of francophone legal professionals reside in this province (18.7%). In New Brunswick, the proportion of legal professionals who are francophones (4.4%) is very similar to the proportion of francophones among the general population (4.1%). Comparing the proportion of legal professionals with French as their first official language spoken (FOLS) with the proportion of francophone population by province or territory provides a proxy for access to legal services. An analysis of this relationship suggests that there may be limitations in accessing legal services in French in Nova Scotia and the Northwest Territories - an area to further investigate to determine what gaps in services offered in French, if any, are observed in these jurisdictions.

Among the selected legal occupations in Canada (excluding Quebec), 4,115 people use French as the language spoken *most often* at work. An additional 12,080 professionals speak French *regularly* at work for a total of 16,195 legal professionals (6.0% of the total) who speak French at least regularly at work. Overall, approximately 70% of francophones use French at least regularly at work and 86.5% of francophones use English at least regularly at work. It should be noted that 3,500 francophones do not use (or use little) French at work, of which approximately one-third are police officers and approximately one-quarter are lawyers. The proportion of legal professionals who use French at least regularly at work (6%) surpasses the proportion of francophones, according to FOLS, among all legal professionals (4.4%). A comparative analysis of the percentage of francophone legal professionals and the percentage of francophones among the population overall suggest that there is proportionally more limited access to legal services in French in Manitoba, British Columbia, and Alberta. These results are presented as indices to guide more detailed analyses, given that averages by province or territory may mask important differences by region within or legal profession.

Among the 270,725 legal professionals, 41,310 (approximately 15%) can conduct a conversation in both official languages. This group includes the 12,000 Francophone legal professionals according to FOLS, as well as 29,425 legal professionals who have English as their FOLS. These anglophone professionals, according to their self-evaluation on the 2016 Census, have sufficient understanding of French to conduct a conversation. Among them, 7,700 anglophone professionals speak French at least regularly at work and 21,725 know French but do not use it (or use it rarely) at work. Approximately 40% of legal professionals who speak

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<sup>1</sup> Francophones: all those who have French only, or French and English as first official language spoken (FOLS). FOLS is a variable derived from questions related to language; the method to determine FOLS is described in Annex I. Methodology.

French use it at least regularly at work. In comparison, this proportion is approximately 72% for by-law enforcement officers and at 88% for legal professionals residing in New Brunswick.

### Demographic profile

Women represent 52.5% of all legal professionals in Canada (excluding Quebec), and 49.8% of francophone legal professionals. The proportion of women varies considerably according to profession and language. The proportion of francophone women is higher than the overall proportion of women (all languages) for lawyers (50.1% and 40.1% respectively), police officers (26.1% and 22.3% respectively) and justices of the peace and court officers (80.0% and 69.4% respectively). Conversely, the proportion of francophone women compared with the overall proportion of women (all languages) is lower among judges (25.8% and 35.5% respectively) and by-law enforcement officers.

The proportion of immigrants among all legal professionals in Canada (excluding Quebec) (16.3%) is greater than the proportion of immigrants among francophone legal professionals overall (11.5%), and within the selected occupations. One-half (50%) of francophone legal professionals are within the 24-44 years age group, with an additional 40% within the 45 to 64 years age group. All francophone judges (100%) are 45 years or older, as are the majority of francophone commissioned police officers (80%). This indicates the legal professions where the need for replacements following retirements will be concentrated over the following years.

### Priority Legal Professions

**Judges:** As of 2015, there were 2,195 working judges in Canada (excluding Quebec). Of these, 155 (7.1% of total) are francophones, 640 (29.2%) can conduct a conversation in French, and 310 (14.1%) use French at least regularly at work. Women and immigrants represent 25.8% and 6.5% of francophone judges, respectively. Over one-half of judges who can conduct a conversation in French reside in Ontario, and among these, approximately half (52.9%) use English at least regularly at work. In New Brunswick, 71.4% of judges who can conduct a conversation in French use French at least regularly for work. One-third of all judges who can conduct a conversation in French are 65 years and older. The data analysed for this report reflects the age of respondents working in 2015 which means that the individuals included in the 65-year-old and over category will all be 70 years or older as of 2020. Among those judges who can conduct a conversation in French, the age distribution by gender is different with higher proportions of male judges in the 65 years and older group compared to the age distribution of female judges.

**Justices of the Peace and Court Officers:** In 2015, there were 3,630 justices of the peace and court officers working in Canada (excluding Quebec). Of these, 275 (7.6% of total) are francophones, 570 (15.7%) can conduct a conversation in French, and 370 (10.2%) use French at least regularly at work. Women and immigrants represent 80.0% and 14.5% of francophone justices of the peace and court officers, respectively. The proportion of women among justices of the peace and court officers (80.0%) is higher compared to the proportion of women in these professions overall in Canada (excluding Quebec) (69.4%). Over two-thirds of justices of the peace and court officers who can conduct a conversation in French reside in Ontario, and among these, approximately three-quarters (75.4%) use English at least regularly at work. Although the data for New Brunswick is challenging to interpret given the small overall numbers, it is likely that services in this area are available in French for this jurisdiction. Approximately one-quarter (25%) of the justices of the

peace and court officers who can conduct a conversation in French are 45 to 54 years old with an additional one-quarter (23%) aged 65 and older. Francophone female justices of the peace and court officers are the majority within almost all age groups.

**Lawyers:** In 2015, there were 72,175 lawyers working in Canada (excluding Quebec). Of these, 2,975 (4.1% of total) are francophones, 17,505 (24.3%) can conduct a conversation in French, and 5,330 (7.4%) use French at least regularly at work. Women and immigrants represent 50% and 16% of francophone lawyers, respectively. The proportion of women among francophone lawyers is higher compared to the proportion of women in this profession overall in Canada (excluding Quebec). The proportion of immigrants is slightly lower among francophone lawyers when compared to the proportion of immigrants among all lawyers in Canada (excluding Quebec). Among the lawyers who can conduct a conversation in French, the vast majority of those residing in New Brunswick (85.3%), approximately one-third of those residing in Ontario (34.9%) and one-quarter of those residing in Nova Scotia (23.6%) use French regularly at work. Over one-half of lawyers (54.8%) who use French at least regularly at work belong to the professional service industry, in which legal services are included. Approximately one-third (35.0%) work in public administration, many within the federal government. The age distribution of lawyers who can conduct a conversation in French demonstrates that 29% are aged 25 to 34, 28% are aged 35 to 44, and 20% are aged 45 to 54. Francophone female lawyers represent over one-half of professionals aged 25 to 44.

**Police Officers:** In 2015, there were 61,070 police officers working in Canada (excluding Quebec). Of these, 3,640 (6.1% of total) are francophones, 9,000 (14.7%) can conduct a conversation in French, and 4,270 (7.0%) use French at least regularly at work. Women and immigrants represent 26.1% and 5.9% of francophone police officers, respectively. The proportion of women is higher among francophone police officers when compared to all police officers in Canada (excluding Quebec). The proportion of immigrants among francophone police officers is approximately one-half of the proportion of immigrants among all police officers in Canada (excluding Quebec). Among the police officers who can conduct a conversation in French, the vast majority of those residing in New Brunswick (88.2%), over one-half of those residing in Ontario (53.4%), and approximately one-third of those residing in Nova Scotia (35.4%) and in Alberta (33.3%) employ French regularly at work. Approximately one-quarter of police officers who can conduct a conversation in French are aged 25 to 34, over one-third are aged 35 to 44 and less than one-third (29.0%) are aged 45 to 54. Within all age groups, female francophone police officers are the minority, but there is a higher proportion of women in the younger age groups.

**Commissioned Police Officers:** In 2015, there were 1,110 commissioned police officers working in Canada (excluding Quebec). Of these, 90 (8.1% of total) are francophones, 215 (19.4%) can conduct a conversation in French, and 125 (11.3%) use French at least regularly at work. Women and immigrants represent 23.9% and 5.6% of francophone commissioned police officers, respectively. As found with police officers, the proportion of immigrants among francophone commissioned police officers is approximately one-half of the proportion of immigrants among all commissioned police officers in Canada (excluding Quebec). Compared to overall, the proportion of women among commissioned police officers is lower among francophones, but the difference is relatively small. The proportion of women among commissioned police officers who can conduct a conversation in French is 40%. In Ontario, among those commissioned police officers who can conduct a conversation in French, the vast majority (88.9%) use French regularly at work. Nearly 50% of

commissioned police officers who can conduct a conversation in French are between ages 45 and 55, with higher proportions of women in the younger age groups.

**Probation Officers and Other Related Occupations:** In 2015, there were approximately 5,000 probation officers and others in related occupations working in Canada (excluding Quebec). Of these, 240 (4.8% of total) are francophones, 655 (13.0%) can conduct a conversation in French, and 320 (6.3%) use French at least regularly at work. Women and immigrants represent 66.7% and 6.3% of francophone probation officers and others in related occupations, respectively. The proportion of immigrants among francophone probation officers and others in related occupations is approximately one-half of the proportion of immigrants among all probation officers and others in related occupations in Canada (excluding Quebec). Compared to overall, the proportion of women among probation officers and others in related occupations is smaller among francophones, but the difference is relatively small. Among probation officers and others in related occupations, the majority in New Brunswick (75.0%) and Ontario (61.6%) use French regularly at work. Approximately 62% of probation officers and others in related occupations who use French at least regularly at work are employed by the federal government, with an additional 38% employed by provincial or territorial governments. One-third of probation officers and others in related occupations who can conduct a conversation in French are 45 years and older. Most probation officers and others in related occupations are women and are generally younger than their male counterparts.

**Correctional Service Officers:** In 2015, there were approximately 20,000 correctional service officers working in Canada (excluding Quebec). Of these, 895 (4.5% of total) are francophones, 1,925 (9.7%) can conduct a conversation in French, and 990 (5.0%) use French at least regularly at work. Women and immigrants represent 30.2% and 5.6% of correctional service officers, respectively. The proportion of immigrants among francophone correctional service officers is approximately one-half of the proportion of immigrants among all correctional service officers in Canada (excluding Quebec). Compared to overall, the proportion of women among correctional service officers is lower among francophones, but the difference is relatively small so caution should be used when interpreting these differences. Among correctional service officers who can conduct a conversation in French, the majority in New Brunswick (89.9%) and in Ontario (55.3%) regularly use French at work. Nearly one-third of correctional service officers who can conduct a conversation in French are aged 45 years and older. Overall, francophone female correctional service officers are generally younger, but the difference in the distribution of age groups by gender is small.

**By-law Enforcement Officers:** In 2015, there were 8,270 by-law enforcement officers working in Canada (excluding Quebec). Of these, 355 (4.3% of total) are francophones, 875 (10.6%) can conduct a conversation in French, and 430 (5.2%) use French at least regularly at work. Women and immigrants represent 28.2% and 14.1% of by-law enforcement officers, respectively. The proportion of women among francophone by-law enforcement officers is smaller when compared overall. The proportion of immigrants among francophone by-law enforcement officers is smaller compared to overall, but the difference is relatively small so caution should be used with interpretations. Among by-law enforcement officers who can conduct a conversation in French, the majority in New Brunswick (85.7%) and in Ontario (64.8%) use French regularly at work. Over one-half of the by-law enforcement officers who can conduct a conversation in French demonstrates are aged 44 years or younger, with females generally younger than their male counterparts.

## Analysis of Legal Professions in Ontario

In Ontario, most of the 6,740 francophone legal professionals (according to FOLS) reside in one of three regions: East Region (56.7%), North-East Region (13.8%) or the Toronto Region (11.6%). The highest concentrations of francophones within legal professions are found in the East and North-East regions at 18% in both regions. The proportion is lower the North-West region (3.1%) and in the Toronto Region (2.2%).

Within most regions, women make up approximately one-half of legal professionals for both francophone legal professionals and overall (all languages). Within Ontario, the proportion of immigrants among francophone legal professionals is lower (13.2%) than among all legal professionals (18.9%). This pattern varies at the regional level. The proportions of immigrants are lower than the provincial average in the two regions with the highest proportion of francophone legal professionals (East Region: 9.2%; North-East: 1.1%). Comparatively, the proportion of immigrants among francophone legal professions in the Toronto Region is higher (37.2%) than the proportion among overall legal professionals (all languages) in that region (26%). The age distribution is similar among francophone legal professionals and overall (48% and 48.8% respectively aged 45 and older). The need for young francophone legal professionals to replace retirements will be most evident in the North Region.

The proportion of legal professionals who speak French at least regularly at work (7.4%) is higher than the proportion of francophone legal professionals (4.8%). The highest concentrations are found in the following regions: East Region (30.2% of professionals use French at least regularly); North-East Region (21.3%); and Toronto Region (4.3%). Knowledge of the two official languages is an indicator of the potential number of legal professionals who offer services in French. This variable represents the number of professionals who can conduct a conversation in one or both official languages. Among the 139,065 legal professionals in Ontario, 23,690 (approximately 17%) can conduct a conversation in both official languages. Approximately 16,980 legal professionals in Ontario who have English as their only FOLS can also speak French. Approximately 10,360 anglophone legal professionals speak French at least regularly at work. This would indicate that there are approximately 6,620 anglophone legal professionals who can speak French, but do not tend to speak French at work.

The highest proportions of legal professionals who use French at least regularly at work among those who can conduct a conversation in French are in the East and North-East Regions, where the realized linguistic potential is estimated to be approximately 72% and 69% respectively.

## Introduction

The *Réseau national de formation en justice* (RNFJ) and the *Association des collèges et universités de la francophonie canadienne* (ACUFC) commissioned Díaz Pinsent Mercier Research Inc. (DPM Research) to conduct a demographic analysis of legal professionals within Canada (excluding Quebec). The study's goal was to determine:

- the capacity of legal professionals outside of Quebec to operate in both official languages; and
- the extent to which these professionals use French at work.

This study does not provide an exact measure of services offered in French, but rather, presents a profile of the linguistic potential among legal professionals in Canada (excluding Quebec). Data from the 2016 Census – the most recent relevant data available – is used. Legal professionals are identified using the National Occupational Classification (NOC) and include fourteen<sup>2</sup> professions (NOC code indicated in parentheses):<sup>3</sup>

- Judges (4111)
- Lawyers and Quebec notaries (in Quebec) (4112)<sup>4</sup>
- Court officers and justices of the peace (1227)<sup>5</sup>
- Commissioned police officers (0431)<sup>6</sup>
- Police officers (except commissioned) (4311)<sup>7</sup>
- Probation and parole officers and related occupations (4155)<sup>8</sup>
- By-law enforcement and other regulatory officers, n.e.c. (4423)<sup>9</sup>
- Correctional service officers (4422)
- Court reporters, medical transcriptionists, and related occupations (1251)<sup>10</sup>
- Sheriffs and bailiffs (4421)
- Court clerks (1416)
- Legal administrative assistants (1242)
- Paralegal and related occupations (4211)<sup>11</sup>
- Managers in social, community and correctional services (0423)<sup>12</sup>

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<sup>2</sup> Definitions for each profession are presented in Annex I. Methodology.

<sup>3</sup> It is important to note that three additional occupations – Social workers (4152), Other professional occupations in social sciences, n.e.c. (including criminologists) (4169) Translators, terminologists, and interpreters (including legal translators) (5125) – include a limited number of workers in the legal domain. Data limitations did not allow the study team to determine the proportion of individuals within these professions working in the legal domain. Consequently, these groups are excluded from the targeted professions.

<sup>4</sup> To facilitate presentation, the term “Lawyers” is used in this study to refer to this profession.

<sup>5</sup> Designated in this study as “Justices of the peace and court officers”.

<sup>6</sup> Designated in this study as “Commissioned police officers”.

<sup>7</sup> Designated in this study as “Police officers”.

<sup>8</sup> Designated in this study as “Probation officers and other related occupations”.

<sup>9</sup> Designated in this study as “By-law enforcement officers”.

<sup>10</sup> Designated in this study as “Court stenographers and transcriptionists”.

<sup>11</sup> Designated in this study as “Paralegals”.

<sup>12</sup> Designated in this study as “Managers in social, community and correctional services”.

The presentation of results is organized into four major sections: (i) an analysis of the linguistic profiles of targeted professions; (ii) an analysis of the demographic profiles of targeted professions; (iii) a more in-depth analysis on the eight priority professions identified by the RNFJ; and (iv) an analysis of legal professionals in Ontario's administrative regions. Breakdowns by province or territory are included when pertinent to the specific analysis.

The linguistic profile presents analyses on the number of legal professionals based on their first official language spoken (FOLS), the language spoken at work, and knowledge of both official languages. First official language spoken is a variable derived by Statistics Canada from Census questions about each individual's mother tongue, language spoken most often at home, and ability to conduct a conversation in one or the other official language.<sup>13</sup> In this study, the term "francophone" includes all individuals whose FOLS is either French, or English and French. Knowledge of official languages (KOL) refers to an individual's ability to conduct a conversation in French, in English or in another language. KOL is used as an indicator of an individual's capacity to work in a bilingual or francophone setting. It should be noted that these linguistic capacity variables are based on self-evaluations and are not equivalent to quantifiable measures of an individual's knowledge of the technical terminology required to provide legal services in French.

The demographic profile presents analyses by sex, immigration status and age group. The eight priority professions as identified by the RNFJ include: judges, lawyers, justices of the peace and court officers, police officers, commissioned police officers, probation officers and other related occupations, correctional service officers, and by-law enforcement officers. For these professions, the demographic profile presents additional information on the industrial sector where these professionals work, the frequency with which French is used at work, and additional detailed demographic data.

The regional analysis for Ontario presented in this report is based on the eight administrative regions of Ontario's Superior Court of Justice. The breakdowns by region were produced by Statistics Canada on the basis of a definition of administrative regions using census divisions as the geographical unit of analysis. This definition was developed for this study and approved by the Director of the RNFJ prior to its use.

The majority of the data used in this study was obtained through a custom data request to Statistics Canada. Data files in *Beyond 20/20* format are available for additional analysis – a description of the content of these files is presented in Annex II. It should be noted that Statistics Canada randomly rounds their data to multiples of 5 for confidentiality purposes. When a table in this study indicates that there are no professionals under selected categories, this may be the result of this rounding procedure. That is, there may in fact be a small number (under 5 people) of legal professionals within the selected cells, but the table reports zero. As well, the validity of cross tabbing variables is dependant on the counts of individuals. For all combinations of professions and province or territories where the total number of individuals is lower than 50, the proportions of women, immigrants, and professionals 45 years old and more are excluded from the analysis to prevent drawing potentially erroneous conclusions. The report concludes with a series of tables for each province and territory in Annex III.

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<sup>13</sup> See details in Annex I. Methodology.

## 1. Linguistic Profile

### 1.1 First Official Language Spoken (FOLS)

In 2015, within Canada (excluding Quebec), there were 270,725 active legal professionals (Table 1). Lawyers and police officers jointly represent approximately 50% of legal professionals in Canada (excluding Quebec). Approximately 12,000 or 4.4% of legal professionals are francophone.<sup>14</sup> The proportion of francophones is largest among commissioned police officers (8.1%), justices of the peace and court officers (7.6%) and judges (7.1%). Some paralegals and legal administrative assistants are francophones (representing 2.6% and 2.8% of the total respectively).

Within francophone legal professionals, police officers make up the highest proportion (30.3% of total). Comparatively, the proportion of police officers among overall legal professionals (all languages) is 22.6%. The proportion of lawyers is similar among francophone legal professionals and overall (all languages), representing 24.8% and 26.7% respectively.

**Table 1: Legal professionals in Canada (excluding Quebec) by first official language spoken (FOLS)**

Legal Professions	All Languages		Francophones		
	Number (A)	% of Total	Number (B)	% of Total	% Francophones (B/A)
Lawyers	72,175	26.7%	2,975	24.8%	4.1%
Police officers	61,070	22.6%	3,640	30.3%	6.0%
Legal administrative assistants	34,425	12.7%	965	8.0%	2.8%
Paralegals	25,115	9.3%	660	5.5%	2.6%
Managers - social, community and correctional services	23,370	8.6%	1,150	9.6%	4.9%
Correctional service officers	19,795	7.3%	895	7.5%	4.5%
Court reporters and transcriptionists	9,335	3.4%	325	2.7%	3.5%
By-law enforcement officers	8,270	3.1%	355	3.0%	4.3%
Probation officers and other related occupations	5,045	1.9%	240	2.0%	4.8%
Justices of the peace and court officers	3,630	1.3%	275	2.3%	7.6%
Court clerks	2,640	1.0%	125	1.0%	4.7%
Sheriffs and bailiffs	2,550	0.9%	155	1.3%	6.1%
Judges	2,195	0.8%	155	1.3%	7.1%
Commissioned police officers	1,110	0.4%	90	0.7%	8.1%
<b>TOTAL*</b>	<b>270,725</b>	<b>100.0%</b>	<b>12,005</b>	<b>100.0%</b>	<b>4.4%</b>

Source: Statistics Canada, 2016 Census, Table 98-400-X2016375

\*Totals may not be exact due to rounding.

The geographic distribution of legal professionals varies by language (Table 2). What proportion of the 12,000 francophone legal professionals reside in each province and territory? Approximately one-half of legal professionals (all languages combined) reside in Ontario (51.4%), while the proportion of Ontario residents is 56.1% among francophone legal professionals. A small proportion of legal professionals (all

<sup>14</sup> Francophones: all those who have either French, or French and English as first official language spoken (FOLS). FOLS is a variable derived from questions related to language; the method to determine FOLS is described in Annex I. Methodology.

languages) reside in New Brunswick (2.3%); however, a large proportion of francophone legal professionals reside this province (18.7%).

**Table 2: Legal professionals in Canada (excluding Quebec) by province or territory and FOLS**

Province or Territory	Legal Professionals (All Languages)		Legal Professionals (Francophones)	
	Number	%	Number	%
Newfoundland and Labrador	3,785	1.4%	35	0.3%
Prince Edward Island	1,265	0.5%	65	0.5%
Nova Scotia	8,670	3.2%	265	2.2%
New Brunswick	6,315	2.3%	2,240	18.7%
Ontario	139,060	51.4%	6,735	56.1%
Manitoba	12,435	4.6%	520	4.3%
Saskatchewan	10,460	3.9%	230	1.9%
Alberta	38,720	14.3%	920	7.7%
British Columbia	48,000	17.7%	865	7.2%
Yukon	675	0.2%	35	0.3%
Northwest Territories	825	0.3%	30	0.2%
Nunavut	525	0.2%	40	0.3%
<b>Total*</b>	<b>270,725</b>	<b>100.0%</b>	<b>12,005</b>	<b>99.8%</b>

Source: Statistics Canada, 2016 Census, Table 98-400-X2016375

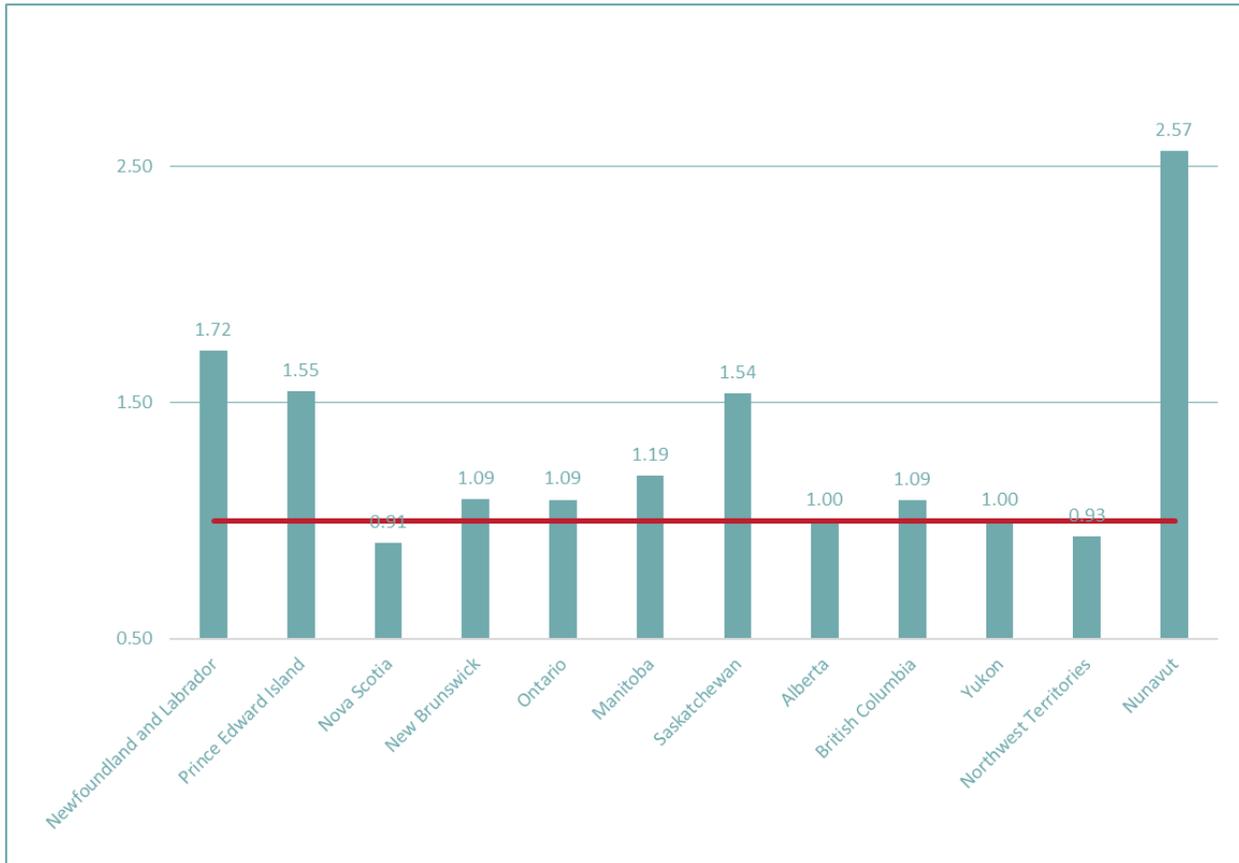
\* Totals may not be exact due to rounding.

