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# A Statistical Profile of Persons Working in Justice-Related Professions in Canada, 1996

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# A Statistical Profile of Persons Working in Justice-Related Professions in Canada, 1996

By Jean-Pierre Goudreau

Edited by Jodi-Anne Brzozowski

Published by authority of the Minister responsible for Statistics Canada

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April 2002

Catalogue no. 85-555-XIE  
ISBN 0-660-18760-4

Frequency: Occasional

Ottawa

La version française de cette publication est disponible sur demande (Catalogue n° 85-555-XIF).

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## Note of appreciation

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# INTRODUCTION

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The Canadian justice system has always played a major role in safeguarding and protecting the public in Canada. While there are a number of information sources pertaining to the various justice sectors, there has been a lack of research profiling the characteristics and types of employees working within each of the sectors of the justice system. As an important part of a project on diversity, funded by the federal government's Policy Research Initiative in 1999<sup>1</sup> and undertaken by the Canadian Centre for Justice Statistics (CCJS), this report will be an information source for researchers, justice officials, academics and the public.

This report provides a quantitative profile of persons working in justice-related professions in Canada. The profile contains a general description of such characteristics as age, average age, highest level of schooling, average employment income<sup>2</sup> and employment status (full-time, full year work versus part year or part-time work). Furthermore, it provides detailed information on certain groups for which national data were available. These groups include: women and men, Aboriginal people, visible minorities and immigrants.<sup>3</sup>

## Methodology

### Data Sources

The data used in this research report are drawn from the 1991 and 1996 *Census of Population*. The census is held every five years in order to collect data on every resident of Canada by place of residence. Two types of questionnaires are used to collect data: a short questionnaire and a long questionnaire. The short questionnaire, which collects basic demographic information, is delivered to four in five households in Canada, whereas the long questionnaire is delivered to the remaining one in five households, representing a 20% sample. The long questionnaire includes more detailed questions on socio-cultural background (including place of birth and ethnicity) and socio-economic characteristics (such as highest level of schooling and employment status). The data presented in this report were obtained from the long census questionnaire and were weighted to represent the Canadian population as a whole.

### Universe of Analysis

The universe of analysis that was used for this research is the "Experienced labour force", which refers to persons 15 years of age and over, excluding institutional residents, who were employed or unemployed during the week (Sunday to Saturday) prior to Census Day, and who had last worked for pay or in self-employment in either 1995 or 1996 (or 1990 or 1991). The experienced labour force is derived by excluding from the total labour force those unemployed persons 15 years of age and over who have never worked or who had last worked prior to January 1, 1995 (or 1990) only.

In the analysis of work activity (for example, full-time employment, for the full year) and of average employment income, the universe of analysis is further restricted by excluding: 1) those who had employment income in the year prior to the census, but were not part of the labour force in the week prior to the census and 2) those persons who were part of the labour force in the week and/or year prior to the Census but who had no employment income in the year prior to the census.

<sup>1</sup> As part of the diversity project, the Canadian Centre for Justice Statistics (CCJS) was mandated to produce both socio-economic and justice-related information on the experience of various groups as victims, offenders and employees in the Canadian justice system.

<sup>2</sup> Unless otherwise noted, the analyses of average employment income concern employees who worked full-time for the full year in 1995 (see Box 2).

<sup>3</sup> It should be noted that decimals will be used only in analyses of the representation of Aboriginal people, visible minorities and immigrants in the Canadian justice system. This level of precision is necessary in order to bring out the actual characteristics of these groups, which accounted for only a small proportion of the personnel of the justice system.

## Justice Personnel

The data from the 1991 and 1996 censuses were examined by justice-related profession or occupational category and include employees working both in the private and public sectors.<sup>4</sup> The justice-related professions in this report include: the **police** (including commissioned officers and regular officers); the **courts** (including judges, justices of the peace and court officers, court recorders and medical transcriptionists,<sup>5</sup> sheriffs and bailiffs and court clerks); **legal personnel** (including lawyers and notaries (in Quebec), paralegals and related occupations and legal secretaries); **probation and parole officers; correctional service officers; and other protective services personnel** (including security officers and related occupations, and any other personnel in other protective services (see

Appendix A). Therefore, when the report refers to the terms “justice personnel as a whole” or “total justice personnel” or “all justice sectors”, these refer to the total of all public and private sector employees in the above justice-related professions. Other employees working in justice establishments, such as plumbers, janitors, and parking attendants are not considered as part of the “total justice personnel” referred to in this report.

<sup>4</sup> It was not possible to distinguish between public and private sector employees in this report.