When assessing the proportion of francophone legal professionals by province or territory, two questions come to mind: What proportion of legal professionals in each province and territory are francophones? Does the proportion of francophone legal professionals correspond to the proportion of francophones in the population overall in each province and territory? Comparing the proportion of francophone legal professionals and the proportion of francophones in the overall population provides an indication of the availability of legal services in French. In provinces or territories where the ratio *% of francophone professionals / % of francophone population*<sup>15</sup> is low (less than 1), this may be an indication of potential gaps in services in French, and further investigation may be warranted.

The results of calculating this ratio are presented in both Figure 1 and Table 3. The data suggests that access to legal services in French is slightly more limited in Nova Scotia (ratio of 0.91) and in the Northwest Territories (ratio of 0.93). The results for Newfoundland and Labrador, and Nunavut reflect the impact of a low value denominator – resulting from a smaller francophone community. Independently of population size, there is likely a critical mass of francophone legal professionals required to ensure a minimal capacity to offer legal services in French.

<sup>15</sup> The total francophone population used for this calculation includes individuals aged 15 years and older having worked during 2015.

**Figure 1: Ratio of the percentage of francophone professionals by the percentage of francophone population aged 15 and older (according to FOLS)**



Source: Statistics Canada, 2016 Census, Table 98-400-X2016375

Note: The red line represents the balance, with a ratio = 1.

Overall, the proportion of francophone legal professionals (4.4% of all professionals) is similar to the proportion of francophones in the general population aged 15 and older (4.1%). As illustrated in Figure 1 above, however, these proportions vary across provinces and territories. This indicator suggest areas for further analysis, as averages by province or territory can mask important regional differences within each, or differences in the number of francophones depending on the profession.

**Table 3: Legal professionals and population in Canada (excluding Quebec) by province or territory and FOLS**

Province or Territory	Legal Professionals			Population Aged 15 and Older			Ratio (E/F)
	Total (A)	Francophones (B)	% of Francophones E=(B/A)	Total (C)	Francophones (D)	% of Francophones F=(D/C)	
Newfoundland and Labrador	3,785	35	0.9%	279,020	1,500	0.5%	1.72
Prince Edward Island	1,265	65	5.1%	83,355	2,765	3.3%	1.55
Nova Scotia	8,670	265	3.1%	500,370	16,865	3.4%	0.91
New Brunswick	6,315	2,240	35.5%	402,460	130,955	32.5%	1.09
Ontario	139,060	6,735	4.8%	7,342,210	326,525	4.4%	1.09
Manitoba	12,435	520	4.2%	688,805	24,205	3.5%	1.19
Saskatchewan	10,460	230	2.2%	614,460	8,775	1.4%	1.54
Alberta	38,720	920	2.4%	2,399,890	57,125	2.4%	1.00
British Columbia	48,000	865	1.8%	2,580,140	42,830	1.7%	1.09
Yukon	675	35	5.2%	22,900	1,185	5.2%	1.00
Northwest Territories	825	30	3.6%	24,915	970	3.9%	0.93
Nunavut	525	40	7.6%	16,515	490	3.0%	2.57
<b>Total*</b>	<b>270,725</b>	<b>11,980</b>	<b>4.4%</b>	<b>14,955,040</b>	<b>614,190</b>	<b>4.1%</b>	<b>1.08</b>

Source: Statistics Canada, 2016 Census, Table 98-400-X2016375.

\* Totals may not be exact due to rounding.

## 1.2 Language Used at Work

Statistics Canada gathers data on the frequency of use of French, English and other languages at work. For the analysis of French as the language used at work (Table 4), we include those individuals who indicate using French, French and English, or French and another language non-official language at work.

Among all legal professionals in Canada (excluding Quebec), 4,115 report that they often use French at work. In addition, approximately 12,000 professionals use French regularly at work, resulting in a total of 16,195 people using French *at least regularly* at work. The proportion of legal professionals who use French at least regularly in the workplace (6.0%) is higher than the proportion of francophones among legal professionals (4.4% according to FOLS). In three professions, there are 10% or more of professionals who use French at work at least regularly: judges (14.1%), commissioned police officers (11.3%) and justices of the peace and court officers (10.2%).

**Table 4: Legal professionals in Canada (excluding Quebec) by usage of French at work**

Legal Professions	Total (A)	Legal Professionals who use French at Work			% of Total who use French at Work at Least Regularly (E=D/A)
		Often (B)	Regularly (C)	At least regularly (D=B+C)	
Judges	2,195	60	250	310	14.1%
Commissioned police officers	1,105	10	115	125	11.3%
Justices of the peace and court officers	3,625	110	260	370	10.2%
Court clerks	2,650	55	145	200	7.5%
Sheriffs and bailiffs	2,555	75	120	195	7.6%
Lawyers	72,175	1,070	4,260	5,330	7.4%
Police officers	61,065	890	3,380	4,270	7.0%
Managers - social, community and correctional services	23,370	675	915	1,590	6.8%
Probation officers and other related occupations	5,050	60	260	320	6.3%
By-law enforcement officers	8,265	110	320	430	5.2%
Correctional service officers	19,800	250	740	990	5.0%
Court reporters and transcriptionists	9,335	145	180	325	3.5%
Paralegals	25,115	240	585	825	3.3%
Legal administrative assistants	34,430	365	555	920	2.7%
<b>Total Legal Professions*</b>	<b>270,735</b>	<b>4,115</b>	<b>12,080</b>	<b>16,195</b>	<b>6.0%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The 16,000 professionals identified in the table above include individuals with English as FOLS. According to FOLS, the analysis in section 1.1 demonstrated that 12,000 legal professionals in Canada (excluding Quebec) are francophones. It is possible that francophone professionals do not use French in the workplace which leads to the question: What proportion of francophone legal professionals (according to FOLS) use French at least regularly in the workplace?

A comparison of the language used at least regularly at work with FOLS shows that approximately 70% of francophone professionals use French at least regularly at work (Table 5). As a result, there are approximately 3,500 francophone professionals (according to FOLS) that do not (or minimally) use French at work. Approximately one-third of francophones who do not (or minimally) use French at work are police officers (1,075 individuals) and approximately one-quarter are lawyers (830 individuals).

Most francophone judges (96.6%) use French at least regularly in their work. This proportion is smaller in the case of paralegals and legal administrative assistants (62.4% and 63.0% respectively). A higher proportion of all francophone legal professionals (87%) use English at least regularly at work. The proportion varies according to profession: it is noted that all francophone commissioned police officers (100%) and most francophone police officers (90%) use English at least regularly at work.

**Table 5: Francophone legal professionals (according to FOLS) by language used at least regularly at work and profession**

Legal Professions	Total Francophone Legal Professionals	Use ( <i>language</i> ) at least regularly at work		% Francophones that Use French at Least Regularly at Work	% Francophones that Use English at Least Regularly at Work
		French	English		
Judges	145	140	125	96.6%	86.2%
Court officers and justices of the peace	275	225	230	81.8%	83.6%
Sheriffs and bailiffs	150	130	130	86.7%	86.7%
Court clerks	130	105	110	80.8%	84.6%
Probation officers and others	245	195	205	79.6%	83.7%
Commissioned police officers	85	65	85	76.5%	100.0%
Managers in social, community and correctional services	1,140	870	860	76.3%	75.4%
By-law enforcement officers	355	250	305	70.4%	85.9%
Lawyers	2,980	2,150	2,635	72.1%	88.4%
Police officers	3,635	2,560	3,280	70.4%	90.2%
Court reporters and transcriptionists	320	215	250	67.2%	78.1%
Correctional service officers	890	590	760	66.3%	85.4%
Legal administrative assistants	960	605	810	63.0%	84.4%
Paralegals	665	415	560	62.4%	84.2%
<b>Total legal professions*</b>	<b>11,985</b>	<b>8,480</b>	<b>10,370</b>	<b>70.8%</b>	<b>86.5%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Comparatively, a small proportion of legal professionals with English as their only FOLS (3%) report using French at least regularly at work (Table 6). This constitutes a sizeable workforce at approximately 7,700 legal professionals. Of the 16,000 legal professionals that use French at least regularly at work, nearly half (47.5%) are anglophones according to their FOLS. Lawyers (3,150) and police officers (1,720) account for two-thirds of anglophone professionals who use French at least regularly as part of their work.

**Table 6: Anglophone legal professionals (according to FOLS) by language used at least regularly at work and profession**

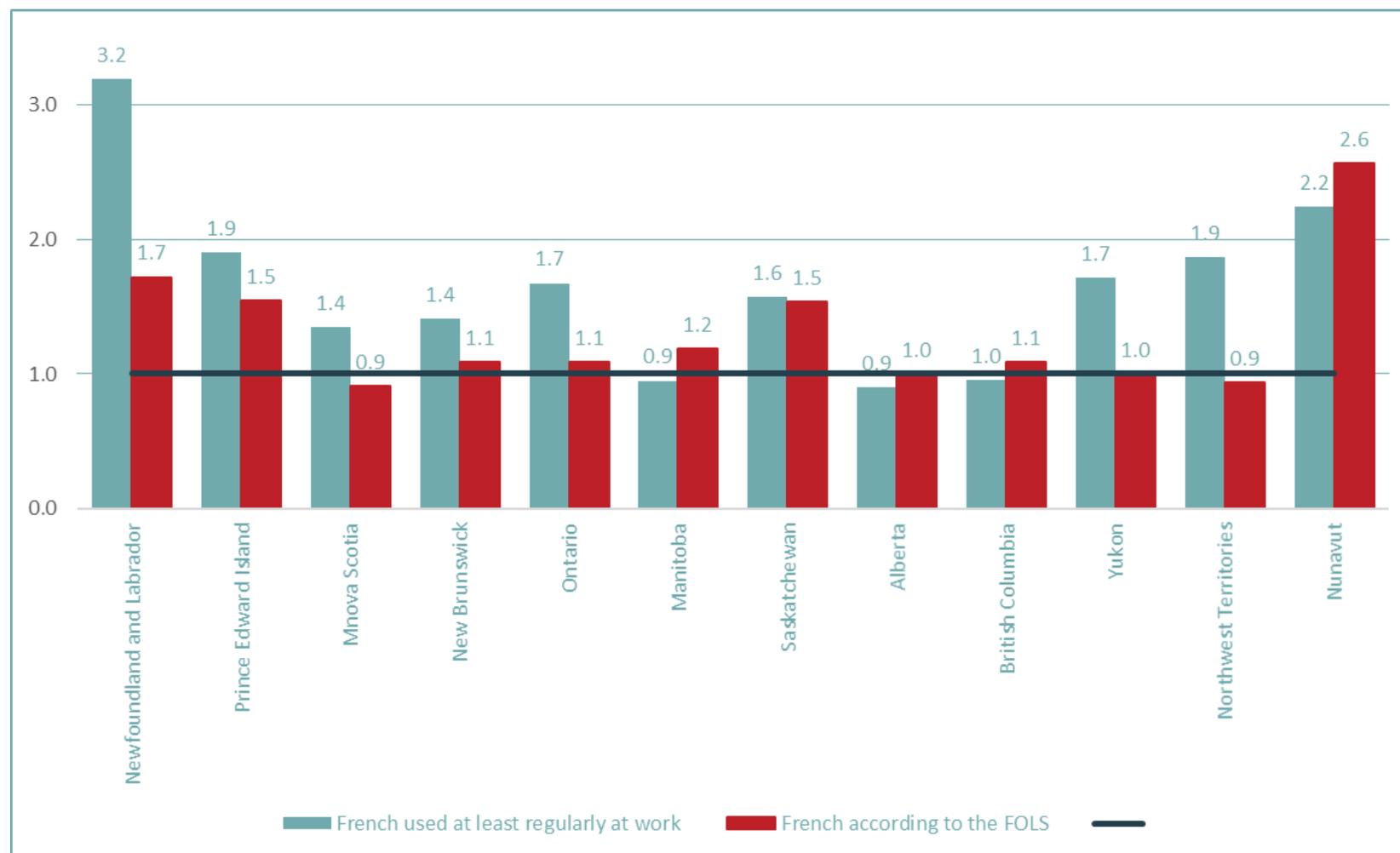
Legal Professions	Total Anglophone Legal Professionals	Use ( <i>language</i> ) at least regularly at work		% Anglophones that Use French at Least Regularly at Work	% Anglophones that Use English at Least Regularly at Work
		French	English		
Justices of the peace and court officers	3,350	140	3,325	4.2%	99.3%
Legal administrative assistants	33,390	310	33,290	0.9%	99.7%
Court reporters and transcriptionists	9,015	130	8,995	1.4%	99.8%
Court clerks	2,515	85	2,505	3.4%	99.6%
Judges	2,035	180	2,015	8.8%	99.0%
Lawyers	69,140	3,150	68,720	4.6%	99.4%
Probation officers and other related occupations	4,800	120	4,785	2.5%	99.7%
Paralegals	24,445	405	24,370	1.7%	99.7%
Police officers	57,425	1,720	57,290	3.0%	99.8%
Correctional service officers	18,910	410	18,860	2.2%	99.7%
By-law enforcement officers	7,900	200	7,875	2.5%	99.7%
Sheriffs and bailiffs	2,400	70	2,390	2.9%	99.6%
Managers - social, community and correctional services	22,200	730	22,110	3.3%	99.6%
Commissioned police officers	1,020	55	1,015	5.4%	99.5%
<b>Total Legal Professions*</b>	<b>258,555</b>	<b>7,700</b>	<b>257,540</b>	<b>3.0%</b>	<b>99.6%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Given the number of legal professionals who use French at work, it is of interest to compare the distribution of legal professionals who use French at least regularly at work with the distribution of the francophone population (according to FOLS), by province and territory (Table 7). The results differ from the earlier analysis that identified francophone legal professionals according to FOLS (see Table 3 above). In the case of the language used at work, the provinces with a ratio lower than 1 include Manitoba, British Columbia (ratio of 0.95 in both provinces), and Alberta (ratio de 0.90). A comparison of each analysis is presented in Figure 2.

**Figure 2: Ratio of the percentage of legal professionals who use French at least regularly at work by the percentage of francophone population aged 15 and older (according to FOLS), by province or territory**



Note: This compares two ratios: 1) the ratio of the proportion of francophone legal professionals (by language used at least regularly at work) to the proportion of francophones (according to FOLS) aged 15 among the general population, and 2) the ratio of the proportion of francophone legal professionals (according to FOLS) to the proportion of francophones (according to FOLS) aged 15 among the general population.

Source: Statistics Canada, 2016 Census, custom data request.

Overall, the proportion of legal professionals who use French at least regularly in the workplace (6.0% of all professionals) is higher than the proportion of the francophone population (4.1%). However, the relationship varies according to provinces and territories, as shown in the table below. Given that the averages for each province or territory can hide important regional and professional differences, the results below are presented as indicators, that may suggest the need for further analysis.

**Table 7: Legal professionals by usage of French at least regularly at work and total population aged 15 or older by FOLS and province or territory**

Province or Territory	Legal Professionals			Population aged 15 or older			Ratio (E/F)
	Total (A)	Use French at Least Regularly at Work (B)	% Use French at Least Regularly at Work E=(B/A)	Total (C)	Francophones (D)	% Francophones F=(D/C)	
Newfoundland and Labrador	3,785	65	1.7%	279,020	1,500	0.5%	3.19
Prince Edward Island	1,265	80	6.3%	83,355	2,765	3.3%	1.91
Nova Scotia	8,670	395	4.6%	500,370	16,865	3.4%	1.35
New Brunswick	6,315	2,895	45.8%	402,460	130,955	32.5%	1.41
Ontario	139,060	10,365	7.5%	7,342,210	326,525	4.4%	1.68
Manitoba	12,435	415	3.3%	688,805	24,205	3.5%	0.95
Saskatchewan	10,460	235	2.2%	614,460	8,775	1.4%	1.57
Alberta	38,720	830	2.1%	2,399,890	57,125	2.4%	0.90
British Columbia	48,000	760	1.6%	2,580,140	42,830	1.7%	0.95
Yukon	675	60	8.9%	22,900	1,185	5.2%	1.72
Northwest Territories	825	60	7.3%	24,915	970	3.9%	1.87
Nunavut	525	35	6.7%	16,515	490	3.0%	2.25
TOTAL	270,725	16,195	6.0%	14,955,040	614,190	4.1%	1.46

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

### 1.3 Knowledge of Official Languages

Knowledge of both official languages is an indicator of the potential number of legal professionals who can offer services in French based on their linguistic capacities. This variable represents the number of professionals who report that they can conduct a conversation in one or both official languages. Among the 270,725 legal professionals in Canada (excluding Quebec), 41,310 (or approximately 15%) can conduct a conversation in both official languages (Table 8). This group consists of:

- Approximately 11,975 legal professionals with French as FOLS.<sup>16</sup>
- Approximately 29,425 legal professionals with English as their only FOLS – they represent the anglophone legal professionals who self-evaluated as being able to conduct a conversation in French. Based on the analysis in Table 6, 7,700 anglophone professionals speak French at least regularly in the workplace. This suggests that a total of 21,725 anglophone professionals can speak French, but do not use it – or use it minimally – at work.

**Table 8: Legal professionals in Canada (excluding Quebec) by knowledge of official languages and FOLS**

Knowledge of official languages	First Official Language Spoken (FOLS)				Total	Francophones (A+B)
	English	French (A)	English and French (B)	Neither English nor French		
English only	229,130	0	0	0	<b>229,125</b>	<b>0</b>
French only	0	95	0	0	<b>100</b>	<b>95</b>
English and French	29,425	10,995	885	0	<b>41,310</b>	<b>11,880</b>
Neither English nor French	10	0	0	190	<b>190</b>	<b>0</b>
<b>Total*</b>	<b>258,555</b>	<b>11,090</b>	<b>885</b>	<b>185</b>	<b>270,725</b>	<b>11,975</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

As indicated in Table 7, there are 16,195 legal professionals in Canada (excluding Quebec) who report using French at least regularly at work. They represent 39.1% of the 41,390 legal professionals in Canada (excluding Quebec) who can conduct a conversation in French (Table 8). This proportion varies by profession (Table 9). For example, among all lawyers who can conduct a conversation in French, approximately 30% use French at least regularly in the workplace. The large proportion of lawyers among legal professionals overall influences the overall proportion. Excluding lawyers, the proportion of legal professionals who can conduct a conversation in French and use it at least regularly at work is approximately 45%, which is a more accurate representation of the specific proportions found in most legal professions. For instance, among those who can conduct a conversation in French, 47.4% of police officers and 58.1% of commissioned police officers speak French at least regularly at work, as well as 48.9% of probation officers and other related occupations, 49.1% of correctional service officers, 49.3% of managers - social, community and correctional services and 51.4% of sheriffs and bailiffs.

<sup>16</sup> Note that in Table 1, this figure was 12,005 - totals may be exact due to rounding.

**Table 9: Legal professionals in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by profession**

Legal Professions	Can Conduct a Conversation in French (KOL) [A]	Use French at Least Regularly at Work [B]	Linguistic Potential (%) [B]/[A]
By-law enforcement officers	270	195	72.2%
Justices of the peace and court officers	570	370	64.9%
Court clerks	315	200	63.5%
Commissioned police officers	215	125	58.1%
Sheriffs and Bailiffs	1,925	990	51.4%
Managers - social, community and correctional services	3,225	1,590	49.3%
Correctional service officers	875	430	49.1%
Probation officers and other related occupations	655	320	48.9%
Judges	640	310	48.4%
Police officers	9,000	4,270	47.4%
Court reporters and transcriptionists	930	325	34.9%
Legal administrative assistants	2,765	920	33.3%
Paralegals	2,500	825	33.0%
Lawyers	17,505	5,330	30.4%
<b>Total Legal Professions*</b>	<b>41,390</b>	<b>16,195</b>	<b>39.1%</b>
<i>Excluding lawyers</i>	23,885	10,865	45.5%

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The proportion of legal professionals who use French at least regularly at work among those who can conduct a conversation in French is highest in New Brunswick (87.9%) and similar in Yukon (44.4%), Ontario (43.7%), Northwest Territories (41.4%) and 40% in Prince Edward Island (39.0%).

**Table 10: Legal professionals in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL) [A]	Use French at Least Regularly at Work [B]	Linguistic Potential (%) [B]/[A]
Newfoundland and Labrador	355	65	18.3%
Prince Edward Island	205	80	39.0%
Nova Scotia	1,205	395	32.8%
New Brunswick	3,295	2,895	87.9%
Ontario	23,720	10,365	43.7%
Manitoba	1,610	415	25.8%
Saskatchewan	885	235	26.6%
Alberta	4,195	830	19.8%
British Columbia	5,545	760	13.7%
Yukon	135	60	44.4%
Northwest Territories	145	60	41.4%
Nunavut	115	35	30.4%
<b>Canada (excluding Quebec)*</b>	<b>41,390</b>	<b>16,195</b>	<b>39.1%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

## 2. Demographic Profile

### 2.1 Sex

Women represent 52.5% of all legal professionals in Canada (excluding Quebec) and 49.8% of francophone legal professionals (Table 11).<sup>17</sup> The proportion of women varies considerably by profession. For example, 93.8% of all legal administrative assistants are women, compared with 21.8% among sheriffs and bailiffs.

Overall, there is greater representation of women among francophone legal professionals, including higher proportions of women among francophone lawyers (50.1% among francophones; 40.1% of overall legal professionals), police officers (26.1% among francophones; 22.3% overall), court clerks (100% among francophones; 86.4% overall), and court officers and justices of the peace (80.0% among francophones; 69.4% overall). This relation is illustrated through in Table 11 where the ratios greater than 1 indicate a higher proportion of women among francophone legal professionals compared to overall.

Professions for which the proportion of women among francophone legal professionals was lower than overall include judges (25.8% among francophone professionals; 35.5% overall), by-law enforcement officers (28.2% among francophones; 35.5% overall) and sheriffs and bailiffs (16.1% among francophones; 21.8% overall).

**Table 11: Female legal professionals in Canada (excluding Quebec) by FOLS**

Legal Professions	All Languages		Francophones		Ratio (D/B)
	Number of Women (A)	% of Total (B)	Number of Women (C)	% of Total (D)	
Lawyers	29,670	41.1%	1,490	50.1%	1.22
Police officers	13,645	22.3%	950	26.1%	1.17
Court clerks	2,280	86.4%	125	100.0%	1.16
Justices of the peace and court officers	2,520	69.4%	220	80.0%	1.15
Paralegals	21,370	85.1%	570	86.4%	1.01
Legal administrative assistants	32,300	93.8%	895	92.7%	0.99
Probation officers and other related occupations	3,440	68.2%	160	66.7%	0.98
Managers - social, community and correctional services	17,390	74.4%	830	72.2%	0.97
Commissioned police officers	265	23.9%	20	22.2%	0.93
Court reporters and transcriptionists	8,620	92.3%	280	86.2%	0.93
Correctional service officers	6,540	33.0%	270	30.2%	0.91
Judges	705	32.1%	40	25.8%	0.80
By-law enforcement officers	2,935	35.5%	100	28.2%	0.79
Sheriffs and bailiffs	555	21.8%	25	16.1%	0.74
<b>TOTAL*</b>	<b>142,235</b>	<b>52.5%</b>	<b>5,975</b>	<b>49.8%</b>	<b>0.95</b>

Source: Statistics Canada, 2016 Census, Table 98-400-X2016375

\* Totals may not be exact due to rounding.

<sup>17</sup> Francophone is defined according to FOLS.

## 2.2 Immigration Status

The proportion of immigrants is higher among all legal professionals grouped together working in Canada (excluding Quebec) (16.3%) compared with francophone legal professionals (11.5%) (Table 12). This is the same trend among individual professions, except for *Paralegals* where the proportion among francophones is slightly higher (25.8% - francophones; 24.8% - all languages). For lawyers, immigrants make up 17.4% of all professionals and 16.0% of francophone professionals. There are no reported francophone court clerks who are immigrants.

The relation between the proportions of immigrants among all legal professionals and among francophone professionals is represented by the ratios presented in Table 12. In instances when the ratio is less than 1, the proportion of immigrants among francophone professionals is smaller than the proportion among all legal professionals.

**Table 12: Immigrant legal professionals in Canada (excluding Quebec) by FOLS**

Legal Profession	All Languages		Francophones		Ratio (D/B)
	Number of Immigrants (A)	% of Total (B)	Number of immigrants (C)	% of Total (D)	
Paralegals	6,225	24.8%	170	25.8%	1.04
Lawyers	12,525	17.4%	475	16.0%	0.92
Justices of the Peace and Court Officers	635	17.5%	40	14.5%	0.83
By-law Enforcement Officers	1,400	16.9%	50	14.1%	0.83
Managers - social, community and correctional services	4,600	19.7%	175	15.2%	0.77
Court Reporters and Transcriptionists	1,220	13.1%	30	9.2%	0.71
Legal Administrative Assistants	7,625	22.1%	135	14.0%	0.63
Judges	240	10.9%	10	6.5%	0.59
Sheriffs and Bailiffs	285	11.2%	10	6.5%	0.58
Police Officers	6,360	10.4%	215	5.9%	0.57
Correctional Service Officers	2,030	10.3%	50	5.6%	0.54
Commissioned Police Officers	115	10.4%	5	5.6%	0.54
Probation Officers and Other Related Occupations	610	12.1%	15	6.3%	0.52
Court Clerks	385	14.6%	0	0.0%	0.00
<b>TOTAL*</b>	<b>44,255</b>	<b>16.3%</b>	<b>1,380</b>	<b>11.5%</b>	<b>0.70</b>

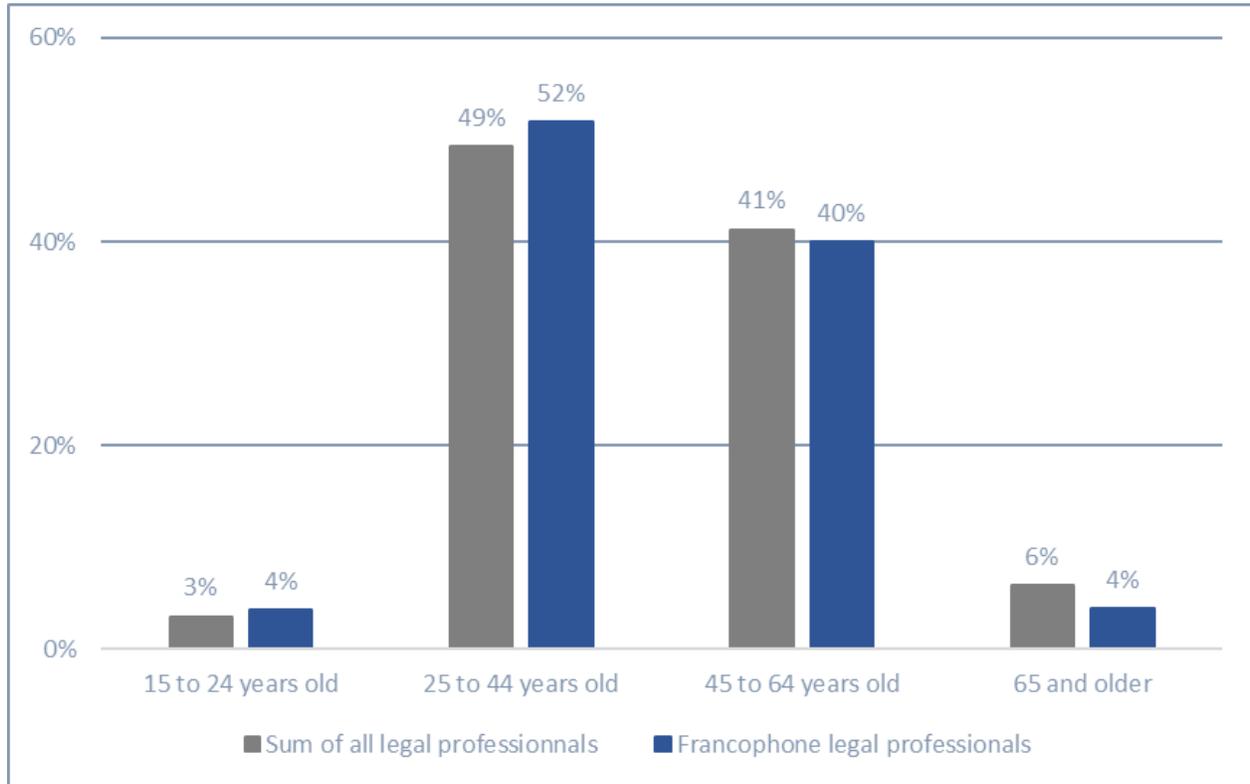
Source: Statistics Canada, 2016 Census, Table 98-400-X2016375.

\* Totals may not be exact due to rounding.

### 2.3 Age Group

The age group distribution is similar for all legal professionals and francophone professionals (Figure 3). Approximately one-half of francophone legal professionals (52%) are aged 24 to 44 years, with an additional 40% aged 45 to 64 years. Those aged 65 years and older make up 6% of all professionals and 4% of francophone legal professionals.

**Figure 3: Distribution of legal professionals in Canada (excluding Quebec) by age group and FOLS**



Source: Statistics Canada, 2016 Census, Table 98-400-X2016375

Approximately one-half of all legal professionals (47.4%) are aged 45 years and older compared to 44.1% of francophone legal professionals. The occupational distribution of this age group for francophone professionals and all professionals is presented below, to identify those professions where the need for replacements following retirements will be concentrated in future years (Table 13). All francophone judges (100%) and the majority of francophone commissioned police officers (80%) are 45 years or older.

**Table 13: Legal professionals in Canada (excluding Quebec) aged 45 years and older, by FOLS**

Legal Profession	All Languages		Francophones		Ratio (D/B)
	Older than 45 years old	% of Total (B)	Older than 45 years old	% of Total (D)	
Court clerks	1,300	49.2%	70	56.0%	1.14
Probation officers and other related occupations	2,165	42.9%	110	45.8%	1.07
By-law enforcement officers	4,040	48.9%	180	50.7%	1.04
Court reporters and transcriptionists	5,725	61.3%	205	63.1%	1.03

## Demographic Analysis of Legal Professionals

Legal Profession	All Languages		Francophones		Ratio (D/B)
	Older than 45 years old	% of Total (B)	Older than 45 years old	% of Total (D)	
Judges	2,130	97.0%	155	100.0%	1.03
Police officers	23,280	38.1%	1,395	38.3%	1.01
Paralegals	11,430	45.5%	300	45.5%	1.00
Managers - social, community and correctional services	13,270	56.8%	635	55.2%	0.97
Commissioned police officers	900	81.1%	70	77.8%	0.96
Legal administrative assistants	16,680	48.5%	440	45.6%	0.94
Correctional service officers	7,995	40.4%	330	36.9%	0.91
Justices of the peace and court officers	2,320	63.9%	155	56.4%	0.88
Lawyers	36,040	49.9%	1,190	40.0%	0.80
Sheriffs and bailiffs	1,145	44.9%	55	35.5%	0.79
<b>Total Legal Professions*</b>	<b>128,420</b>	<b>47.4%</b>	<b>5,290</b>	<b>44.1%</b>	<b>0.93</b>

Source: Statistics Canada, 2016 Census, Table 98-400-X2016375.

\*Totals may not be exact due to rounding.

### 3. Analysis by Profession

A more detailed analysis including breakdowns of demographic information is presented for eight legal professions, these being:

- Judges
- Justices of the peace and court officers
- Lawyers
- Police officers
- Commissioned police officers
- Probation officers and other related occupations
- Correctional service officers
- By-law enforcement officers

#### 3.1 Judges

As of 2015, there were 2,195 judges working in Canada (excluding Quebec). Of these, 155 (7.1% of total) are francophones, 640 (29.2%) can conduct a conversation in French, and 310 (14.1%) use French at least regularly at work (Table 14).

**Table 14: Number of judges in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total in Canada (excluding Quebec)	2,195	155	640	310
% of Total		7.1%	29.2%	14.1%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants represent 25.8% and 6.5% of francophone judges, respectively (Table 15). For both women and immigrants, their proportion is smaller among francophone judges compared with judges overall. The proportion of female judges among those who can conduct a conversation in French (KOL) is higher at 43.8%.

**Table 15: Number of judges in Canada (excluding Quebec) by sex, immigration status, and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	705	40	280
% Women	32.1%	25.8%	43.8%
Number of Immigrants	240	10	
% Immigrants	10.9%	6.5%	

Source: Statistics Canada, 2016 Census, custom data request.

When examining the distribution of judges by province and territory, it should be noted that the results for some regions should be interpreted with caution due to Statistics Canada's practice of rounding by multiples of five, either up or down (Table 16). For example, the analyses cannot confirm that there are no

judges who can carry on a conversation in French in Prince Edward Island, Yukon or in the Northwest Territories, but only that they are few. Over one-half of judges who can conduct a conversation in French reside in Ontario, and among them, around one-half (or 52.9%) use French at least regularly at work. The proportion of judges who can conduct a conversation in French and report using it at least regularly at work is highest in New Brunswick at 71.4%.

**Table 16: Number of judges in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	20	10	50.0%
Prince Edward Island	-	-	-
Nova Scotia	40	10	25.0%
New Brunswick	70	50	71.4%
Ontario	340	180	52.9%
Manitoba	25	10	40.0%
Saskatchewan	10	-	-
Alberta	75	15	20.0%
British Columbia	50	15	30.0%
Yukon	-	-	-
Northwest Territories	10	-	-
Nunavut	-	-	-
<b>Canada (excluding Quebec)*</b>	<b>640</b>	<b>310</b>	<b>48.4%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Approximately one-half of judges who speak French at least regularly at work (52.0%) are employed by the federal government, and additional 40.0% employed by provincial or territorial governments (Table 17).

**Table 17: Number of judges in Canada (excluding Quebec) by usage of French at work and industry**

Industry	Use French at Work			% by Industry
	Often	Regularly	At Least Regularly	
Federal government	30	130	160	51.2%
Provincial and territorial governments	15	110	125	40.3%
<b>Total *</b>	<b>45</b>	<b>240</b>	<b>310</b>	

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following (Table 18):

- Approximately 15 judges speak French exclusively (*a*)
- Approximately 20 judges speak French the most often but also regularly use English (*b*)
- Approximately 30 judges speak French and English equally often (*c*)
- Approximately 250 judges speak English most often, but also speak French at least regularly (*d*)

**Table 18: Number of judges in Canada (excluding Quebec) by languages used at work**

Additional Language Used Regularly	Language Used Most Often				Total
	English	French	English and French	Other	
None*	1,860	15 <sup>a</sup>	30 <sup>c</sup>		<b>1,905</b>
English		20 <sup>b</sup>		10	<b>20</b>
French	250 <sup>d</sup>				<b>250</b>
English and French					<b>0</b>
Other	10				<b>10</b>
<b>Total**</b>	<b>2,120</b>	<b>35</b>	<b>30</b>	<b>10</b>	<b>2,185</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and *no* other language regularly.

\*\* Totals may not be exact due to rounding.

The demographic distribution of judges who can conduct a conversation in French shows that approximately one-third (35.0%) are aged 65 and older (Table 19). Given that the analysed data reflects the age of judges who worked in 2015, as of 2020 those included in this age category will have now aged to 70 years or older. The proportion of judges aged 65 and older is higher among male judges (47%) than among female judges (20%). Approximately one-half of female judges (52%) are aged 55 to 64. There are also a higher number of female judges (n=80) than male judges (n=55) aged 55 years old or younger.

**Table 19: Number of judges in Canada (excluding Quebec) who can conduct a conversation in French, by sex and age group**

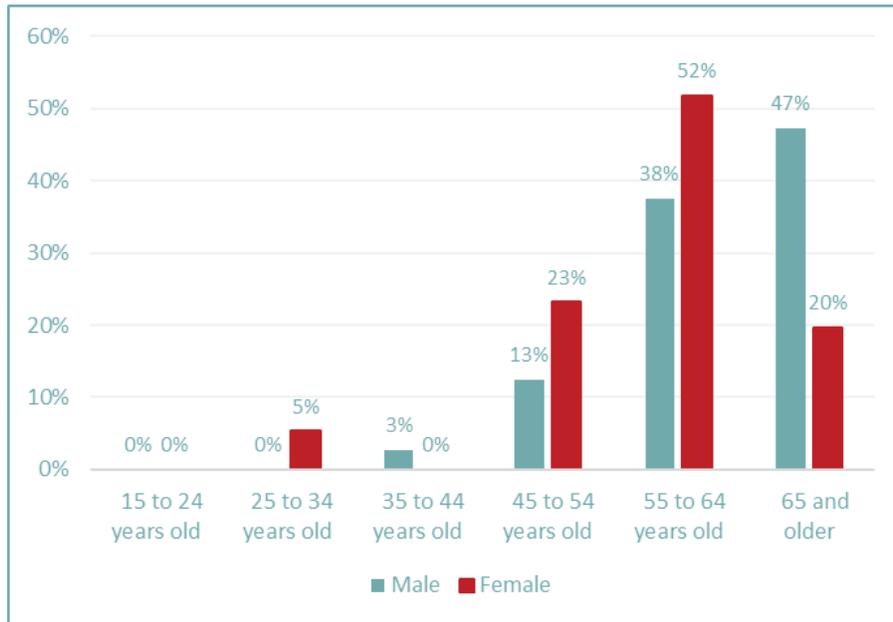
Age Group	Men		Women		Total	
	Number	%	Number	%	Number	%
15 to 24	-	-	-	-	-	-
25 to 34	-	-	15	5%	15	2%
35 to 44	10	3%	-	-	5	1%
45 to 54	45	13%	65	23%	110	17%
55 to 64	135	38%	145	52%	285	45%
65 and older	175	47%	55	20%	225	35%
<b>Total*</b>	<b>360</b>	<b>100%</b>	<b>280</b>	<b>100%</b>	<b>640</b>	<b>100%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The relationship between sex and age distribution among judges in Canada (excluding Quebec) who can conduct a conversation in French is illustrated in the figure below.

**Figure 4: Distribution of judges who can conduct a conversation in French in Canada (excluding Quebec) by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

### 3.2 Justices of the Peace and Court Officers

In 2015, there were 3,630 justices of the peace and court officers working in Canada (excluding Quebec). Of these, 275 (7.6% of total) are francophones, 570 (15.7%) can conduct a conversation in French, and 370 (10.2%) use French at least regularly at work (Table 20).

**Table 20: Number of justices of the peace and court officers in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total in Canada (excluding Quebec)	3,630	275	570	370
Proportion of total		7.6%	15.7%	10.2%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants represent 80.0% and 14.5% of francophone justices of the peace and court officers, respectively (Table 21). The proportion of women among francophone justices of the peace and court officers (80.0%) is higher compared to the proportion of women in these professions overall (all languages) (69.4%). Of those who can conduct a conversation in French, the proportion of women is 73.7%. Regarding immigrants, there are proportionally fewer immigrants among francophone justices of the peace and court officers (14.5%) compared to all languages (17.5%).

**Table 21: Number of justices of the peace and court officers in Canada (excluding Quebec) by sex, immigration status, and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	2,520	220	420
% Women	69.4%	80.0%	73.7%
Number of Immigrants	635	40	
% Immigrants	17.5%	14.5%	

Source: Statistics Canada, 2016 Census, custom data request.

As indicated previously for the distributions of data by province and territory (Table 22), the results for some regions should be interpreted with caution due to Statistics Canada's practice of rounding by multiples of five, either up or down. For example, the analyses cannot confirm that there are no justices of the peace and court officers who can conduct a conversation in French in Newfoundland and Labrador, Prince Edward Island, or Nunavut. What can be confirmed is that there are few, if any. Similarly, despite the numbers presented below, it is not possible to confirm through the analyses that all justices of the peace and court officers in New Brunswick, Yukon and in Northwest Territories speak French at least regularly at work.

Over two-thirds of justices of the peace and court officers who can conduct a conversation in French reside in Ontario, and among them, approximately three quarters (75.4%) use French at least regularly at work. The proportion in New Brunswick is difficult to accurately interpret due to the relatively small numbers, but services offered by justices of the peace and court officers would certainly be available in French in this province.

**Table 22: Number of justices of the peace and court officers in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	-	-	-
Prince Edward Island	-	-	-
Nova Scotia	35	10	28.6%
New Brunswick	40	40	100.0%
Ontario	345	260	75.4%
Manitoba	30	15	50.0%
Saskatchewan	10	-	-
Alberta	40	10	25.0%
British Columbia	45	15	33.3%
Yukon	10	10	100.0%
Northwest Territories	10	10	100.0%
Nunavut	-	-	-
Canada (excluding Quebec) *	570	370	64.9%

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Approximately one-half of justices of the peace and court officers (47%) who use French at least regularly at work are employed by the federal government, with an additional 42% employed by provincial or territorial governments, and the remaining approximately 13% employed by local, municipal, and regional administrations (Table 23).

**Table 23: Number of justices of the peace and court officers in Canada (excluding Quebec), by usage of French at work and industry**

Industry	Use French at work ...			% by Industry
	Often	Regularly	At Least Regularly	
Federal government	40	125	165	46.5%
Provincial and territorial governments	35	115	150	42.3%
Local, municipal, or regional governments	25	20	45	12.7%
<b>Total</b>	<b>110</b>	<b>245</b>	<b>355</b>	

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following (Table 24):

- Approximately 25 justices of the peace and court officers speak French exclusively (*a*)
- Approximately 55 justices of the peace and court officers speak French the most often but also regularly use English (*b*)
- Approximately 40 justices of the peace and court officers speak French and English equally often (*c*)
- Approximately 250 justices of the peace and court officers speak English most often, but also speak French at least regularly (*d*)

**Table 24: Number of justices of the peace and court officers in Canada (excluding Quebec), by language used at work**

Additional Language Used Regularly	Language Used Most Often				Total*
	English	French	English and French	Other	
None*	3,200	25 <sup>a</sup>	40 <sup>c</sup>		<b>3,265</b>
English		55 <sup>b</sup>			<b>55</b>
French	250 <sup>d</sup>				<b>250</b>
English and French				10	<b>10</b>
Other	35				<b>35</b>
<b>Total**</b>	<b>3,485</b>	<b>80</b>	<b>40</b>	<b>10</b>	<b>3,615</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and *no* other language regularly.

\*\* Totals may not be exact due to rounding.

The demographic distribution of justices of the peace and court officers who can conduct a conversation in French shows that one-quarter (25%) are aged 45 to 54 and approximately another quarter are aged 55 to 64 (23%) (Table 25). There are more female justices of the peace and court officers in almost all age groups.

**Table 25: Number of justices of the peace and court officers in Canada (excluding Quebec) who can conduct a conversation in French, by sex and age group**

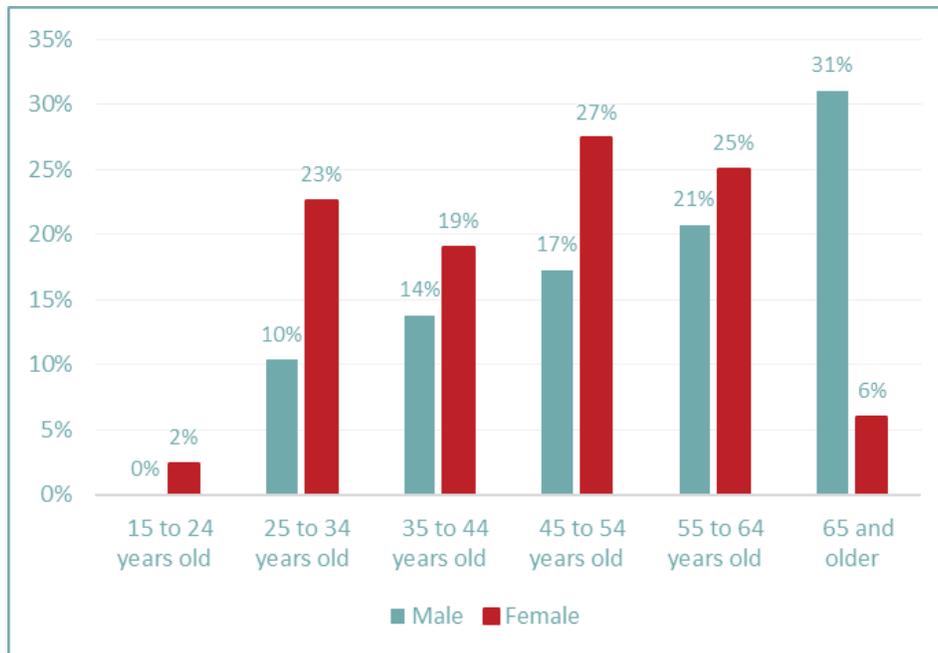
Age Group	Men		Women		Total	
	Number	%	Number	%	Number	%
15 to 24	0	0%	15	2%	15	2%
25 to 34	15	10%	95	23%	110	19%
35 to 44	20	14%	80	19%	100	18%
45 to 54	25	17%	120	27%	135	25%
55 to 64	30	21%	105	25%	130	23%
65 and older	45	31%	30	6%	75	13%
<b>Total*</b>	<b>145</b>	<b>93%</b>	<b>420</b>	<b>102%</b>	<b>570</b>	<b>100%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The relationship between sex and age distribution among justices of the peace and court officers in Canada (excluding Quebec) who can conduct a conversation in French is illustrated in the figure below.