<sup>5</sup> Court recorders and medical transcriptionists were captured together and cannot be separated. Medical transcriptionists include persons whose duty is to record or transcribe verbatim proceedings of courts, legislative assemblies or committees, as well as other material such as medical reports, dictation, correspondence and statistics that require specialized terminology and vocabulary. (Statistics Canada, 1991: 68).

# CHAPTER 1: PROFILE OF PERSONS WORKING IN JUSTICE-RELATED PROFESSIONS

## Introduction

The number of persons working in the Canadian justice system remained relatively stable between 1991 and 1996, varying between 303,235 and 304,370 employees. The proportion of Canadians in the experienced labour force (see Box 1) who were working in justice-related professions, also remained unchanged between 1991 and 1996 at 2.1%.

Among the occupational categories in which most persons employed in this field were working in 1996, the legal sector, other protective services and the police sector head the list, with 38%, 29% and 20% of all employees respectively. Together, the other three sectors—correctional service officers, the courts and probation and parole officers—accounted for only 13% of all personnel.

## Age

*Justice employees were slightly older than Canadians in the experienced labour force as a whole in 1996*

Most persons employed in the justice system were between 25 and 44 years of age (58%). With an average age of 40, justice employees were on average two years older than the total Canadian experienced labour force participants that year.

## Education

*Justice employees had completed more education than Canadians in the experienced labour force as a whole in 1996*

Persons employed in justice-related professions in 1996 were more educated than total Canadian experienced labour force participants. The number of persons who had undertaken or completed post-secondary studies was 15 percentage points higher for justice personnel than for the experienced labour force as a whole (73% versus 58%). This difference may be explained in part by the age of justice employees and the qualifications required for a justice position. Youths between 15 and

### Box 1: Universe of analysis

The universe of analysis that was used for this research is the “Experienced labour force”, which refers to persons 15 years of age and over, excluding institutional residents, who were employed or unemployed during the week (Sunday to Saturday) prior to Census Day, and who had last worked for pay or in self-employment in either 1995 or 1996 (or 1990 or 1991). The experienced labour force is derived by excluding from the total labour force those unemployed persons 15 years of age and over who have never worked or who had last worked prior to January 1, 1995 (or 1990) only.

In the analysis of work activity (for example, full-time employment, for the full year) and of average employment income, the universe of analysis is further restricted by excluding 1) those who had employment income in the year prior to the census, but were not part of the labour force in the week prior to the census and 2) those persons who were part of the labour force in the week and/or year prior to the Census but who had no employment income in the year prior to the census.

When the report refers to the terms “justice personnel as a whole” or “all personnel” or “total justice personnel” or “all justice sectors”, these refer to the total of all public and private sector employees in the following justice-related professions: the police, the courts, legal personnel, probation and parole officers, correctional service officers and the other protective services sector.

24 years of age,<sup>6</sup> who either had ended or were still pursuing their education below the post-secondary level,<sup>7</sup> accounted for a larger share of the experienced labour force in general (48%) than of justice personnel (25%). Furthermore, since many occupations in the justice field give preference to persons who have worked

<sup>6</sup> Youths aged 15 to 24 represented 16% of the experienced labour force and 9% of justice personnel.

<sup>7</sup> Levels below the post-secondary level are: with or without a high school diploma, and with a trade school diploma or certificate. Any schooling above these levels is included in post-secondary education with or without a certificate.