**Figure 5: Distribution of justices of the peace and court officers who can conduct a conversation in French in Canada (excluding Quebec), by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

### 3.3 Lawyers

In 2015, there were 72,175 lawyers working in Canada (excluding Quebec). Of these, 2,975 (4.1% of total) are francophones, 17,505 (24.3%) can conduct a conversation in French, and 5,330 (7.4%) use French at least regularly at work (Table 26).

**Table 26: Number of lawyers in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total in Canada (excluding Quebec)	72,175	2,975	17,505	5,330
Proportion of total		4.1%	24.3%	7.4%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants represent 50.1% and 16.0% of francophone lawyers respectively (Table 27). The proportion of women among francophone lawyers (50.1%) is higher compared to the proportion of women in this profession overall (all languages) (41.1%). Women represent 50.0% of lawyers who can conduct a conversation in French. The proportion of immigrants is slightly lower among francophone lawyers (16.0%) when compared to the proportion of immigrants among all lawyers in Canada (excluding Quebec) (17.4%).

**Table 27: Number of lawyers in Canada (excluding Quebec) by sex, immigration status and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	29,670	1,490	8,785
% Women	41.1%	50.1%	50.0%
Number of Immigrants	12,525	475	
% Immigrants	17.4%	16.0%	

Source: Statistics Canada, 2016 Census, custom data request.

Distributions by province and territory (Table 28) must be interpreted with caution, especially in provinces and territories with lower numbers, due to the rounding of numbers by Statistics Canada. For example, the proportion of lawyers who use French at least regularly at work in Prince Edward Island, Yukon, the Northwest Territories and Nunavut provides an indicator for the number of lawyers in these regions who can speak French but must not be interpreted as an exact count. Among those lawyers who can conduct a conversation in French, the vast majority of those residing in New Brunswick (85.3%), approximately one-third of those residing in Ontario (34.9%) and one-quarter of those residing in Nova Scotia (23.6%) use French regularly at work. In Manitoba, Saskatchewan and Alberta, this proportion is smaller at 19.6%, 14.3% and 13.5% respectively.

**Table 28: Number of lawyers in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	135	-	-
Prince Edward Island	55	30	54.5%
Nova Scotia	445	105	23.6%
New Brunswick	750	640	85.3%
Ontario	11,050	3,860	34.9%
Manitoba	460	90	19.6%
Saskatchewan	245	35	14.3%
Alberta	1,700	230	13.5%
British Columbia	2,525	255	10.1%
Yukon	50	15	30.0%
Northwest Territories	65	30	46.2%
Nunavut	35	30	85.7%
<b>Canada (excluding Quebec) *</b>	<b>17,505</b>	<b>5,330</b>	<b>30.4%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Over one-half of lawyers (54.8%) who use French at least regularly at work are in the professional services industry (Table 29). Approximately one-third (34.8%) work in public administration, mostly employed by the federal government.

**Table 29: Number of lawyers in Canada (excluding Quebec), by usage of French at work and industry**

Industry	Use French at Work			% by Industry
	Often	Regularly	At Least Regularly	
Manufacturing	0	30	30	0.6%
Wholesale	5	35	35	0.7%
Information and cultural industries	5	45	50	0.9%
Finance and insurance	30	140	170	3.2%
Professional, scientific, and technical services	665	2,240	2,905	54.8%
Government	280	1,565	1,845	34.8%
<i>Federal</i>	235	1,205	1,440	27.2%
<i>Provincial and territorial</i>	40	345	385	7.3%
<i>Local, municipal, and regional</i>	5	15	20	0.4%
Other services	20	90	110	2.1%
<b>Total</b>	<b>1,055</b>	<b>4,245</b>	<b>5,300</b>	<b>100.0%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following (Table 30):

- Approximately 60 lawyers speak French exclusively (*a*)
- Approximately 500 lawyers speak French the most often but also regularly use English and other languages (*b*)+(c)

- Approximately 520 lawyers speak French equally compared to another language (*d*)
- Approximately 4,240 lawyers speak English or another language most often, but also speak French at least regularly (*e*)+(f)

**Table 30: Number of lawyers in Canada (excluding Quebec) by languages used at work**

Additional Language Used Regularly	Language Used Most Often				Total*
	English	French	English and French	Other	
None*	64,515	60 <sup>a</sup>	490	220	<b>65,285</b>
English		475 <sup>b</sup>		140	<b>615</b>
French	4,230 <sup>e</sup>				<b>4,230</b>
English and French				10 <sup>f</sup>	<b>10</b>
Other	1,995	25 <sup>c</sup>	30	10	<b>2,060</b>
<b>Total**</b>	<b>70,740</b>	<b>560</b>	<b>520<sup>d</sup></b>	<b>380</b>	<b>72,200</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and *no* other language regularly.

\*\* Totals may not be exact due to rounding.

The demographic distribution of lawyers who can conduct a conversation in French shows that these professionals are on average younger than judges or justices of the peace and court officers. Slightly less than one-third of lawyers who can conduct a conversation in French (29%) are aged 25 to 34, 28% are aged 35 to 44 and approximately 20% are aged 45 to 54 (Table 31). Female lawyers make up over one-half of those aged 25 to 34 and professionals aged 35 to 44.

**Table 31: Number of lawyers in Canada (excluding Quebec) who can conduct a conversation in French in Canada (excluding Quebec), by sex and age group**

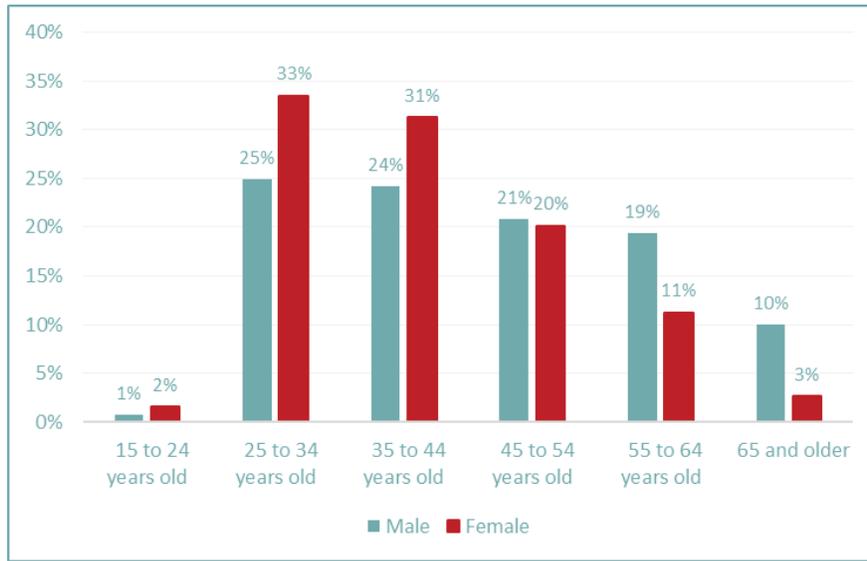
Age Group	Men		Women		Total	
	Number	%	Number	%	Number	%
15 to 24	60	1%	135	2%	195	1%
25 to 34	2,170	25%	2,940	33%	5,110	29%
35 to 44	2,110	24%	2,745	31%	4,855	28%
45 to 54	1,815	21%	1,765	20%	3,585	20%
55 to 64	1,690	19%	985	11%	2,675	15%
65 and older	870	10%	230	3%	1,090	6%
<b>Total</b>	<b>8,730</b>	<b>100%</b>	<b>8,785</b>	<b>100%</b>	<b>17,505</b>	<b>100%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\*Totals may not add up due to rounding.

The relationship between sex and age distribution among lawyers who can conduct a conversation in French is illustrated in the figure below.

**Figure 6: Distribution of lawyers who can conduct a conversation in French in Canada (excluding Quebec) by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

### 3.4 Police Officers

In 2015, there were 61,070 police officers working in Canada (excluding Quebec). Of these, 3,640 (6.1% of total) are francophones, 9,000 (14.7%) can conduct a conversation in French, and 4,270 (7.0%) use French at least regularly at work. (Table 32).

**Table 32: Number of police officers in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total in Canada (excluding Quebec)	61,070	3,640	9,000	4,270
Proportion of total		6.1%	14.7%	7.0%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants represent 26.1% and 5.9% of francophone police officers, respectively (Table 33). The proportion of women is higher among francophone police officers (26.1%) when compared to all police officers (all languages) (22.3%). The highest proportion of women is observed among police officers who can conduct a conversation in French (28.0%). The proportion of immigrants among francophone police officers (5.9%) is approximately one-half of the proportion of immigrants among all police officers in Canada (excluding Quebec) (10.4%).

**Table 33: Number of police officers in Canada (excluding Quebec) by sex, immigration status, and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	13,645	950	2,520
% Women	22.3%	26.1%	28.0%
Number of Immigrants	6,360	215	
% Immigrants	10.4%	5.9%	

Source: Statistics Canada, 2016 Census, custom data request.

Distributions by province and territory (Table 34) must be interpreted with caution, especially in provinces and territories where the numbers are lower, due to the rounding of numbers by Statistics Canada. For example, the proportion of police officers who use French at least regularly at work in Newfoundland and Labrador, Prince Edward Island, Yukon, the Northwest Territories and Nunavut is an indicator of the number of police officers in these regions who speak French, but they must not be interpreted as an exact count. Among police officers who can conduct a conversation in French, the vast majority of those residing in New Brunswick (88.2%), over one-half of those residing in Ontario (53.4%), and approximately one-third of those residing in Nova Scotia (35.4%) and in Alberta (33.3%) use French regularly at work. This proportion is approximately 38.9% of those who reside in Saskatchewan and 21.9% of those residing in British Columbia.

**Table 34: Number of police officers in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	115	25	21.7%
Prince Edward Island	55	20	36.4%
Nova Scotia	240	85	35.4%
New Brunswick	890	785	88.2%
Ontario	4,605	2,460	53.4%
Manitoba	470	145	30.9%
Saskatchewan	270	105	38.9%
Alberta	975	325	33.3%
British Columbia	1,280	280	21.9%
Yukon	40	20	50.0%
Northwest Territories	30	-	-
Nunavut	35	20	57.1%
<b>Canada (excluding Quebec)</b>	<b>9,000</b>	<b>4,270</b>	<b>47.4%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Approximately 59% of police officers who use French at least regularly at work are employed by the federal government, approximately 15% are employed by provincial or territorial governments and 27% are employed by public local, municipal, and regional administrations (Table 35).

**Table 35: Number of police officers in Canada (excluding Quebec) by usage of French at work and industry**

Industry	Use French at Work			% by Industry
	Often	Regularly	At Least Regularly	
Federal government	1,875	620	2,495	58.7%
Provincial or territorial governments	520	100	620	14.6%
Local, municipal, or regional governments	980	160	1,140	26.8%
<b>Total</b>	<b>3,360</b>	<b>890</b>	<b>4,250</b>	

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following (Table 36):

- Approximately 45 police officers speak French exclusively (*a*)
- Approximately 475 police officers speak French the most often but also regularly use English and other languages (*b*)+(*c*)
- Approximately 395 police officers speak French equally compared to another language (*d*)
- Approximately 3,380 police officers speak English most often, but also speak French at least regularly (*e*)

**Table 36: Number of police officers in Canada (excluding Quebec) by languages used at work**

Additional Language Used Regularly	Language Used Most Often				Total
	English	French	English and French	Other	
None*	55,795	45 <sup>a</sup>	385	40	<b>56,265</b>
English		460 <sup>b</sup>		25	<b>485</b>
French	3,380 <sup>e</sup>				<b>3,380</b>
English and French					
Other	920	15 <sup>c</sup>	10		<b>945</b>
<b>Total**</b>	<b>60,095</b>	<b>520</b>	<b>395<sup>d</sup></b>	<b>65</b>	<b>61,075</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and *no* other language regularly.

\*\* Totals may not be exact due to rounding.

The demographic distribution of police officers who can conduct a conversation in French shows that approximately one-quarter (25%) are aged 25 to 34, over one-third (36%) are aged 35 to 44 and 29% are aged 45 to 54 (Table 37). Within all age groups, female francophone police officers are the minority, but with a higher proportion represented in the younger age groups.

**Table 37: Number of police officers in Canada (excluding Quebec) who can conduct a conversation in French, by sex and age group**

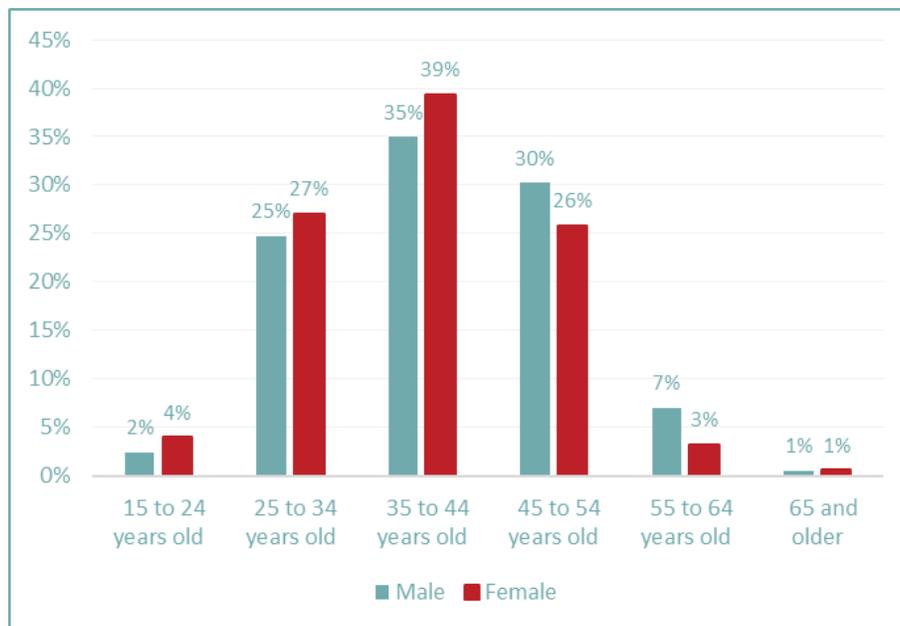
Age Group	Men		Women		Total	
	Number	%	Number	%	Number	%
15 to 24	150	2%	100	4%	250	3%
25 to 34	1,610	25%	680	27%	2,275	25%
35 to 44	2,270	35%	990	39%	3,250	36%
45 to 54	1,955	30%	650	26%	2,605	29%
55 to 64	455	7%	80	3%	535	6%
65 and older	35	1%	15	1%	55	1%
<b>Total</b>	<b>6,490</b>	<b>100%</b>	<b>2,515</b>	<b>100%</b>	<b>8,975</b>	<b>100%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The relationship between sex and age distribution among police officers in Canada (excluding Quebec) who can conduct a conversation in French is illustrated in the figure below.

**Figure 7: Distribution of police officers in Canada (excluding Quebec) who can conduct a conversation in French, by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

### 3.5 Commissioned Police Officers

In 2015, there were 1,110 commissioned police officers working in Canada (excluding Quebec). Of these, 90 (8.1% of total) are francophones, 215 (19.4%) can conduct a conversation in French, and 125 (11.3%) use French at least regularly at work (Table 38).

**Table 38: Number of commissioned police officers in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total in Canada (excluding Quebec)	1,110	90	215	125
Proportion of total		8.1%	19.4%	11.3%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants make up 23.9% and 5.6% of francophone commissioned police officers respectively (Table 39). As found with police officers, the proportion of immigrants among francophone commissioned police officers is approximately one-half of the proportion of immigrants among all members of this profession (all languages). Compared to overall, the proportion of women among commissioned police officers is lower among francophones, but the difference is relatively small. The proportion of women among commissioned police officers who can conduct a conversation in French is 39.4%.

**Table 39: Number of commissioned police officers in Canada (excluding Quebec) by sex, immigration status, and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	265	20	69
% Women	23.9%	22.2%	39.4%
Number of Immigrants	115	5	
% Immigrants	10.4%	5.6%	

Source: Statistics Canada, 2016 Census, custom data request.

Challenges concerning the interpretation of small numbers in analyses by province or territory mentioned previously, suggest that the analysis of Table 40 below can only properly inform the situation in Ontario. In this province, among commissioned police officers who can conduct a conversation in French, the vast majority (88.9%) use French regularly at work.

**Table 40: Number of commissioned police officers in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	10	-	-
Prince Edward Island	10	-	-
Nova Scotia	-	-	-
New Brunswick	10	10	100.0%

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Ontario	135	120	88.9%
Manitoba	10	-	-
Saskatchewan	15	-	-
Alberta	25	10	40.0%
British Columbia	20	-	-
Yukon	-	-	-
Northwest Territories	-	-	-
Nunavut	-	10	-
<b>Canada (excluding Quebec)</b>	<b>215</b>	<b>125</b>	<b>58.1%</b>

Source: Statistics Canada, 2016 Census, custom data request.

Over two-thirds (70.4%) of commissioned police officers who use French at least regularly at work are employed by the federal government, 11.1% are employed by provincial and territorial governments and 18.5% are employed by public local, municipal, and regional governments (Table 41).

**Table 41: Number of commissioned police officers in Canada (excluding Quebec) by usage of French at work and industry**

Industry	Use French at Work			% by Industry
	Often	Regularly	At Least Regularly	
Federal government	90	5	95	70.4%
Provincial or territorial Governments	10	5	15	11.1%
Local, municipal, or regional Governments	25		25	18.5%
<b>Total*</b>	<b>125</b>	<b>10</b>	<b>135</b>	

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following<sup>18</sup> (Table 42):

- No commissioned police officers speak French exclusively (*a*)
- Approximately 10 commissioned police officers speak French the most often but also regularly use English (*b*)
- Approximately 5 commissioned police officers speak French equally compared to English (*c*)
- Approximately 120 commissioned police officers speak English most often, but also speak French at least regularly (*d*)

<sup>18</sup> The total does not correspond due to the rounding of numbers by Statistics Canada.

**Table 42: Number of commissioned police officers in Canada (excluding Quebec) by languages used at work**

Additional Language Used Regularly	Language Used Most Often				Total
	English	French	English and French	Other	
None*	970	<sup>a</sup>	5 <sup>c</sup>		<b>975</b>
English		10 <sup>b</sup>			<b>10</b>
French	120 <sup>d</sup>				<b>120</b>
English and French					
Other	10				<b>10</b>
<b>Total**</b>	<b>1,100</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>1,115</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and *no* other language regularly.

\*\* Totals may not be exact due to rounding.

The demographic distribution of commissioned police officers who can conduct a conversation in French shows that approximately one-half (47%) are aged 45 to 54 (Table 43). Female commissioned police officers who can conduct a conversation in French tend to be younger.

**Table 43: Number of commissioned police officers who can conduct a conversation in French in Canada (excluding Quebec) by sex and age group**

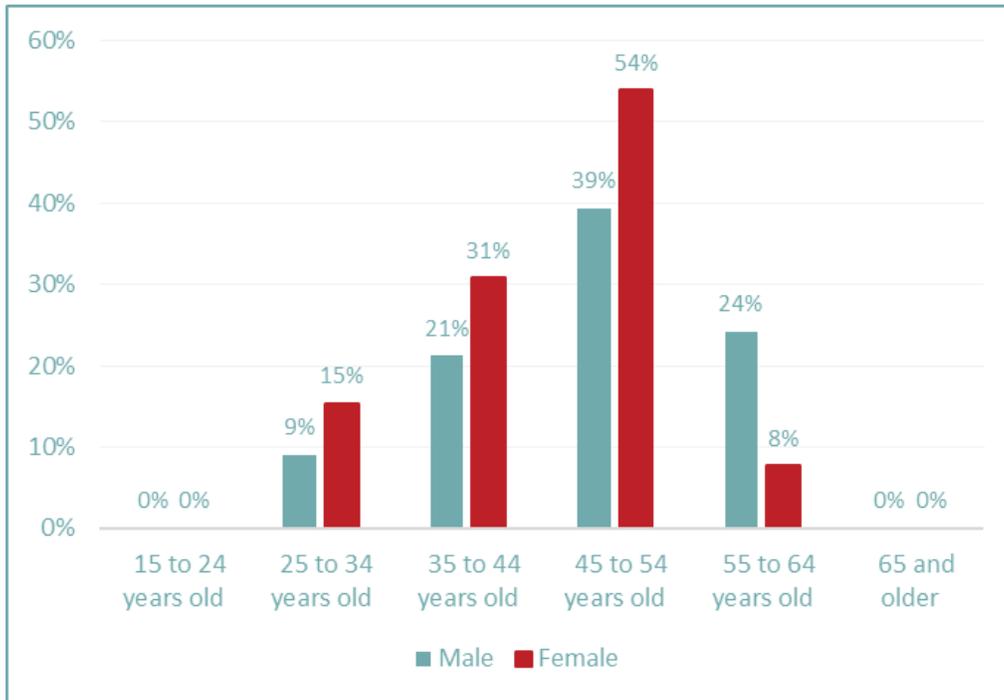
Age Group	Men		Women		Total	
	Number	%	Number	%	Number	%
15 to 24	0	0%	0	0%	0	0%
25 to 34	15	9%	10	15%	10	5%
35 to 44	35	21%	20	31%	50	23%
45 to 54	65	39%	35	54%	100	47%
55 to 64	40	24%	5	8%	45	21%
65 and older	10	0%	0	0%	20	9%
<b>Total*</b>	<b>165</b>	<b>100%</b>	<b>65</b>	<b>100%</b>	<b>215</b>	<b>100%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The relationship between sex and age distribution among commissioned police officers in Canada (excluding Quebec) who can conduct a conversation in French is illustrated in the figure below.

**Figure 8: Distribution of commissioned police officers who can conduct a conversation in French in Canada (excluding Quebec), by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

### 3.6 Probation Officers and Other Related Occupations

In 2015, there were approximately 5,000 working probation officers and others in related occupations in Canada (excluding Quebec). Of these, 240 (4.8% of total) are francophones, 655 (13.0%) can conduct a conversation in French, and 320 (6.3%) use French at least regularly at work (Table 44).

**Table 44: Number of probation officers and other related occupations in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total	5,045	240	655	320
Proportion of total		4.8%	13.0%	6.3%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants represent 66.7% and 6.3% of francophone probation officers and others in related occupations, respectively (Table 45). The proportion of immigrants among francophone probation officers and others in related occupations is approximately one-half of the proportion of immigrants among all probation officers and others in related occupations in Canada (excluding Quebec). Compared to overall, the proportion of women among probation officers and others in related occupations is smaller among francophones, but the difference is small. The proportion of women among probation officers and others in related occupations who can conduct a conversation in French is 73.3%.

**Table 45: Number of probation officers and other related occupations in Canada (excluding Quebec) by sex, immigration status and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	3,440	160	480
% Women	68.2%	66.7%	73.3%
Number of Immigrants	610	15	
% Immigrants	12.1%	6.3%	

Source: Statistics Canada, 2016 Census, custom data request.

Challenges concerning the interpretation of small numbers in analyses by province or territory mentioned previously, suggest that the analysis of the data below can only properly illustrate the number of these professionals in Ontario and New Brunswick. In these two provinces, among probation officers and others in related occupations who can conduct a conversation in French, most in New Brunswick (75.0%) and over half in Ontario (61.6%) use French regularly at work.

**Table 46: Number of probation officers and other related occupations in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	-	-	-
Prince Edward Island	-	-	-
Nova Scotia	15	-	0.0%
New Brunswick	100	75	75.0%
Ontario	365	225	61.6%
Manitoba	35	-	0.0%
Saskatchewan	25	10	40.0%
Alberta	50	10	20.0%
British Columbia	55	10	18.2%
Yukon	-	-	-
Northwest Territories	-	-	-
Nunavut	-	-	-
<b>Canada (excluding Quebec)</b>	<b>655</b>	<b>320</b>	<b>48.9%</b>

Source: Statistics Canada, 2016 Census, custom data request.

Slightly less than two-thirds (62.1%) of probation officers and others in related occupations who use French at least regularly at work are employed by the federal government, with an additional 37.9% employed by provincial or territorial governments (Table 47).

**Table 47: Number of probation officers and other related occupations in Canada (excluding Quebec), by usage of French at work and industry**

Industry	Use French at Work			% by Industry
	Often	Regularly	At Least Regularly	
Federal government	45	160	205	62.1%
Provincial or territorial governments	10	115	125	37.9%
Local, municipal or regional governments	--	--	--	--
<b>Total</b>	<b>55</b>	<b>275</b>	<b>330</b>	

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following <sup>19</sup> (Table 48):

- No probation officers and others in related occupations exclusively speak French (*a*)
- Approximately 20 probation officers and others in related occupations speak French the most often but also regularly use English (*b*)
- Approximately 40 probation officers and others in related occupations speak French equally compared to English (*c*)
- Approximately 265 probation officers and others in related occupations speak English most often, but also speak French at least regularly (*d*)

**Table 48: Number of probation officers and other related occupations in Canada (excluding Quebec) by languages used at work**

Additional Language Used Regularly	Language Used Most Often				Total
	English	French	English and French	Other	
None*	4,615	<sup>a</sup>	40 <sup>c</sup>		<b>4,655</b>
English		20 <sup>b</sup>		25	<b>45</b>
French	265 <sup>d</sup>				<b>265</b>
English and French					
Other	80				<b>80</b>
<b>Total**</b>	<b>4,960</b>	<b>20</b>	<b>40</b>	<b>25</b>	<b>5,045</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and *no* other language regularly.

\*\* Totals may not be exact due to rounding.

One-third of probation officers and others in related occupations who can conduct a conversation in French are aged 45 years and older. Most probation officers and others in related occupations are women and are generally younger than their male counterparts (Table 49).

<sup>19</sup> The total does not correspond due to the rounding of numbers by Statistics Canada.

**Table 49: Number of probation officers and other related occupations in Canada (excluding Quebec) who can conduct a conversation in French by sex and age group**

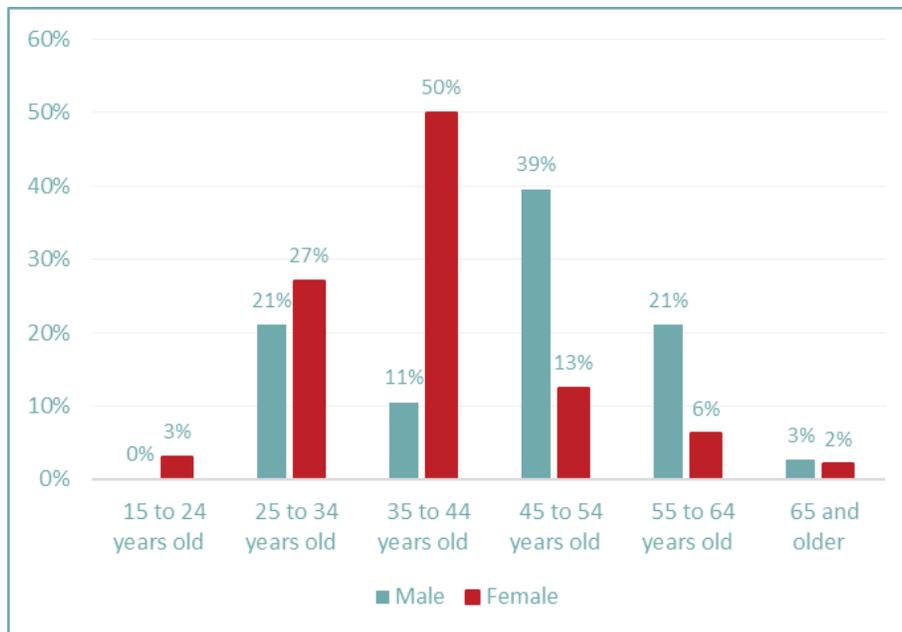
Age Group	Men		Women		Total	
	Number	%	Number	%	Number	%
15 to 24	0	0%	5	3%	20	3%
25 to 34	30	21%	130	27%	160	24%
35 to 44	20	11%	245	50%	255	39%
45 to 54	75	39%	60	13%	135	21%
55 to 64	45	21%	35	6%	75	11%
65 and older	5	3%	0	2%	15	2%
<b>Total</b>	<b>190</b>	<b>95%</b>	<b>480</b>	<b>101%</b>	<b>655</b>	<b>101%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The relationship between sex and age distribution among probation officers and others in related occupations (excluding Quebec) who can conduct a conversation in French is illustrated in the figure below.

**Figure 9: Distribution of probation officers and others in related occupations who can conduct a conversation in French in Canada (excluding Quebec) by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

### 3.7 Correctional Service Officers

In 2015, there were approximately 20,000 correctional service officers working in Canada (excluding Quebec). Of these, 895 (4.5% of total) are francophones, 1,925 (9.7%) can conduct a conversation in French, and 990 (5.0%) use French at least regularly at work (Table 50).

**Table 50: Number of correctional service officers in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total	19,795	895	1,925	990
Proportion of total		4.5%	9.7%	5.0%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants represent 30.2% and 5.6% of correctional service officers. The proportion of immigrants among francophone correctional service officers is approximately one-half of the proportion of immigrants among all correctional service officers (all languages). Compared to overall, the proportion of women among correctional service officers is lower among francophones, but the difference is relatively small, so caution is needed in interpreting the results. Over one-third (36%) of correctional service officers who can conduct a conversation in French are women.

**Table 51: Number of correctional service officers in Canada (excluding Quebec) by sex, immigration status, and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	6,540	270	685
% Women	33.0%	30.2%	35.6%
Number of Immigrants	2,030	50	
% Immigrants	10.3%	5.6%	

Source: Statistics Canada, 2016 Census, custom data request.

Challenges concerning the interpretation of smaller numbers mentioned previously, suggests that caution is needed when analysing the information in Table 52. Most correctional service officers who can conduct a conversation in French in New Brunswick (89.9%) and over half in Ontario (55.3%) use French at least regularly at work.

**Table 52: Number of correctional service officers in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	20	10	50.0%
Prince Edward Island	-	-	-
Nova Scotia	60	35	58.3%
New Brunswick	495	445	89.9%
Ontario	570	315	55.3%
Manitoba	210	35	16.7%

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Saskatchewan	120	35	29.2%
Alberta	240	80	33.3%
British Columbia	160	25	15.6%
Yukon	15	-	0.0%
Northwest Territories	15	-	0.0%
Nunavut	20	-	0.0%
<b>Canada (excluding Quebec)</b>	<b>1,925</b>	<b>990</b>	<b>51.4%</b>

Source: Statistics Canada, 2016 Census, custom data request.

Over one-half (53.8%) of correctional service officers who use French at least regularly at work are employed by the federal government, with an additional 40.0% employed by provincial and territorial governments. A small proportion (4.1%) work in other industries (Table 53).

**Table 53: Number of correctional service officers in Canada (excluding Quebec) by usage of French at work and industry**

Industry	Use French at Work			% by Industry
	Often	Regularly	At Least Regularly	
Federal government	125	400	525	53.8%
Provincial or territorial governments	95	295	390	40.0%
Local, municipal or regional governments		20	20	2.1%
Other industries	10	30	40	4.1%
<b>Total</b>	<b>230</b>	<b>745</b>	<b>975</b>	

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following <sup>20</sup> (Table 54):

- Approximately 30 correctional service officers exclusively speak French (*a*)
- Approximately 75 correctional service officers speak French the most often but also regularly use English (*b*)
- Approximately 150 correctional service officers speak French equally compared to English (*c*)
- Approximately 735 correctional service officers speak English most often, but also speak French at least regularly (*d*)

<sup>20</sup> The total does not correspond due to the rounding of numbers by Statistics Canada.

**Table 54: Number of correctional service officers in Canada (excluding Quebec) by languages used at work**

Additional Language Used Regularly	Language Used Most Often				Total
	English	French	English and French	Other	
None*	18,595	30 <sup>a</sup>	150 <sup>c</sup>	35	<b>18,810</b>
English		75 <sup>b</sup>		15	<b>90</b>
French	735 <sup>d</sup>				<b>735</b>
English and French					
Other	150				<b>150</b>
<b>Total**</b>	<b>19,480</b>	<b>105</b>	<b>150</b>	<b>50</b>	<b>18,785</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and no other language regularly.

\*\* Totals may not be exact due to rounding.

The demographic distribution of correctional service officers who can conduct a conversation in French shows that nearly than one-third (28%) are aged 45 and older (Table 55). Female correctional service officers are generally younger, but the difference in age distributions by sex is small.

**Table 55: Number of correctional service officers in Canada (excluding Quebec) who can conduct a conversation in French by age and sex group**

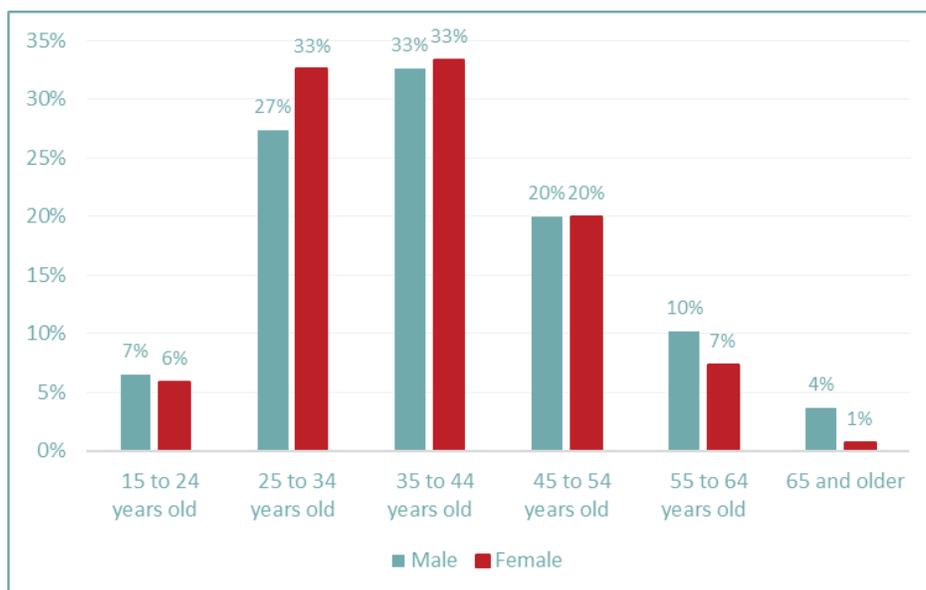
Age Group	Men		Women		Total	
	Number	%	Number	%	Number	%
15 to 24	85	7%	40	6%	125	6%
25 to 34	335	27%	220	33%	570	30%
35 to 44	405	33%	230	33%	620	32%
45 to 54	245	20%	135	20%	375	19%
55 to 64	125	10%	55	7%	165	9%
65 and older	45	4%	0	1%	55	3%
<b>Total</b>	<b>1,235</b>	<b>100%</b>	<b>685</b>	<b>100%</b>	<b>1,925</b>	<b>99%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The relationship between sex and age distribution among correctional service officers in Canada (excluding Quebec) who can conduct a conversation in French is illustrated in the figure below.

**Figure 10: Distribution of correctional service officers in Canada (excluding Quebec) who can conduct a conversation in French by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

### 3.8 By-law Enforcement Officers

In 2015, there were 8,270 working by-law enforcement officers in Canada (excluding Quebec). Of these, 355 (4.3% of total) are francophones, 875 (10.6%) can conduct a conversation in French, and 430 (5.2%) use French at least regularly at work (Table 56).

**Table 56: Number of by-law enforcement officers in Canada (excluding Quebec) by knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work
Total	8,270	355	875	430
Proportion of total		4.3%	10.6%	5.2%

Source: Statistics Canada, 2016 Census, custom data request.

Women and immigrants represent 28.2% and 14.1% of by-law enforcement officers, respectively. (Table 57). The proportion of women among francophone by-law enforcement officers is smaller than the proportion overall (all languages). The proportion of immigrants among francophone by-law enforcement officers is smaller compared to overall, but the difference is relatively small, and caution is needed when interpreting the results. Approximately one-third (33.1%) of by-law enforcement officers who can conduct a conversation in French are women.

**Table 57: Number of by-law enforcement officers in Canada (excluding Quebec) by sex, immigration status, and knowledge of French**

	All Languages	Francophones (according to FOLS)	Can Conduct a Conversation in French (KOL)
Number of Women	2,935	100	290
% Women	35.5%	28.2%	33.1%
Number of Immigrants	1,400	50	
% Immigrants	16.9%	14.1%	

Source: Statistics Canada, 2016 Census, custom data request.

Challenges pertaining to the interpretation of small numbers mentioned previously indicate that caution is required in interpreting the data contained in Table 58. Most by-law enforcement officers who can conduct a conversation in French in New Brunswick (85.7%) and nearly two-thirds in Ontario (64.8%) use French regularly at work.

**Table 58: Number of by-law enforcement officers in Canada (excluding Quebec) who can conduct a conversation in French or use French at least regularly at work, by province and territory**

Province or Territory	Can Conduct a Conversation in French (KOL)	Use French at Least Regularly at Work	Use French at Least Regularly at Work / KOL
Newfoundland and Labrador	15	-	0.0%
Prince Edward Island	-	-	-
Nova Scotia	20	10	50.0%
New Brunswick	70	60	85.7%
Ontario	540	350	64.8%
Manitoba	45	10	22.2%
Saskatchewan	10	-	0.0%
Alberta	75	10	13.3%
British Columbia	80	-	0.0%
Yukon	10	10	100.0%
Northwest Territories	-	-	-
Nunavut	-	-	-
<b>Canada (excluding Quebec)</b>	<b>875</b>	<b>430</b>	<b>49.1%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Approximately 60% of by-law enforcement officers who use French in the workplace are employed by governments, including 29.1% employed by local, municipal or regional governments, 18.6% employed by provincial/territorial governments and 16.3% working for the federal government. Over one-third (37.2%) are employed by other industries (Table 59).

**Table 59: Number of by-law enforcement officers in Canada (excluding Quebec) by usage of French at work and industry**

Industry	Use French at Work			% by Industry
	Often	Regularly	At Least Regularly	
Federal government	20	50	70	16.3%
Provincial or territorial governments	20	60	80	18.6%
Local, municipal, or regional governments	25	100	125	29.1%
Other industries	40	120	160	37.2%
<b>Total</b>	<b>105</b>	<b>330</b>	<b>435</b>	

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

A comparison of the usage of French at work in relation to English and other languages demonstrates the following <sup>21</sup> (Table 60):

- Approximately 25 by-law enforcement officers exclusively speak French (*a*)
- Approximately 40 by-law enforcement officers speak French the most often but also regularly use English (*b*)
- Approximately 55 by-law enforcement officers speak French equally compared to English (*c*)
- Approximately 130 by-law enforcement officers speak English most often, but also speak French at least regularly (*d*)

**Table 60: Number of by-law enforcement officers in Canada (excluding Quebec) by languages used at work**

Additional Language Used Regularly	Language Used Most Often				Total
	English	French	English and French	Other	
None*	7,710	25 <sup>a</sup>	55 <sup>c</sup>		<b>7,790</b>
English		40 <sup>b</sup>		30	<b>70</b>
French	320 <sup>d</sup>				<b>320</b>
English and French					
Other	70				<b>70</b>
<b>Total**</b>	<b>8,100</b>	<b>65</b>	<b>55</b>	<b>30</b>	<b>8,250</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* None: the professional in question either speaks English, French or another language often and no other language regularly.

\*\* Totals may not be exact due to rounding.

The demographic distribution of by-law enforcement officers who can conduct a conversation in French shows that around over one-half (61%) are aged 44 or younger (Table 61). Female by-law enforcement officers are generally younger than their male counterparts.

<sup>21</sup> The total does not correspond due to the fact that the numbers were randomly rounded up by Statistics Canada.

**Table 61: Number of by-law enforcement officers in Canada (excluding Quebec) who can conduct a conversation in French by sex and age group**

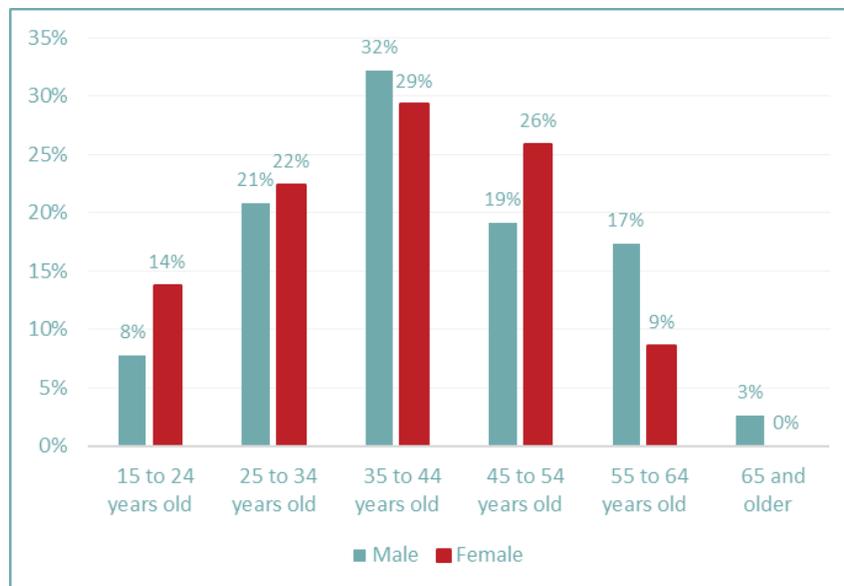
Age Group	Men		Women		Total	
	Number	Distribution	Number	Distribution	Number	Distribution
15 to 24	45	8%	35	14%	80	9%
25 to 34	125	21%	65	22%	185	21%
35 to 44	185	32%	85	29%	270	31%
45 to 54	105	19%	70	26%	190	22%
55 to 64	105	17%	25	9%	125	14%
65 and older	15	3%	0	0%	20	2%
<b>Total</b>	<b>575</b>	<b>8%</b>	<b>290</b>	<b>100%</b>	<b>875</b>	<b>99%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The relationship between sex and age distribution among by-law enforcement officers in Canada (excluding Quebec) who can conduct a conversation in French is illustrated in the figure below.

**Figure 11: Distribution of by-law enforcement officers who can conduct a conversation in French in Canada (excluding Quebec) by age group and sex**



Source: Statistics Canada, 2016 Census, custom data request.

#### 4. Analysis of Legal Professionals in Ontario

Analyses according to the eight administrative regions of Ontario Superior's Court of Justice are presented in this section. Table 62 illustrates shows that among the 6,740 francophone legal professionals (according to FOLS) in the province, the vast majority reside in three regions: East (56.7%), North-East (13.8%) and Toronto (11.6%). The highest concentrations of francophone legal professionals are found in the East and North-East regions (18% in each region). In the North-West Region there are 3.1% francophone legal professionals, and an additional 2.2% reside in the Toronto Region.

**Table 62: Legal professionals in Ontario by administrative region and FOLS**

Region	All Languages		Francophones		
	Number [A]	% of Total	Number [B]	% of Total	% Francophones [B/A]
Center-East	28,640	20.6%	455	6.8%	1.6%
Center-South	14,820	10.7%	240	3.6%	1.6%
Center-West	20,005	14.4%	290	4.3%	1.4%
East	21,130	15.2%	3,820	56.7%	18.1%
North-East	5,165	3.7%	930	13.8%	18.0%
North-West	2,730	2.0%	85	1.3%	3.1%
South-West	11,165	8.0%	140	2.1%	1.3%
Toronto	35,415	25.5%	780	11.6%	2.2%
<b>Total Ontario*</b>	<b>139,065</b>	<b>100.0%</b>	<b>6,740</b>	<b>100.0%</b>	<b>4.8%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

In most regions, women make up approximately one-half of legal professionals of all languages, with similar proportions among francophone legal professionals (Table 63). In the Center-West and South-West regions, the proportion of female legal professionals is higher among francophones (approximately 60%). The lowest proportion of women among francophone professionals is in the North-West Region at approximately one-third (35.3%).

**Table 63: Female legal professionals in Ontario by administrative region and FOLS**

Region	All Languages		Francophones		Ratio (D/B)
	Women (A)	% of Total (B)	Women (C)	% of Total (D)	
Center-East	14,855	51.9%	240	52.7%	1.02
Center-South	7,755	52.3%	125	52.1%	1.00
Center-West	10,770	53.8%	175	60.3%	1.12
East	11,230	53.1%	1,965	51.4%	0.97
North-East	2,395	46.4%	450	48.4%	1.04
North-West	1,235	45.2%	30	35.3%	0.78
South-West	5,785	51.8%	85	60.7%	1.17
Toronto	19,175	54.1%	445	57.1%	1.05
<b>Total Ontario*</b>	<b>73,205</b>	<b>52.6%</b>	<b>3,515</b>	<b>52.2%</b>	<b>0.99</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

In Ontario, the proportion of immigrants among francophone legal professionals is lower (13.2%) than among all legal professionals (18.9%) (Table 64). When analysed by region, the immigrant proportions for the two regions with the highest overall proportions of francophones, the East and North-East, are significantly lower than for the provincial proportion (9.2% in the East; 1.1% in the North-East region; 13.2% in Ontario overall). It should be noted that the numbers of francophone legal professionals in the North East Region are relatively small, so the data should be interpreted with caution. In the Toronto Region, 37.2% of francophone legal professionals are immigrants compared to 26.0% among all legal professionals.

**Table 64: Immigrant legal professionals in Ontario by administrative region and FOLS**

Region	All Languages		Francophones		Ratio (D/B)
	Immigrants (A)	% of Total (B)	Immigrants (C)	% of Total (D)	
Center-East	5,870	20.5%	95	20.9%	1.02
Center-South	1,910	12.9%	60	25.0%	1.94
Center-West	5,705	28.5%	70	24.1%	0.85
East	2,145	10.2%	350	9.2%	0.90
North-East	210	4.1%	10	1.1%	0.26
North-West	125	4.6%	10	11.8%	2.57
South-West	1,130	10.1%	20	14.3%	1.41
Toronto	9,210	26.0%	290	37.2%	1.43
<b>Total Ontario*</b>	<b>26,310</b>	<b>18.9%</b>	<b>890</b>	<b>13.2%</b>	<b>0.70</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Legal professionals aged 45 and older represent nearly half of all professionals and francophone professionals (48.8% and 48.0% respectively). Pressure for replacements of francophone legal professionals are expected to rise dramatically following the retirement of aging Ontarian professionals. In the North-East Region, over 75% of francophone legal professionals are aged 45 or older, and in the North-West Region, the proportion is approximately 68%, but remains elevated for francophones compared to overall proportions.

**Table 65: Legal professionals in Ontario aged 45 and older by administrative region and FOLS**

Region	All Languages		Francophones		Ratio (D/B)
	45 Years and Older (A)	% of Total (B)	45 Years and Older (C)	% of Total (D)	
Center-East	14,380	50.2%	235	51.6%	1.03
Center-South	7,650	51.6%	120	50.0%	0.97
Center-West	9,560	47.8%	130	44.8%	0.94
East	10,785	51.0%	1,845	48.3%	0.95
North-East	2,925	56.6%	490	52.7%	0.93
North-West	1,420	52.0%	65	76.5%	1.47
South-West	5,875	52.6%	95	67.9%	1.29
Toronto	15,230	43.0%	285	36.5%	0.85
<b>Total Ontario*</b>	<b>67,825</b>	<b>48.8%</b>	<b>3,235</b>	<b>48.0%</b>	<b>0.98</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

The proportion of legal professionals who speak French at least regularly at work (7.4%, see Table 66) is higher than the proportion of francophone legal professionals (4.8%, see Table 62). The highest concentrations of French-speaking legal professionals are in the following regions: East (30.2% of professionals use French at least regularly at work), North-East (21.3%) and Toronto (4.3%).