Figure 1.1

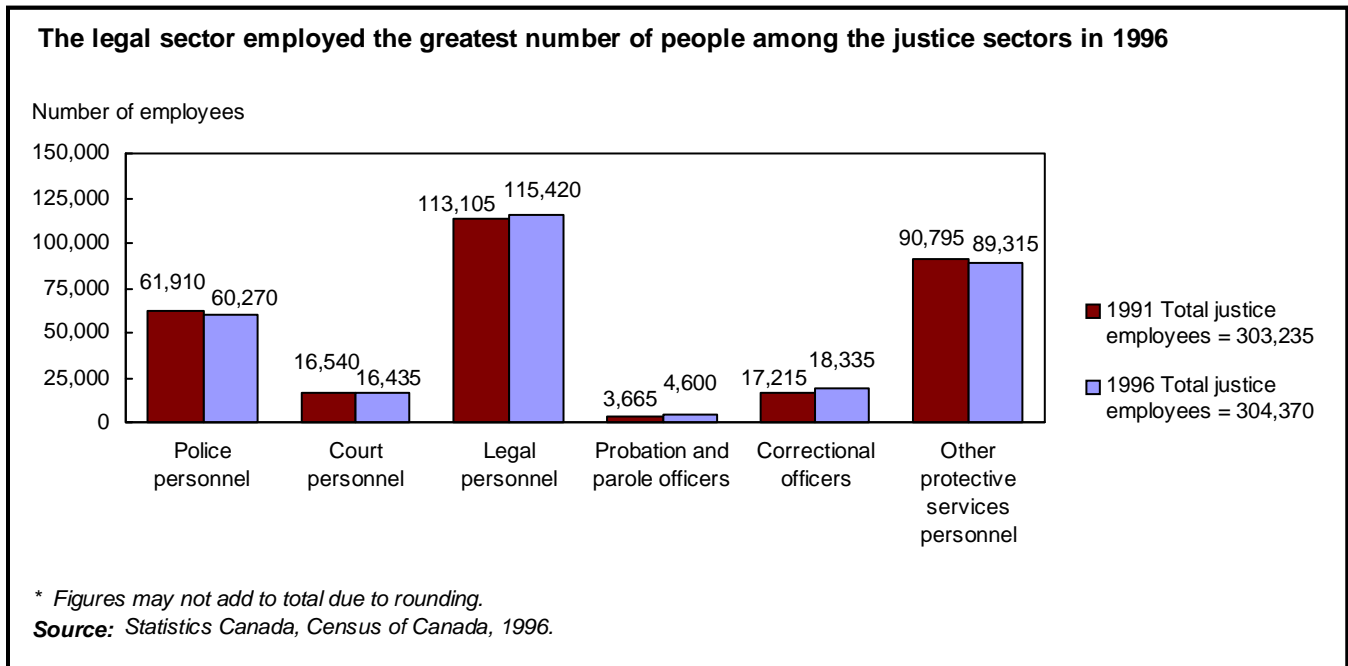
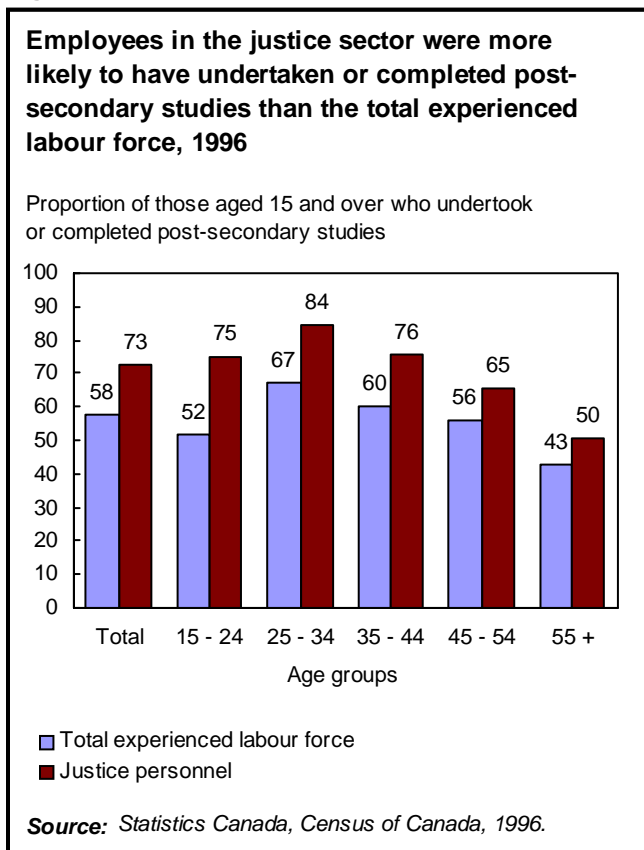


Figure 1.2



toward or completed at least one post-secondary degree, it is not surprising that overall, justice employees were more educated than Canadians in the experienced labour force as a whole.

#### Employment Status

*The proportion of those justice employees in 1996 who worked full-time, full year in 1995 was greater than for all experienced labour force employees*

Justice employees had a greater proportion of their workforce working full-time, full year in 1995 as compared to all employees in the experienced Canadian labour force (65% versus 52%).

#### Average Employment Income

*Justice employees' income was higher than that of Canadians in the experienced labour force as a whole in 1995<sup>8</sup>*

The average employment income of justice employees remained consistent between 1990 and 1995, at \$50,029 and \$49,419 respectively. This is consistent with the trend among all those in the experienced

<sup>8</sup> With the exception of the Other protective services sector, all income analyses concern persons who were employed in justice in 1996 or 1991 and who worked full time, full year in 1995 or 1990, years for which income was reported.

Canadian labour force, whose average employment income remained at the same level throughout this period (see Box 2).