**Table 66: Legal professionals in Ontario by administrative region and usage of French at work**

Region	Total (A)	Use French at Work			% Use French at Least Regularly at Work (E=D/A)
		Often (B)	Regularly (C)	At Least Regularly (D=B+C)	
Center-East	28,640	115	375	490	1.7%
Center-South	14,820	60	205	265	1.8%
Center-West	20,005	80	330	410	2.0%
East	21,130	1,595	4,795	6,390	30.2%
North-East	5,165	165	935	1,100	21.3%
North-West	2,730	10	40	50	1.8%
South-West	11,165	25	125	150	1.3%
Toronto	35,415	220	1,295	1,515	4.3%
<b>Total Ontario*</b>	<b>139,065</b>	<b>2,250</b>	<b>8,110</b>	<b>10,360</b>	<b>7.4%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Over one-half (61.7%) of priority legal professionals who use French at least regularly at work reside in the East Region. By profession, it is noted that 70.1% of police officers, 69.9% of commissioned police officers and 55.6% of judges use French at least regularly at work (Table 67). The proportion of professionals who use French at least regularly at work varies by profession. For example:

- 51.6% of justices of the peace and court officers in the East Region, and 25.9% in the North-East Region use French at least regularly at work.
- 48.8% of judges in the East Region, 62.5% in the North-East Region and 17.9% in the Toronto Region use French at least regularly at work.
- 38.9% of lawyers in the East Region and 27.1% in the North-East Region use French at least regularly at work.
- 34.0% of police officers in the East Region and 18.6% in the North-East Region use French at least regularly at work.
- 50.0% of commissioned police officers in the East Region, 20.0% in the North-East Region and 40% in the Toronto Region, use French at least regularly at work.

Table 67: Legal professionals in Ontario who use French at least regularly at work by administrative region

	Center-East	Center-South	Center-West	East	North-East	North-West	South-West	Toronto	Total*
<i>Number of Professionals</i>									
<b>All Priority Legal Professions</b>	<b>490</b>	<b>265</b>	<b>410</b>	<b>6,390</b>	<b>1,100</b>	<b>50</b>	<b>150</b>	<b>1,515</b>	<b>10,360</b>
Justices of the peace and court officers	--	10	10	165	35	--	--	10	255
Judges	--	--	--	100	25	--	--	50	180
Lawyers	140	70	170	2,245	180	15	30	1,005	3,860
Police officers	140	75	60	1,735	325	10	60	35	2,460
Commissioned police officers	--	--	--	80	10	--	--	10	115
Probation officers and other related occupations	10	10	--	140	45	10	--	15	225
Correctional service officers	35	15	10	170	65	10	--	--	315
By-law enforcement officers	10	15	10	185	75	0	--	10	350
<i>Regional Distribution</i>									
<b>All Priority Legal Professions</b>	<b>4.7%</b>	<b>2.6%</b>	<b>4.0%</b>	<b>61.7%</b>	<b>10.6%</b>	<b>0.5%</b>	<b>1.4%</b>	<b>14.6%</b>	<b>100.0%</b>
Justices of the peace and court officers	--	3.9%	3.9%	64.7%	13.7%	--	--	3.9%	100.0%
Judges	--	--	--	55.6%	13.9%	--	--	27.8%	100.0%
Lawyers	3.6%	1.8%	4.4%	58.2%	4.7%	0.4%	0.8%	26.0%	100.0%
Police officers	5.7%	3.0%	2.4%	70.5%	13.2%	0.4%	2.4%	1.4%	100.0%
Commissioned police officers	--	--	--	69.6%	8.7%	--	--	8.7%	100.0%
Probation officers and other related occupations	4.4%	4.4%	--	62.2%	20.0%	4.4%	--	6.7%	100.0%
Correctional service officers	11.1%	4.8%	3.2%	54.0%	20.6%	3.2%	--	--	100.0%
By-law enforcement officers	2.9%	4.3%	2.9%	52.9%	21.4%	0.0%	--	2.9%	100.0%

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

As stated previously, knowledge of both official languages is an indicator of the total number of potential legal professionals with the ability to offer services in French. This variable represents the number of professionals who can conduct a conversation in one or both official languages. Among the 139,065 legal professionals in Ontario, 23,690 (or approximately 17%) can conduct a conversation in both official languages (Table 68). This group is made up of:

- Approximately 6,700 legal professionals in Ontario who have French as FOLS.
- Approximately 16,980 legal professionals in Ontario who have English as their only FOLS – this a pool of those who potentially can speak French. In Table 66, we see that 10,360 anglophone professionals use French at least regularly at work. This indicates that potentially a total of 6,620 professionals can speak French, but do not use it – or use it minimally – at work.

**Table 68: Legal professionals in Ontario by knowledge of official languages and FOLS**

Knowledge of Official Languages	First Official Language Spoken (FOLS)				Total	Francophones [A+B]
	English	French [A]	English and French [B]	Neither English nor French		
English Only	115,270	0	0	0	<b>115,270</b>	<b>0</b>
French Only	0	30	0	0	<b>30</b>	<b>30</b>
English and French	16,980	6,095	615	0	<b>23,690</b>	<b>6,710</b>
Neither English nor French	10	0	0	75	<b>85</b>	<b>0</b>
<b>Total</b>	<b>132,255</b>	<b>6,125</b>	<b>615</b>	<b>75</b>	<b>139,065</b>	<b>6,740</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

Approximately 10,365 legal professionals in Ontario use French at least regularly at work. They represent less than one-half (43.7%) of the 23,720 legal professionals in Ontario who can conduct a conversation in French (Table 69). This proportion varies by profession: among those who can conduct a conversation in French: 88.9% of commissioned police officers, 75.4% of justice of the peace and court officers, 64.8% of by-law enforcement officers, 61.6% of probation officers and other related occupations, 53.4% of police officers, 52.9% of judges and 34.9% of lawyers use it at least regularly at work.

**Table 69: Legal professionals in Ontario who can conduct a conversation in French and usage of French at work, by profession**

Legal Professions	Can Conduct a Conversation in French (KOL) [A]	Use English at Least Regularly at Work [B]	Linguistic Potential (%) [B]/[A]
By-law Enforcement Officers	540	350	64.8%
Justices of the Peace and Court Officers	345	260	75.4%
Court Clerks	--	--	--
Commissioned Police Officers	135	120	88.9%
Sheriffs and Bailiffs	--	--	--
Managers - social, community and correctional services	--	--	--
Correctional Service Officers	570	315	55.3%
Probation Officers and Other Related Occupations	365	225	61.6%

Legal Professions	Can Conduct a Conversation in French (KOL) [A]	Use English at Least Regularly at Work [B]	Linguistic Potential (%) [B]/[A]
Judges	340	180	52.9%
Police Officers	4,605	2,460	53.4%
Court Reporters and Transcriptionists	--	--	--
Legal Administrative Assistants	--	--	--
Paralegals	--	--	--
Lawyers	11,050	3,860	34.9%
<b>Total Legal Professions</b>	<b>23,720</b>	<b>10,365</b>	<b>43.7%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

When examining the proportion of professionals who use English at least regularly as part of their work among the legal professionals who can conduct a conversation in French per administrative region in Ontario, we find that The highest proportions of professionals who can conduct a conversation in French and who use French at least regularly at work are found in the Eastern and North-Eastern regions of Ontario, where the realized linguistic potential is estimated to be 71.9% and 69.0% respectively.

**Table 70: Legal professionals in Ontario who can conduct a conversation in French and usage of French at least regularly at work, by administrative region**

Administrative Region	Can Conduct a Conversation in French (KOL) [A]	Use English at Least Regularly at Work [B]	Linguistic Potential (%) [B]/[A]
Center-East	2,245	490	21.8%
Center-South	1,250	265	21.2%
Center-West	1,810	410	22.7%
East	8,890	6,390	71.9%
North-East	1,595	1,100	69.0%
North-West	205	50	24.4%
South-West	860	150	17.4%
Toronto	6,850	1,515	22.1%
<b>Total Ontario</b>	<b>23,685</b>	<b>10,360</b>	<b>43.7%</b>

Source: Statistics Canada, 2016 Census, custom data request.

\* Totals may not be exact due to rounding.

## Annex I. Methodology

This annex presents the definitions used throughout the report, data sources, additional details on publicly available data, along with any identified methodology limitations. This methodology was developed to enable the RNJF and the research team to jointly define the study's scope and the information needs to guide the custom data requests submitted to Statistics Canada. The main data source for the study is the 2016 Census.

### Priority Legal Professions

The 2016 National Occupation Classification (NOC) was used to identify the legal professions included in the analysis. For this study, 14 professions were selected. Table 71 presents the NOC code, NOC label and definition for each selected profession.

**Table 71: Definitions of Priority Legal Professions**

NOC Code	Label and Definition
<b>122</b>	<b>Administrative and financial supervisors and administrative occupations</b>
<b>1227</b>	<b>Court officers and justices of the peace</b> Court officers co-ordinate the administrative and procedural functions of federal, provincial and territorial courts, such as scheduling trials and overseeing the maintenance of court records. Justices of the peace administer oaths, issue subpoenas, summonses, and warrants and perform other court-related duties such as conducting bail hearings. They are employed by federal, provincial, and territorial courts.
<b>124</b>	<b>Office administrative assistants – general, legal, and medical</b>
<b>1242</b>	<b>Legal administrative assistants</b> Legal administrative assistants perform a variety of secretarial and administrative duties in law offices, legal departments of large firms, real estate companies, land title offices, municipal, provincial, and federal courts and government.
<b>125</b>	<b>Court reporters, transcriptionists, record management technicians and statistical officers</b>
<b>1251</b>	<b>Court reporters, medical transcriptionists, and related occupations</b> Court reporters record and transcribe verbatim the proceedings of courts, legislative assemblies, and committees, and prepare transcripts for use by judges, tribunals, and quasi-judicial panels. They are employed by courts of law, provincial and federal legislative assemblies, and committees, or they may be self-employed. Medical transcriptionists record, transcribe and edit dictation by physicians and other health care providers, surgical proceedings, health-related reports, and other medical documentation. They are employed by hospitals, medical clinics, and doctors' offices, or they may be self-employed. Closed captioners and other transcriptionists are included in this unit group.
<b>141</b>	<b>General office workers</b>
<b>1416</b>	<b>Court clerks</b> Court clerks perform support functions in courts of law, such as calling court to order, preparing court dockets, and maintaining exhibits. They are employed by federal, provincial, and municipal courts.
<b>411</b>	<b>Judges, lawyers and Quebec notaries</b>
<b>4111</b>	<b>Judges</b> Judges adjudicate civil and criminal cases and administer justice in courts of law. Judges preside over federal and provincial courts.

<b>NOC Code</b>	<b>Label and Definition</b>
<b>4112</b>	<b>Lawyers and Quebec notaries</b> Lawyers and Quebec notaries advise clients on legal matters, represent clients before administration boards and draw up legal documents such as contracts and wills. Lawyers also plead cases, represent clients before tribunals and conduct prosecutions in courts of law. Lawyers are employed in law firms and prosecutor's offices. Quebec notaries are employed in notary offices. Both lawyers and Quebec notaries are employed by federal, provincial, and municipal governments and various business establishments or they may be self-employed. Articling students are included in this unit group.
<b>415</b>	<b>Social and community service professionals</b>
<b>4155</b>	<b>Probation / parole officers and related occupations</b> Probation officers monitor the conduct and behaviour of criminal offenders serving probation terms. Parole officers monitor the reintegration of criminal offenders serving the remainder of sentences while conditionally released into the community on parole. Classification officers assess inmates and develop rehabilitation programs for criminal offenders who are incarcerated in prisons. They are employed by federal and provincial governments and work in the community and in prisons.
<b>421</b>	<b>Paraprofessional occupations in legal, social, community and education services</b>
<b>4211</b>	<b>Paralegal and related occupations</b> Paralegals prepare legal documents and conduct research to assist lawyers or other professionals. Independent paralegals provide legal services to the public as allowed by government legislation or provide paralegal services on contract to law firms or other establishments. Notaries public administer oaths, take affidavits, sign legal documents, and perform other activities according to the scope of their practice. Trademark agents advise clients on intellectual property matters. Paralegals are employed by law firms, by record search companies and in legal departments throughout the public and private sectors. Independent paralegals are usually self-employed. Notaries public are employed by government and in the public and private sectors or they may be self-employed. Trademark agents are employed by law firms and legal departments throughout the public and private sectors, trademark development and search firms or they may be self-employed. <sup>22</sup>
<b>431</b>	<b>Occupations in front-line public protection services</b>
<b>4311</b>	<b>Police officers</b> Police officers protect the public, detect, and prevent crime and perform other activities directed at maintaining law and order. They are employed by municipal and federal governments and some provincial and regional governments.
<b>442</b>	<b>Legal and public protection support occupations</b>
<b>4422</b>	<b>Correctional service officers</b> Correctional service officers guard offenders and detainees and maintain order in correctional institutions and other places of detention. They are employed by federal, provincial, and municipal governments. Correctional service officers who are supervisors are included in this unit group.
<b>4423</b>	<b>By-law enforcement and other regulatory officers, n.e.c.</b> By-law enforcement and other regulatory officers enforce by-laws and regulations of provincial and municipal governments. They are employed by provincial and municipal governments and agencies.

<sup>22</sup> Les techniciens sont souvent connus comme assistants juridiques ou “ parajuriste “.

<b>NOC Code</b>	<b>Label and Definition</b>
<b>4421</b>	<b>Sheriffs and bailiffs</b> Sheriffs execute and enforce court orders, warrants and writs, participate in seizure and sale of property and perform courtroom and other related duties. Bailiffs serve legal orders and documents, seize, or repossess properties, evict tenants and perform other related activities. Sheriffs and bailiffs are employed by provincial or territorial courts, and bailiffs may be employed as officers of the court or in private service as agents for creditors.
<b>042</b>	<b>Managers in education and social community services</b>
<b>0423</b>	<b>Managers in social, community and correctional services</b> Managers in social, community and correctional services plan, organize, direct, control and evaluate the programs and activities of social service and community agencies, correctional institutions, counselling departments, labour organizations, professional associations, political parties, and non-governmental organizations. Examples include: <ul style="list-style-type: none"> <li>• Prison Directors</li> <li>• Correctional treatment and training doctor</li> </ul>
<b>0431</b>	<b>Commissioned police officers</b> Commissioned police officers plan, organize, direct, control and evaluate police force administration and police activities such as maintaining law and order and detecting and preventing crime. They are employed by municipal, provincial, and federal governments. This unit group includes officers from the rank of staff sergeant to police commissioner. Commissioned officers in the railway police are also included in this unit group. Examples include: Chief of police; Assistant chief of police; Railway police chief; and ort police chief

Among the 14 priority legal professions, the following eight professions were targeted for an in-depth analysis:

- Judges
- Court officers and justices of the peace
- Lawyers
- Police officers
- Commissioned police officers
- Probation and parole officers and related occupations
- Correctional service officers
- By-law enforcement and other regulatory officers, n.e.c.

Three additional occupations – social workers (NOC 4152), other professional occupations in social sciences, n.e.c. (including criminologists) (NOC 4169) and translators, terminologists, and interpreters (including judicial translators) (NOC 5125) - include a small number of legal professionals of interest to this study. Different approaches to estimate the number of legal professionals among these occupations were considered; however, given the limitations regarding the data available and the challenges in estimating the number legal professionals within these groups, these three occupations were excluded from the study. Detailed definitions are provided in the table below.

**Table 72: Professions of Interest Excluded from the Analysis**

NOC code	Label and definition
<b>5125</b>	<b>Translators, terminologists, and interpreters</b> Translators translate written material from one language to another. Interpreters translate oral communication from one language to another during speeches, meetings, conferences, debates, and conversation, or in court or before administrative tribunals. Terminologists conduct research to itemize terms connected with a certain field, define them, and find equivalents in another language. Sign language interpreters use sign language to translate spoken language and vice versa during meetings, conversations, television programs or in other instances. Translators, terminologists, and interpreters are employed by government, private translation and interpretation agencies, in-house translation services, large private corporations, international organizations and the media, or they may be self-employed. Sign language interpreters work in schools and courts, and for social service agencies, interpretation services, government services and television stations, or they may be self-employed.
<b>4169</b>	<b>Other occupations in social science, n.e.c. (including criminologists)</b> Other professional occupations in social science include anthropologists, archaeologists, geographers, historians, linguists, political scientists, sociologists, and other professional occupations in social science. They are employed in universities and throughout the public and private sectors.
<b>4168</b>	<b>Program officers unique to government</b> Program officers unique to government are primarily concerned with the administration and operation of government institutions, such as Parliament, and activities unique to the operations of government, such as international relations, federal-provincial affairs, elections, and tribunals.

## Geography

The analysis of legal professionals in Canada (excluding Quebec) includes breakdowns by province and territory, when appropriate. Although legal professionals working in Quebec were excluded from all analyses, the information for this province is available in the data sets compiled for the study.

The regional analysis for Ontario was produced according to the eight administrative regions of Ontario's Superior Court of Justice. These data were obtained via a custom data request to Statistics Canada. To create the regional breakdown, Ontario's Census Divisions (CD) were mapped against each administrative region<sup>23</sup> (Table 73). An analysis of Census Subdivisions (CSD)<sup>24</sup> – which correspond to individual municipalities – and administrative regions was also produced. Since the mapping using CD allows to allocate professionals working throughout the province, this was the approach chosen for the study.

**Table 73: Census divisions and administrative regions of Ontario's Superior Court of Justice**

Administrative region	Census division (CD)
<b>Center-East</b>	
Barrie	3543 Simcoe
Bracebridge	3544 Muskoka

<sup>23</sup> Census division (CD) is the general term for provincially legislated areas (such as counties, regional municipalities and regional districts) or their equivalents. Census division are intermediate geographical regions between the province/territory level and the municipality (census subdivision).

<sup>24</sup> Census subdivision (CSD) is the general term designating municipalities (as determined by provincial/territorial legislation) or areas treated as municipal equivalents for statistical purposes (such as Indian reserves, Indian settlements and unorganized territories).

<b>Administrative region</b>	<b>Census division (CD)</b>
Cobourg	3514 Northumberland
Régionale de Durham	3518 Durham
Lindsay	3516 Kawartha Lakes
	3546 Haliburton
Newmarket	3519 York
Peterborough	3515 Peterborough
<b>Center-South</b>	
Brantford	3529 Brant
Cayuga and Simcoe	3528 Haldimand-Norfolk
Hamilton	3525 Hamilton
Kitchener	3530 Waterloo
St. Catharines	3526 Niagara
<b>Center-West</b>	
Brampton	3521 Peel
Guelph	3523 Wellington
Milton	3524 Halton
Orangeville	3522 Dufferin
Owen Sound	3542 Grey
Walkerton	3541 Bruce
<b>East</b>	
Belleville	3512 Hastings
Brockville	3507 Leeds and Grenville
Cornwall	3501 Stormont, Dundas and Glengarry
Kingston	3510 Frontenac
L'Orignal	3502 Prescott and Russell
Ottawa	3506 Ottawa
Napanee	3511 Lennox and Addington
Pembroke	3547 Renfrew
Perth	3509 Lanark
Picton	3513 Prince Edward
<b>North-East</b>	
Cochrane and Timmins	3556 Cochrane
Gore Bay	3551 Manitoulin
Haileybury	3554 Temiskaming
North Bay	3548 Nipissing
Parry Sound	3549 Parry Sound
Sault Ste. Marie	3557 Algoma
Sudbury	3552 Sudbury
	3553 Greater Sudbury
<b>North-West</b>	
Fort Frances	3559 Rainy River
Kenora	3560 Kenora
Thunder Bay	3558 Thunder Bay
<b>South-West</b>	
Chatham	3536 Chatham-Kent
Goderich	3540 Huron
London	3539 Middlesex
Sarnia	3538 Lambton
St. Thomas	3534 Elgin
Stratford	3531 Perth
Windsor	3537 Essex
Woodstock	3532 Oxford
<b>Toronto region</b>	<b>3520 Toronto</b>

## Demographic Profile

The demographic profile of legal professionals in Canada according to sex and age group includes those aged 15 years and older **having worked in 2015**. The following age categories were used: (i) 15 to 24 years, (ii) 25 to 34 years, (iii) 35 to 44 years, (iv) 45 to 54 years, (v) 55 to 64 years and (vi) 65 years and older.

Information on immigration status was available for individuals of working age (15 and older) regardless of their labour market status. As a result, the numbers when analyzing this variable may be slightly different than totals in the analysis by age group and sex. Immigration status is defined as follows:<sup>25</sup>

- (i) “Non-immigrant” includes those who are Canadian citizens by birth.
- (ii) “Immigrant” include those who are or were immigrants and permanent residents. Permanent residents include individuals who have been granted the right to reside in Canada indefinitely by immigration authorities. Immigrants who have obtained a Canadian citizenship by naturalisation are included in this category. In the 2016 Census, “Immigrant” includes all immigrants who arrived before May 10, 2016.
- (iii) “Non-permanent resident” includes citizens of other countries on a work or study permit, asylum claimants, as well as any family member of theirs not born in Canada who resides with the individual in question.<sup>26</sup>

## Linguistic Profile

Definitions for the variables used to represent languages and their usage in this study are presented in this section.

### First Official Language Spoken (FOLS)

Based on the documentation of Statistics Canada, the first official language spoken (FOLS) “is specified within the framework of the *Official Languages Act*. It refers to the first official language (i.e., English or French) spoken by the person”<sup>27</sup>. This variable provides an indication of the number of legal professionals who may be able to offer services in French, even if they do not use French in the workplace. Individuals are assigned one of the following FOLS:<sup>28</sup> (i) English, (ii) French, (iii) English and French and (iv) neither English nor French.

<sup>25</sup> <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/pop148-eng.cfm>

<sup>26</sup> <https://www12.statcan.gc.ca/nhs-enm/2011/ref/dict/pop148-eng.cfm>

<sup>27</sup> Statistics Canada, *Dictionary, Census of population 2016*, First official language spoken, updated on August 2, 2017, <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/pop034-eng.cfm>

<sup>28</sup> The size of the population speaking a minority language is also available from the Census data. In Quebec, the minority language population consists of all individuals having English as their FOLS plus half of those having both English and French as their FOLS. Outside of Quebec, French minorities include all individuals with French as their FOLS plus half of those having both English and French as their FOLS. Statistics Canada. First official language spoken of person, departmental standard approved on April 20, 2009.

The FOLS is a derived variable, which firsts takes into account the knowledge of official languages, second the mother tongue and third, the language used in the workplace. The derivation is described below.

#### Deriving the *first official language spoken* <sup>29</sup>

- Firstly, people who report in the knowledge of official languages question that they can conduct a conversation in French only are assigned “French” as their first official language spoken. Those who report only having the ability to carry a conversation in English are assigned “English” as first official language spoken.
- The responses to questions on mother tongue and home language are subsequently used to establish the first official language spoken by people who report speaking both English and French well enough to conduct a conversation, or who report that they cannot speak either of the two official languages. Specifically, the "French" category includes people (not yet classified) who have a mother tongue of French only or of French and at least one non-official language. The "English" category includes people (not yet classified) who have a mother tongue of English only or of English and at least one non-official language.
- For cases that are not classified according to the preceding criteria, people are assigned to the "French" category when they speak French only or French and at least one non-official language as the language they speak most often at home. People are assigned to the "English" category when they speak English only or English and at least one non-official language as their main home language.
- People are assigned to "English and French" when they speak both English and French well enough to conduct a conversation and when their mother tongues and home languages are both English and French or neither English nor French.
- People are assigned to "Neither English nor French" when they speak neither English nor French well enough to conduct a conversation and when their mother tongue and language used most often at home is a language other than English or French.

The questions used in the Census regarding knowledge of both official languages (question 7), language spoken most often at home (question 8a), and mother tongue (question 9), and are:<sup>30</sup>

- ✓ Q7. *Can this person speak English or French well enough to conduct a conversation?*
- ✓ Q8. *a) What does this person speak most often at home?*
- ✓ Q9. *What is the language that this person first learned at home in childhood and still understands?*

Cases in which the first official language spoken is French are described below.<sup>31</sup> It should be noted that francophones according to the FOLS, include people who *do not speak French well enough to conduct a conversation*, but for whom French is their mother tongue (see point 3). This can lead to an over estimation of the number of Francophones when using this variable. Francophones include:

<sup>29</sup> Statistics Canada. First official language spoken of person, departmental standard approved on April 20, 2009. <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=34004>

<sup>30</sup> Statistics Canada (2017). *Languages Reference Guide. Census of population, 2016.* <https://www12.statcan.gc.ca/census-recensement/2016/ref/guides/003/98-500-x2016003-eng.pdf>

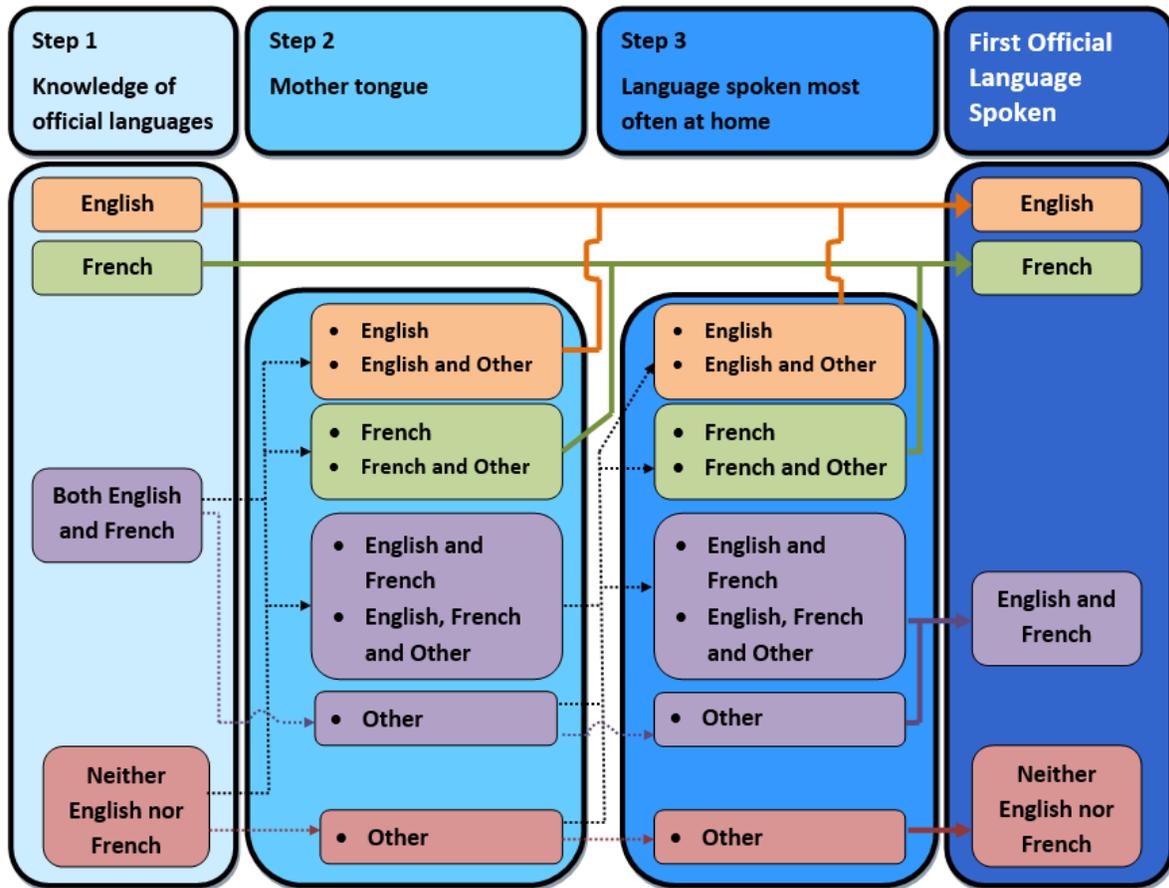
<sup>31</sup> Statistics Canada. First official language spoken of person, departmental standard approved on April 20, 2009. <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=34004>

1. People who speak French well enough to conduct a conversation and cannot conduct a conversation in English;
2. People who speak both French and English well enough to conduct a conversation in both languages, and where French is their mother tongue, or one of their mother tongues with another language other than English;
3. People who speak neither English nor French well enough to conduct a conversation in either language, and where French is their mother tongue, or one of their mother tongues with another language other than English;
4. People not classified by the previously stated categories, who speak both French in English well enough to conduct a conversation in either language and who's language primarily spoken at home is either French or French and another language other than English; and
5. People not classified by previously stated categories, who speak neither English nor French well enough to conduct a conversation in either language and who's language primarily spoken at home is French or French and another language other than English.

Cases in which the first official language spoken of an individual is both *English and French* include:

1. People who speak both English and French well enough to conduct a conversation in either and whose maternal languages and language spoken primarily at home are both English and French; and
2. People who speak both English and French well enough to conduct a conversation in and whose maternal languages and language spoken primarily at home are neither English nor French.

Figure 12: Identifying the first official language spoken



Source: Statistics Canada, <https://www.statcan.gc.ca/eng/concepts/fig1>

### Knowledge of Official Languages

'Knowledge of official languages' refers to whether the person can conduct a conversation in English only, French only, in both English and French or in neither language. For a child who has not yet learned to speak, this includes languages that the child is learning to speak at home.<sup>32</sup>

### Language Used at Work

A person can report more than one language as being "used most often at work" if the languages are used equally often.<sup>33</sup> The categories for this variable are:

- English
- French
- Non-official languages
- Aboriginal languages

<sup>32</sup> <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/pop055-eng.cfm>

<sup>33</sup> <https://www12.statcan.gc.ca/census-recensement/2016/ref/dict/pop222-eng.cfm>

- Non-Aboriginal languages
- English and French
- English and non official language
- French and non official language
- English, French and non official language

This variable is derived from question 45 of the 2016 Census, which reads:

- √ 45.a) *In this job, what language did this person use most often?*
- √ 45.b) *Did this person use any other languages on a regular basis in this job?*

To determine the frequency with which French is used in the workplace, the following classification proposed by Statistics Canada was used:

- *Exclusively*: Includes all those who use this language nearly exclusively in the workplace (single answers) without declaring any other language spoken often or regularly.
- *Most often*: Includes all those who use this language the most often in the workplace (single answers) and who report having at least one other language spoken regularly.
- *Equally compared to another language*: Includes all those who use this language often in the workplace and at least one other language an equal amount (multiple answers).
- *Regularly (on top of primary language)*: Includes all those who don't use this language the most often, but still use it regularly in the workplace (single or multiple answers).

In the custom data request, we obtained data to calculate the number of individuals who use a language “at least regularly” at work, which includes in the case of French, as an example, those who speak French often and those who speak it regularly.

## Industry

In addition to understanding the composition of legal professionals according to their occupation given by the National Occupation Classification (NOC), there is also interest in understanding the industries in which these professionals work, to illustrate, for instance, the proportion of legal professionals working in the public or private sectors. Industries are identified using the 2012 North American Classification System (NAICS).<sup>34</sup> NAICS codes specific to the legal professions in the public sector include:

- a) *9112 – Federal protective services*: This industry group comprises establishments of the federal government primarily engaged in providing services to ensure the security of persons and property. Protection includes measures to protect against negligence, exploitation, and abuse.
  - 91121 – Federal courts of law
  - 91122 – Federal correctional services
  - 91123 – Federal police services
  - 91124 – Federal regularity services
  - 91129 – Other protective services

<sup>34</sup> <https://www.statcan.gc.ca/fra/sujets/norme/scian/2012/introduction>.

- b) *9121 – Provincial protection services*: This industry group comprises establishments of provincial and territorial governments primarily engaged in providing services to ensure the security of persons and property. Protection includes measures to protect against negligence, exploitation, and abuse.
- 91211 – Provincial courts of law
  - 91212 – Provincial correctional services
  - 91213 – Provincial police services
  - 91215 – Provincial regulatory services
  - 91219 – Other provincial protective services
- c) *9131 – Municipal protection services*: This industry group comprises establishments of local governments primarily engaged in providing services to ensure the security of persons and property. Protection includes measures to protect against negligence, exploitation, and abuse.
- 91311 – Municipal court of law
  - 91312 – Municipal correctional services
  - 91313 – Municipal police services
  - 91314 – Municipal fire-fighting services
  - 91315 – Municipal regulatory services
  - 91319 – Other municipal protection services

It is also possible to identify legal services in the private sector. These include:

- d) *5411 – Legal services*: This industry group comprises establishments primarily engaged in providing legal and paralegal services. Examples of establishments in this industry group are offices of lawyers, offices of notaries and offices of paralegals.
- 54111 – Offices of lawyers
  - 54112 – Offices of notaries
  - 54119 – Other legal services

Although the NAICS can potentially provide a detailed classification (up to 5 digits), publicly available data only provide breakdowns at the two-digit level. A custom data request was made to Statistics Canada to obtain more granular NAICS data. Avoiding data suppression due to confidentiality, the most granular data that provides information of interest is at the three-digit level. These were the levels of aggregation available for this study:

- 91 Public administrations
  - 911 Federal government public administration
  - 912 Provincial and territorial public administrations
  - 913 Local, municipal, and regional public administrations

Breakdowns by industry were produced for the eight priority professions.

## Annex II. Description of Data Files

Most of the data used in this study is not publicly available on the Statistics Canada website. Publicly available tables regarding occupations or industries did not meet the needs of the study, as these did not provide enough details. A summary of relevant data on the Statistics Canada website is presented in the table below.

**Table 74: Data of interest publicly available on the Statistics Canada website**

Table	Data
2016 Census, catalogue number 98-400-X2016375	First Official Language Spoken (7), Employment Income Statistics (7), Occupation - National Occupational Classification (NOC) 2016 (691), Work Activity During the Reference Year (4), Age (6B) and Sex (3) for the Population Aged 15 Years and Over Who Worked in 2015, in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data
2016 Census, catalogue number 98-400-X2016373	First Official Language Spoken (7), Occupation - National Occupational Classification (NOC) 2016 (691), Highest Certificate, Diploma or Degree (15) and Immigrant Status and Admission Category (12) for the Population Aged 15 Years and Over Who Worked Since 2015, in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data
2016 Census, catalogue number 98-400-X2016094	Language Used at Work (263), Single and multiple responses of language used at work (3), Mother Tongue (8), Industry - North American Industry Classification System (NAICS) 2012 (21) and Age (10) for the Population Aged 15 Years and Over Who Worked Since 2015, in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data
2016 Census, catalogue number 98-400-X2016370	Language Used Most Often at Work (8), Other Language(s) Used Regularly at Work (9), Industry - North American Industry Classification System (NAICS) 2012 (122), Occupation - National Occupational Classification (NOC) 2016 (51) and Age (6B) for the Population Aged 15 Years and Over Who Worked Since 2015, in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data
2016 Census, catalogue number 98-400-X2016093	Language Used Most Often at Work (8), Other Language(s) Used Regularly at Work (9), Mother Tongue (8), Industry - North American Industry Classification System (NAICS) 2012 (21) and Highest Certificate, Diploma or Degree (7) for the Population Aged 15 Years and Over Who Worked Since 2015, in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data

Table	Data
2016 Census, catalogue number 98-400-X2016092	Language Used Most Often at Work (8), Other Language(s) Used Regularly at Work (9), Mother Tongue (8), Industry - North American Industry Classification System (NAICS) 2012 (21), Immigrant Status (4) and Age (5) for the Population Aged 15 Years and Over Who Worked Since 2015, in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data
2016 Census, catalogue number 98-400-X2016091	Language Used Most Often at Work (8), Other Language(s) Used Regularly at Work (9), Mother Tongue (8), Occupation - National Occupational Classification (NOC) 2016 (11), Highest Certificate, Diploma or Degree (7) for the Population Aged 15 Years and Over Who Worked Since 2015, in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data

It should be noted that the information by occupation and language is only available for individuals aged 15 years and older who worked during the reference year. This work activity during a reference year is defined as follows:

'Work activity during the reference year' refers to whether or not a person 15 years or over worked during the reference year. For those who did work, this refers to the number of weeks in which the person worked for pay or in self-employment during the reference year at all jobs held, even if only for a few hours, and whether these weeks were mostly full time (30 hours or more per week) or mostly part time (less than 30 hours per week).<sup>35</sup>

Data according to industries are available for individuals classified as “employed” under labour force definitions as follows:

...includes persons who, during the reference period: (a) Did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes persons who did unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household; or (b) Had a job but were not at work due to factors such as their own illness or disability, personal or family responsibilities, vacation or a labour dispute. This category excludes persons not at work because they were on layoff or between casual jobs, and those who did not then have a job (even if they had a job to start at a future date).<sup>36</sup>

As a result, there may be small differences in the total number of professionals presented in different breakdowns, as the concept of “having worked” is broader than “employed” during the referenced period.

<sup>35</sup> <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/dt-td/Av-eng.cfm?LANG=E&APATH=3&DETAIL=0&DIM=1&FL=A&FREE=0&GC=0&GID=0&GK=0&GRP=1&PID=110698&PRID=10&PTYPE=109445&S=0&SHOWALL=0&SUB=999&Temporal=2016,2017&THEME=119&VID=27254&VNAMEE=&VNAMEF=>

<sup>36</sup> <https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=114258&CVD=114260&CPV=1.1&CST=21062010&CLV=2&MLV=3>

A custom data request was sent to Statistics Canada to obtain data of interest. This table describes the content of these files.

**Table 75: Description of tables obtained via custom data request**

Table	Data
Table 1 (Data by industry, FOLS and languages used at work)	<p><b>DATA SOURCE:</b> 2016 Census – Census sample data (25%)</p> <p><b>POPULATION BASE:</b> Population aged 15 years and older, in private households, limited to those having worked during 2015</p> <p><b>GEOGRAPHY:</b> Canada, provinces, and territories, 14 geographical regions</p> <p><b>TITLE:</b> Legal professions (NOC 2016) (22), first official language spoken (5), language use most often in the workplace (8), other languages spoken regularly in the workplace (9), industry (NAICS 2012) (425), for the population aged 15 and older having worked in 2015, in private households in Canada, provinces and territories, 2016 Census – sample data (25%)</p>
Table 2A (Data on FOLS, languages used at work and administrative regions of Ontario)	<p><b>DATA SOURCE:</b> 2016 Census – Census sample data (25%)</p> <p><b>POPULATION BASE:</b> Population aged 15 and older, in private households, limited to those having worked during 2015</p> <p><b>GEOGRAPHY:</b> Ontario, personalized legal geographic administrative regions and census divisions and census divisions (58 geographic regions)</p> <p><b>TABLE TITLE:</b> Legal professions (NOC 2016) (22), first official language spoken (5), language use most often in the workplace (8),, other languages spoken regularly in the workplace (9), immigration status (4), age (7) and sex (3) for the population aged 15 and older having worked in 2015, in private households, in Ontario, personalized legal geographic administrative regions and census divisions, 2016 Census – Census sample data (25%)</p>
Table 2B (Data on the knowledge of official languages, languages used at work and administrative regions in Ontario)	<p><b>DATA SOURCE:</b> 2016 Census – Census sample data (25%)</p> <p><b>POPULATION BASE:</b> Population aged 15 and older, in private households, limited to those having worked during 2015</p> <p><b>GEOGRAPHY:</b> Ontario, personalized legal geographic administrative regions and census divisions (58 geographic regions)</p> <p><b>TABLE TITLE:</b> Legal professions (NOC 2016) (22), knowledge of official languages (5), language use most often in the workplace (8),, other languages spoken regularly in the workplace (9), immigration status (4), age (7) and sex (3) for the population aged 15 and older having worked in 2015, in private households, in Ontario, personalized legal geographic administrative regions and census divisions, 2016 Census – Census sample data (25%)</p>

Table	Data
Table 4 (Data on FOLS, languages used in at work and knowledge of official languages)	<p><b>DATA SOURCE:</b> 2016 Census – Census sample data (25%)</p> <p><b>POPULATION BASE:</b> Population aged 15 and older, in private households, limited to those having worked during 2015</p> <p><b>GEOGRAPHY:</b> Canada, provinces, and territories, 14 geographical regions</p> <p><b>TABLE TITLE:</b> Legal professions (NOC 2016) (22), knowledge of official languages (5), language use most often in the workplace (8),, other languages spoken regularly in the workplace (9), first official language spoken (5), immigration status (4), age (7) and sex (3), for the population aged 15 and older having worked in 2015, in private households in Canada, provinces and territories, 2016 Census – Census sample data (25%)</p>
Table 5A (Data on FOLS and languages used in at work – other professions of interest)	<p><b>DATA SOURCE:</b> 2016 Census – Census sample data (25%)</p> <p><b>POPULATION BASE:</b> Population aged 15 and older, in private households, limited to those having worked during 2015</p> <p><b>GEOGRAPHY:</b> Canada, provinces, and territories, 14 geographical regions</p> <p><b>TABLE TITLE:</b> Other professions of interest (3), certain industries (NAICS 2012) (7), language use most often in the workplace (8),, other languages spoken regularly in the workplace (9), first official language spoken (5), immigration status (4), age (7) and sex (3), for the population aged 15 and older having worked in 2015, in private households in Canada, provinces and territories, 2016 Census – Census sample data (25%)</p>
Table 5B (Data on the knowledge of official languages and languages used at work – other professions of interest)	<p><b>DATA SOURCE:</b> 2016 Census – Census sample data (25%)</p> <p><b>POPULATION BASE:</b> Population aged 15 and older, in private households, limited to those having worked during 2015</p> <p><b>GEOGRAPHY:</b> Canada, provinces, and territories, 14 geographical regions</p> <p><b>TABLE TITLE:</b> Other profession of interest (3), certain industries (NAICS 2012) (7), language use most often in the workplace (8),, other languages spoken regularly in the workplace (9), knowledge of official languages (5), immigration status (4), age (7) and sex (3), for the population aged 15 and older having worked in 2015, in private households in Canada, provinces and territories, 2016 Census – Census sample data (25%)</p>

## Variable Specification

### First official language spoken (5)

1. Total – First official language spoken
2. English
3. French
4. English and French
5. Neither English nor French

### Langue used most often at work (8)

1. Total – Language used most often at work
2. English
3. French
4. Non-official language

5. English and French
6. English and non-official language
7. French and non-official language
8. English, French, and non-official language

**Other languages used regularly at work (9)**

1. Total – Other languages used regularly at work
2. Neither
3. English
4. French
5. Non-official language
6. English and French
7. English and non-official language
8. French and non-official language
9. English, French, and non-official language

**Knowledge of official languages (5)**

1. Total – Knowledge of official languages
2. English exclusively
3. French exclusively
4. English and French
5. Neither English nor French

**Selected industries (NAICS 2012) (7)**

1. Total – All industries
2. Selected industries
3. 9112-9119 Other federal administration services
4. 9120 Provincial and territorial public administrations (9121 to 9129)
5. 9130 Local, municipal, and regional public administration (9131 à 9139)
6. 5411 Legal services
7. All other industries

**Other professions of interest (NOC 2012) (3)**

1. All professions
2. Other professions of interest (this category only refers to professions 5125, 4169 and 4168)
3. All other professions.

**Age (7)**

1. Total – Age
2. 15 to 24 years
3. 25 to 34 years
4. 35 to 44 years
5. 45 to 54 years
6. 55 to 64 years
7. 65 years and older

## Annex III. Summary by Province or Territory

**Note for reading summary tables**

Statistics Canada randomly rounds up figures to multiples of five to protect confidentiality. Some tables presented in this Annex indicate that there are no professionals in certain categories; however, a missing value may represent fewer than five professionals in that category. In addition, comparisons across several demographic characteristics are less exact when the total number of individuals within a group is small. To avoid issues with interpretation, the proportions of women, immigrants, and population aged 45 and older by profession are only included when the total number of individuals is 50 or greater.

The customized data set provided by Statistics Canada in Beyond 20/20 format was provided to representatives in the RNFJ. This data set includes all information provided by Statistics Canada for this study.

**Table 76: Newfoundland and Labrador**

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can Conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>3,785</b>	<b>35</b>	<b>0.9%</b>	--	--	--	<b>355</b>	<b>9.4%</b>	<b>65</b>	<b>1.7%</b>	<b>35.7%</b>	<b>14.3%</b>	--	<b>18.3%</b>
Judges	65	--	--	--	--	--	20	30.8%	10	15.4%	--	--	--	50.0%
Lawyers	765	--	--	--	--	--	135	17.6%	--	--	--	--	--	--
Police officers	1,065	15	1.4%	--	--	--	115	10.8%	25	2.3%	--	--	--	21.7%
Court officers and justices of the peace	115	--	--	--	--	--	--	--	--	--	--	--	--	--
Commissioned police officers	25	--	--	--	--	--	10	40.0%	--	--	--	--	--	0.0%
Correctional service officers	350	10	2.9%	--	--	--	20	5.7%	10	2.9%	--	--	--	50.0%
By-law enforcement officers	150	--	--	--	--	--	15	10.0%	--	--	--	--	--	--
Probation officers and others	65	--	--	--	--	--	--	--	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

Table 77: Prince Edward Island

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [A/B]	% of Women	% of Immigrants	% aged 45 and greater	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>1,265</b>	<b>65</b>	<b>5.1%</b>	<b>30.8%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>205</b>	<b>16.2%</b>	<b>80</b>	<b>6.3%</b>	<b>61.1%</b>	--	--	<b>39.0%</b>
Judges	25	--	--	--	--	--	--	--	--	--	--	--	--	--
Lawyers	250	10	4.0%	--	--	--	55	22.0%	30	12.0%	--	--	--	54.5%
Police officers	295	30	10.2%	--	--	--	55	18.6%	20	6.8%	--	--	--	36.4%
Court officers and justices of the peace	10	--	--	--	--	--	--	--	--	--	--	--	--	--
Commissioned police officers	10	--	--	--	--	--	10	100.0%	--	--	--	--	--	0.0%
Correctional service officers	105	--	--	--	--	--	--	--	--	--	--	--	--	--
By-law enforcement officers	35	--	--	--	--	--	--	--	--	--	--	--	--	--
Probation officers and others	25	--	--	--	--	--	--	--	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

Table 78: Nova Scotia

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [A/B]	% of Women	% of Immigrants	% aged 45 and greater	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>8,670</b>	<b>265</b>	<b>3.1%</b>	<b>56.6%</b>	<b>0.0%</b>	<b>45.5%</b>	<b>1,205</b>	<b>13.9%</b>	<b>395</b>	<b>6.3%</b>	<b>46.9%</b>	<b>2.5%</b>	<b>6.2%</b>	<b>32.8%</b>
Judges	120	15	12.5%	--	--	--	40	33.3%	10	8.3%	--	--	--	25.0%
Lawyers	1,995	45	2.3%	--	--	--	445	22.3%	105	5.3%	26.1%	--	17.4%	23.6%
Police officers	1,950	75	3.8%	13.3%	0.0%	28.6%	240	12.3%	85	4.4%	--	--	--	35.4%
Court officers and justices of the peace	235	10	4.3%	--	--	--	35	14.9%	10	4.3%	--	--	--	28.6%
Commissioned police officers	20	--	--	--	--	--	--	--	--	--	--	--	--	--
Correctional service officers	780	35	4.5%	--	--	--	60	7.7%	35	4.5%	--	--	--	58.3%
By-law enforcement officers	245	--	--	--	--	--	20	8.2%	10	4.1%	--	--	--	50.0%
Probation officers and others	185	10	5.4%	--	--	--	15	8.1%	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

Table 79: New Brunswick

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>6,315</b>	<b>2,240</b>	<b>35.5%</b>	<b>45.5%</b>	<b>1.7%</b>	<b>41.9%</b>	<b>3,295</b>	<b>52.2%</b>	<b>2,895</b>	<b>45.8%</b>	<b>45.7%</b>	<b>2.3%</b>	<b>24.3%</b>	<b>87.9%</b>
Judges	100	40	40.0%	--	--	--	70	70.0%	50	50.0%	--	--	36.4%	71.4%
Lawyers	1,310	480	36.6%	49.5%	2.0%	38.9%	750	57.3%	640	48.9%	51.6%	3.1%	25.8%	85.3%
Police officers	1,495	595	40.6%	19.2%	3.2%	41.0%	890	60.8%	785	53.6%	21.0%	3.8%	19.1%	88.2%
Court officers and justices of the peace	70	35	50.0%	--	--	--	40	57.1%	40	57.1%	--	--	--	100.0%
Commissioned police officers	25	--	--	--	--	--	10	40.0%	10	40.0%	--	--	--	100.0%
Correctional service officers	1,085	390	35.9%	16.7%	2.5%	27.3%	495	45.6%	445	41.0%	18.0%	2.2%	10.1%	89.9%
By-law enforcement officers	150	40	26.7%	--	--	--	70	46.7%	60	40.0%	63.6%	--	72.7%	85.7%
Probation officers and others	160	70	43.8%	84.6%	0.0%	25.0%	100	62.5%	75	46.9%	70.6%	--	--	75.0%

Source: Statistics Canada, 2016 Census, custom data request.

Table 80: Ontario

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>139,060</b>	<b>6,735</b>	<b>4.8%</b>	<b>52.3%</b>	<b>13.0%</b>	<b>47.9%</b>	<b>23,720</b>	<b>17.1%</b>	<b>10,365</b>	<b>7.5%</b>	<b>54.2%</b>	<b>11.7%</b>	<b>10.4%</b>	<b>43.7%</b>
Judges	965	80	8.3%	23.5%	0.0%	100.0%	340	35.2%	180	18.7%	38.9%	13.9%	16.7%	52.9%
Lawyers	40,675	1,985	4.9%	50.3%	18.3%	41.6%	11,050	27.2%	3,860	9.5%	54.5%	13.6%	7.1%	34.9%
Police officers	30,870	1,810	5.9%	27.5%	4.7%	44.5%	4,605	14.9%	2,460	8.0%	28.9%	4.3%	8.9%	53.4%
Court officers and justices of the peace	2,050	185	9.6%	75.7%	10.5%	62.2%	345	16.8%	260	12.7%	76.0%	18.0%	28.0%	75.4%
Commissioned police officers	555	60	10.8%	33.3%	0.0%	75.0%	135	24.3%	120	21.6%	33.3%	19.0%	--	88.9%
Correctional service officers	6,770	260	5.1%	44.2%	7.1%	55.6%	570	8.4%	315	4.7%	46.0%	9.5%	3.2%	55.3%
By-law enforcement officers	4,585	240	4.8%	22.9%	12.8%	51.1%	540	11.5%	350	7.5%	34.3%	12.9%	11.4%	64.8%
Probation officers and others	2,045	135	6.6%	61.5%	0.0%	44.0%	365	17.8%	225	11.0%	60.0%	4.4%	4.4%	61.6%

Source: Statistics Canada, 2016 Census, custom data request.

Table 81: Manitoba

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>12,435</b>	<b>520</b>	<b>4.2%</b>	<b>53.8%</b>	<b>10.5%</b>	<b>38.5%</b>	<b>1,610</b>	<b>12.9%</b>	<b>415</b>	<b>3.3%</b>	<b>51.2%</b>	<b>9.5%</b>	--	<b>25.8%</b>
Judges	130	10	7.7%	--	--	--	25	19.2%	10	7.7%	--	--	--	40.0%
Lawyers	2,280	65	2.9%	53.8%	0.0%	38.5%	460	20.2%	90	3.9%	50.0%	--	--	19.6%
Police officers	2,925	195	6.7%	41.0%	0.0%	21.1%	470	16.1%	145	5.0%	21.4%	10.7%	--	30.9%
Court officers and justices of the peace	180	15	8.3%	--	--	--	30	16.7%	15	8.3%	--	--	--	50.0%
Commissioned police officers	55	0	0.0%	--	--	--	10	18.2%	--	--	--	--	--	0.0%
Correctional service officers	2,250	50	2.2%	22.2%	50.0%	22.2%	210	9.3%	35	1.6%	--	--	--	16.7%
By-law enforcement officers	410	10	2.4%	--	--	--	45	11.0%	10	2.4%	--	--	--	22.2%
Probation officers and others	360	10	2.8%	--	--	--	35	9.7%	--	--	--	--	--	0.0%

Source: Statistics Canada, 2016 Census, custom data request.

Table 82: Saskatchewan

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>10,460</b>	<b>230</b>	<b>2.2%</b>	<b>36.9%</b>	<b>10.6%</b>	<b>34.8%</b>	<b>885</b>	<b>8.5%</b>	<b>235</b>	<b>2.2%</b>	<b>33.3%</b>	<b>12.5%</b>	<b>8.3%</b>	<b>26.6%</b>
Judges	125	--	--	--	--	--	10	8.0%	--	--	--	--	--	0.0%
Lawyers	1,855	10	0.5%	--	--	--	245	13.2%	35	1.9%	--	--	--	14.3%
Police officers	2,635	100	3.8%	35.0%	10.0%	27.8%	270	10.2%	105	4.0%	33.3%	--	9.5%	38.9%
Court officers and justices of the peace	140	10	7.1%	--	--	--	10	7.1%	--	--	--	--	--	0.0%
Commissioned police officers	70	--	--	--	--	--	15	7.0%	--	--	--	--	--	0.0%
Correctional service officers	1,920	35	1.8%	--	--	--	120	6.3%	35	1.8%	--	--	--	29.2%
By-law enforcement officers	220	10	2.2%	--	--	--	10	4.5%	--	--	--	--	--	0.0%
Probation officers and others	405	0	0.0%	--	--	--	25	6.2%	10	2.5%	--	--	--	40.0%

Source: Statistics Canada, 2016 Census, custom data request.

Table 83: Alberta

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>38,720</b>	<b>920</b>	<b>2.4%</b>	<b>45.1%</b>	<b>18.6%</b>	<b>29.3%</b>	<b>4,195</b>	<b>10.8%</b>	<b>830</b>	<b>2.1%</b>	<b>43.0%</b>	<b>13.9%</b>	<b>4.8%</b>	<b>19.8%</b>
Judges	285	10	3.5%	--	--	--	75	26.3%	15	5.3%	--	--	--	20.0%
Lawyers	9,715	165	1.7%	47.1%	23.5%	40.0%	1,700	17.5%	230	2.4%	45.7%	15.2%	4.3%	13.5%
Police officers	9,220	370	4.0%	22.7%	12.2%	20.5%	975	10.6%	325	3.5%	25.4%	11.1%	--	33.3%
Court officers and justices of the peace	335	10	3.0%	--	--	--	40	11.9%	10	3.0%	--	--	--	25.0%
Commissioned police officers	140	10	7.1%	--	--	--	25	17.9%	10	7.1%	--	--	--	40.0%
Correctional service officers	2,880	75	2.6%	35.7%	14.3%	38.8%	240	8.3%	80	2.8%	53.3%	--	13.3%	33.3%
By-law enforcement officers	900	25	2.8%	--	--	--	75	8.3%	10	1.1%	--	--	--	13.3%
Probation officers and others	695	15	2.2%	--	--	--	25	7.2%	10	1.4%	--	--	--	40.0%

Source: Statistics Canada, 2016 Census, custom data request.

Table 84: British Columbia

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>48 000</b>	<b>865</b>	<b>1.8%</b>	<b>48.5%</b>	<b>21.8%</b>	<b>41.0%</b>	<b>5,545</b>	<b>11.6%</b>	<b>760</b>	<b>1.6%</b>	<b>45.4%</b>	<b>19.7%</b>	<b>4.6%</b>	<b>13.7%</b>
Judges	365	--	--	--	--	--	50	13.7%	15	4.1%	--	--	--	30.0%
Lawyers	12,965	160	1.2%	52.9%	34.4%	34.4%	2,525	19.5%	255	2.0%	47.1%	11.8%	7.8%	10.1%
Police officers	10,185	395	3.9%	30.0%	10.1%	34.2%	1,280	12.6%	280	2.7%	29.6%	7.4%	--	21.9%
Court officers and justices of the peace	400	10	2.5%	--	--	--	45	11.3%	15	3.8%	--	--	--	33.3%
Commissioned police officers	185	--	--	--	--	--	20	10.8%	--	--	--	--	--	--
Correctional service officers	3,300	20	0.6%	--	--	--	160	4.8%	25	0.8%	--	--	--	15.6%
By-law enforcement officers	1,395	30	1.8%	--	--	--	80	5.7%	--	--	--	--	--	--
Probation officers and others	1,045	20	1.9%	--	--	--	55	5.3%	10	1.0%	--	--	--	18.2%

Source: Statistics Canada, 2016 Census, custom data request.

Table 85: Yukon

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>675</b>	<b>35</b>	<b>5.2%</b>	--	--	--	<b>135</b>	<b>20.0%</b>	<b>60</b>	<b>8.9%</b>	<b>27.3%</b>	--	--	<b>44.4%</b>
Judges	10	--	--	--	--	--	--	--	--	--	--	--	--	--
Lawyers	165	10	6.1%	--	--	--	50	30.3%	15	9.1%	--	--	--	30.0%
Police officers	160	15	9.4%	--	--	--	40	25.0%	20	12.5%	--	--	--	50.0%
Court officers and justices of the peace	30	--	--	--	--	--	10	33.3%	10	33.3%	--	--	--	100.0%
Commissioned police officers	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Correctional service officers	65	10	15.4%	--	--	--	15	23.1%	--	--	--	--	--	0.0%
By-law enforcement officers	25	--	--	--	--	--	10	40.0%	10	40.0%	--	--	--	100.0%
Probation officers and others	15	--	--	--	--	--	--	--	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

Table 86: Northwest Territories

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>825</b>	<b>30</b>	<b>3.6%</b>	--	--	--	<b>145</b>	<b>17.6%</b>	<b>60</b>	<b>7.3%</b>	<b>70.0%</b>	--	--	<b>41.4%</b>
Judges	10	--	--	--	--	--	10	100.0%	--	--	--	--	--	0.0%
Lawyers	140	20	14.3%	--	--	--	65	46.4%	30	21.4%	--	--	--	46.2%
Police officers	170	--	--	--	--	--	30	17.6%	--	--	--	--	--	0.0%
Court officers and justices of the peace	50	--	--	--	--	--	10	20.0%	10	20.0%	--	--	--	100.0%
Commissioned police officers	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Correctional service officers	170	--	--	--	--	--	15	8.8%	--	--	--	--	--	0.0%
By-law enforcement officers	35	--	--	--	--	--	--	--	--	--	--	--	--	--
Probation officers and others	35	--	--	--	--	--	--	--	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

Table 87: Nunavut

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>525</b>	<b>40</b>	<b>7.6%</b>	--	--	--	<b>115</b>	<b>21.9%</b>	<b>35</b>	<b>6.7%</b>	--	--	--	<b>30.4%</b>
Judges	10	--	--	--	--	--	--	--	--	--	--	--	--	--
Lawyers	60	10	16.7%	--	--	--	35	58.3%	30	16.0%	--	--	--	85.7%
Police officers	125	20	16.0%	--	--	--	35	28.8%	20	50.0%	--	--	--	57.1%
Court officers and justices of the peace	20	--	--	--	--	--	--	--	--	--	--	--	--	--
Commissioned police officers	10	--	--	--	--	--	--	--	10	100.0%	--	--	--	--
Correctional service officers	125	10	8.0%	--	--	--	20	16.0%	--	--	--	--	--	0.0%
By-law enforcement officers	25	--	--	--	--	--	--	--	--	--	--	--	--	--
Probation officers and others	15	--	--	--	--	--	--	--	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

## Annex IV. Summary by Administrative Region in Ontario

**Note for reading summary tables**

Statistics Canada randomly rounds up figures to multiples of five to protect confidentiality. Some tables presented in this Annex indicate that there are no professionals in certain categories; however, a missing value may represent fewer than five professionals in that category. In addition, comparisons across several demographic characteristics are less exact when the total number of individuals within a group is small. To avoid issues with interpretation, the proportions of women, immigrants, and population aged 45 and older by profession are only included when the total number of individuals is 50 or greater.

The customized data set provided by Statistics Canada in Beyond 20/20 format was provided to representatives in the RNFJ. This data set includes all information provided by Statistics Canada for this study.

**Table 88: Center-East Region**

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>28,640</b>	<b>455</b>	<b>1.6%</b>	<b>52.7%</b>	<b>20.9%</b>	<b>51.6%</b>	<b>2,245</b>	<b>7.8%</b>	<b>490</b>	<b>1.7%</b>	<b>51.0%</b>	<b>16.3%</b>	<b>42.9%</b>	<b>21.8%</b>
Judges	145	--	--	--	--	--	25	17.2%	--	--	--	--	--	--
Lawyers	5,010	115	2.3%	52.2%	26.1%	30.4%	830	16.6%	140	2.8%	42.9%	25.0%	53.6%	16.9%
Police officers	8,540	140	1.6%	17.9%	14.3%	46.4%	615	7.2%	140	1.6%	25.0%	7.1%	35.7%	22.8%
Court officers and justices of the peace	475	10	--	--	--	--	40	8.4%	--	--	--	--	--	--
Commissioned police officers	115	--	--	--	--	--	10	9.1%	--	--	--	--	--	--
Correctional service officers	1,565	40	--	--	--	--	80	5.1%	35	2.2%	--	--	--	43.8%
By-law enforcement officers	1,100	15	--	--	--	--	45	4.1%	10	0.9%	--	--	--	22.2%
Probation officers and others	410	--	--	--	--	--	15	3.7%	10	2.4%	--	--	--	66.7%

Source: Statistics Canada, 2016 Census, custom data request.

Table 89: Center-South Region

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>14,820</b>	<b>240</b>	<b>1.6%</b>	<b>52.1%</b>	<b>25.0%</b>	<b>50.0%</b>	<b>1,250</b>	<b>8.4%</b>	<b>265</b>	<b>1.8%</b>	<b>52.8%</b>	<b>22.6%</b>	<b>47.2%</b>	<b>21.2%</b>
Judges	80	--	--	--	--	--	15	18.8%	--	--	--	--	--	--
Lawyers	2,375	--	--	--	--	--	380	16.0%	70	2.9%	57.1%	14.3%	85.7%	18.4%
Police officers	4,620	85	1.8%	29.4%	11.8%	41.2%	365	7.9%	75	1.6%	40.0%	--	46.7%	20.6%
Court officers and justices of the peace	175	10	--	--	--	--	15	8.8%	10	5.7%	--	--	--	66.7%
Commissioned police officers	65	--	--	--	--	--	0	0.0%	--	--	--	--	--	--
Correctional service officers	925	20	--	--	--	--	50	5.4%	15	1.6%	--	--	--	30.0%
By-law enforcement officers	675	10	--	--	--	--	35	5.2%	15	2.2%	--	--	--	42.9%
Probation officers and others	285	10	--	--	--	--	25	8.8%	10	3.5%	--	--	--	40.0%

Source: Statistics Canada, 2016 Census, custom data request.

Table 90: Center-West Region

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>20,005</b>	<b>290</b>	<b>1.4%</b>	<b>60.3%</b>	<b>24.1%</b>	<b>44.8%</b>	<b>1,810</b>	<b>9.0%</b>	<b>410</b>	<b>2.0%</b>	<b>63.4%</b>	<b>23.2%</b>	<b>37.8%</b>	<b>22.7%</b>
Judges	110	--	--	--	--	--	25	22.7%	--	--	--	--	--	--
Lawyers	4,795	105	2.2%	47.6%	23.8%	47.6%	800	16.7%	170	3.5%	50.0%	17.6%	38.2%	21.3%
Police officers	4,810	75	1.6%	46.7%	13.3%	20.0%	390	8.1%	60	1.2%	66.7%	--	33.3%	15.4%
Court officers and justices of the peace	300	10	--	--	--	--	15	5.0%	10	3.3%	--	--	--	66.7%
Commissioned police officers	75	--	--	--	--	--	0	0.0%	--	--	--	--	--	--
Correctional service officers	835	10	--	--	--	--	35	4.2%	10	1.2%	--	--	--	28.6%
By-law enforcement officers	800	--	--	--	--	--	30	3.8%	10	1.3%	--	--	--	33.3%
Probation officers and others	270	--	--	--	--	--	15	5.7%	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

Table 91: East Region

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly at Work					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>21,130</b>	<b>3,820</b>	<b>18.1%</b>	<b>51.4%</b>	<b>9.2%</b>	<b>48.3%</b>	<b>8,890</b>	<b>42.1%</b>	<b>6 390</b>	<b>30.2%</b>	<b>53.7%</b>	<b>10.0%</b>	<b>48.8%</b>	<b>71.9%</b>
Judges	205	50	24.4%	30.0%	--	100.0%	105	51.2%	100	48.8%	40.0%	15.0%	80.0%	95.2%
Lawyers	5,765	1,145	19.9%	50.2%	13.5%	44.5%	3,325	57.7%	2 245	38.9%	57.0%	12.5%	47.4%	67.5%
Police officers	5,100	1,125	22.1%	29.3%	3.1%	46.2%	2,280	44.7%	1 735	34.0%	30.0%	4.3%	47.0%	76.1%
Court officers and justices of the peace	320	120	37.5%	66.7%	8.3%	66.7%	170	53.1%	165	51.6%	78.8%	12.1%	66.7%	97.1%
Commissioned police officers	160	40	--	--	--	--	90	56.3%	80	50.0%	31.3%	12.5%	81.3%	88.9%
Correctional service officers	1,830	115	6.3%	39.1%	8.7%	56.5%	240	13.1%	170	9.3%	47.1%	11.8%	44.1%	70.8%
By-law enforcement officers	605	125	20.7%	32.0%	12.0%	36.0%	235	38.5%	185	30.6%	27.0%	13.5%	37.8%	78.7%
Probation officers and others	480	90	18.8%	61.1%	11.1%	50.0%	195	40.6%	140	29.2%	60.7%	--	42.9%	71.8%

Source: Statistics Canada, 2016 Census, custom data request.

Table 92: North-East Region

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly at Work					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>5,165</b>	<b>930</b>	<b>18.0%</b>	<b>48.4%</b>	<b>1.1%</b>	<b>52.7%</b>	<b>1,595</b>	<b>30.9%</b>	<b>1 100</b>	<b>21.3%</b>	<b>47.7%</b>	<b>0.9%</b>	<b>43.2%</b>	<b>68.9%</b>
Judges	40	25	--	--	--	--	25	71.4%	25	62.5%	--	--	--	100.0%
Lawyers	665	110	16.5%	22.7%	--	50.0%	255	38.3%	180	27.1%	27.8%	--	50.0%	70.6%
Police officers	1,745	255	14.6%	19.6%	--	37.3%	480	27.4%	325	18.6%	16.9%	--	33.8%	67.7%
Court officers and justices of the peace	135	25	--	--	--	--	45	33.3%	35	25.9%	--	--	--	77.8%
Commissioned police officers	50	10	--	--	--	--	15	30.0%	10	20.0%	--	--	--	66.7%
Correctional service officers	460	70	15.2%	57.1%	--	57.1%	105	22.8%	65	14.1%	53.8%	--	38.5%	61.9%
By-law enforcement officers	245	60	24.5%	--	--	58.3%	95	39.6%	75	30.6%	26.7%	--	20.0%	78.9%
Probation officers and others	160	30	--	--	--	--	65	40.6%	45	28.1%	--	--	--	69.2%

Source: Statistics Canada, 2016 Census, custom data request.

Table 93: North-West Region

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>2,730</b>	<b>85</b>	<b>3.1%</b>	<b>35.3%</b>	<b>11.8%</b>	<b>76.5%</b>	<b>205</b>	<b>7.5%</b>	<b>50</b>	<b>1.8%</b>	<b>40.0%</b>	<b>20.0%</b>	<b>20.0%</b>	<b>24.4%</b>
Judges	35	--	--	--	--	--	0	0.0%	--	--	--	--	--	--
Lawyers	330	10	--	--	--	--	70	21.2%	15	4.5%	--	--	--	21.4%
Police officers	1,025	20	--	--	--	--	55	5.3%	10	1.0%	--	--	--	18.2%
Court officers and justices of the peace	40	--	--	--	--	--	0	0.0%	--	--	--	--	--	--
Commissioned police officers	15	--	--	--	--	--	0	0.0%	--	--	--	--	--	--
Correctional service officers	335	10	--	--	--	--	10	3.0%	10	3.0%	--	--	--	100.0%
By-law enforcement officers	80	10	--	--	--	--	10	12.5%	--	--	--	--	--	--
Probation officers and others	50	10	--	--	--	--	10	20.0%	10	20.0%	--	--	--	100.0%

Source: Statistics Canada, 2016 Census, custom data request.

Table 94: South-West Region

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>11,165</b>	<b>140</b>	<b>1.3%</b>	<b>60.7%</b>	<b>14.3%</b>	<b>67.9%</b>	<b>860</b>	<b>7.7%</b>	<b>150</b>	<b>1.3%</b>	<b>53.3%</b>	<b>13.3%</b>	<b>40.0%</b>	<b>17.4%</b>
Judges	80	--	--	--	--	--	15	18.8%	--	--	--	--	--	--
Lawyers	2,260	25	--	--	--	--	285	12.6%	30	--	--	--	--	--
Police officers	3,170	65	2.1%	38.5%	--	61.5%	255	8.0%	60	1.9%	16.7%	--	41.7%	--
Court officers and justices of the peace	185	--	--	--	--	--	0	0.0%	--	--	--	--	--	--
Commissioned police officers	45	--	--	--	--	--	0	0.0%	--	--	--	--	--	--
Correctional service officers	540	--	--	--	--	--	25	4.6%	--	--	--	--	--	--
By-law enforcement officers	420	--	--	--	--	--	30	7.1%	--	--	--	--	--	--
Probation officers and others	165	--	--	--	--	--	10	6.1%	--	--	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.

Table 95: Toronto Region

Legal Professions	Number (All Languages) [A]	Francophones (according to FOLS)					Can conduct a Conversation in French		Use French at Least Regularly in the Workplace					Linguistic Potential [D/C]
		Number [B]	% of Total [B/A]	% of Women	% of Immigrants	% Aged 45 and Older	Number [C]	% of Total [C/A]	Number [D]	% of Total [D/A]	% of Women	% of Immigrants	% Aged 45 and Older	
<b>Total Legal Professions</b>	<b>35,415</b>	<b>780</b>	<b>2.2%</b>	<b>57.1%</b>	<b>37.2%</b>	<b>36.5%</b>	<b>6,850</b>	<b>19.3%</b>	<b>1,515</b>	<b>4.3%</b>	<b>60.4%</b>	<b>20.8%</b>	<b>38.0%</b>	<b>22.1%</b>
Judges	280	10	--	--	--	--	130	46.4%	50	17.9%	50.0%	--	90.0%	38.5%
Lawyers	19,475	430	2.2%	53.5%	26.7%	27.9%	5,100	26.2%	1,005	5.2%	56.7%	14.4%	33.8%	19.7%
Police officers	1,850	35	--	--	--	--	175	9.5%	35	1.9%	--	--	--	20.0%
Court officers and justices of the peace	420	10	--	--	--	--	50	11.9%	10	--	--	--	--	20.0%
Commissioned police officers	25	--	--	--	--	--	15	50.0%	10	40.0%	--	--	--	66.7%
Correctional service officers	280	--	--	--	--	--	10	3.6%	--	--	--	--	--	--
By-law enforcement officers	755	25	--	--	--	--	55	7.3%	10	1.3%	--	--	--	--
Probation officers and others	235	--	--	--	--	--	25	10.6%	15	6.4%	--	--	--	--

Source: Statistics Canada, 2016 Census, custom data request.