**Box 2: Analysis of average employment income**

For comparability purposes, with the exception of the Other protective services sector, the analysis of average employment income of experienced labour force and justice employees relates to those who were employed in 1996 or 1991 and who worked full-time, full year in 1995 or 1990, years for which income was reported. Those who worked full-time, full year include those aged 15 and older, who worked at least 30 hours per week, for at least 49 weeks in 1995 or 1990. The average employment income figures in this report are based on constant dollars from 1995. The 1995 incomes are presented as in the 1996 Census, however, the 1990 incomes were recalculated according to the inflation rate in order for them to be comparable with the 1995 average employment incomes.

Justice employees earned approximately 31% more than the total experienced Canadian labour force in 1995 (\$49,419 compared with \$37,670). This difference may possibly be explained by the fact that when compared with the experienced Canadian labour force as a whole, justice personnel were on average slightly older, and therefore perhaps more experienced than their counterparts in the experienced labour force as a whole.

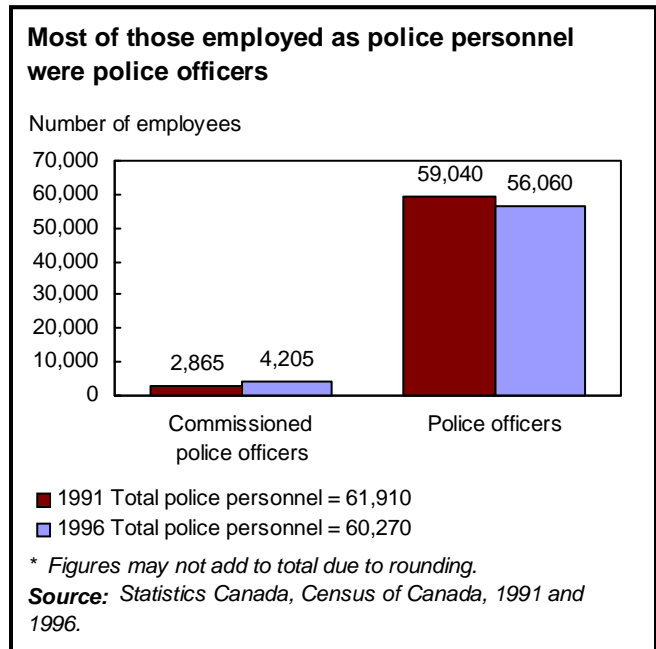
**Police Personnel**

The number of persons employed in the police sector declined by approximately 3% between 1991 and 1996, from 61,910 to 60,270. This decline was concentrated among police officers, whose numbers decreased by 5%.<sup>9</sup> This was the largest decrease for any justice-related occupational category during the period (see Box 3). Police officers and commissioned police officers accounted for 93% and 7% of police personnel respectively in 1996.

**Box 3: Comparison with the Police Administration Survey<sup>10</sup>**

The 5% decline among police officers is similar to the 4% decline in police officers in the annual Police Administration Survey, from the Canadian Centre for Justice Statistics. In this survey, the number of police officers declined from 56,768 to 54,323 between 1991 and 1996.

**Figure 1.3**



**Age**

*Police personnel were in the same age range as total justice employees*

With respect to the age of police personnel, like most employees in the Canadian justice system in 1996, most were between 25 and 44 years of age (68%). Except for commissioned officers, who on average were four years older,<sup>11</sup> persons employed in the police sector were about the same age as total justice employees that year, with an average age of 39.

**Education**

*Employees in the police sector had completed more education than had total justice employees in 1996*

With respect to education, persons employed in the police sector had completed more studies than justice personnel as a whole. The proportion of persons employed in the police sector who had undertaken or completed post-secondary studies was 4 percentage points higher than for justice personnel as a whole in 1996 (77% compared with 73%). The difference was even greater for commissioned police officers, 79% of

<sup>9</sup> The number of police officers fell from 59,040 to 56,060 between 1991 and 1996.

<sup>10</sup> Canadian Centre for Justice Statistics, Police Administration Survey, 1991-1996.

<sup>11</sup> The fact that commissioned police officers are on average older than police officers and justice personnel as a whole merely indicates that they generally have more years of experience to their credit.

whom reported that year that they had undertaken or completed post-secondary studies. The fact that those responsible for recruiting police personnel have favoured the hiring of applicants with at least one post-secondary degree can possibly explain part of this difference.

**Employment Status**

*The proportion of police employees in 1996 who worked full-time, full year in 1995 was higher than that of justice employees overall*

Police personnel were more likely to work full-time full year than justice employees overall (83% versus 65%). This difference was even more pronounced among commissioned police officers, where 86% of them worked full-time, full year in 1995.

**Average Employment Income**

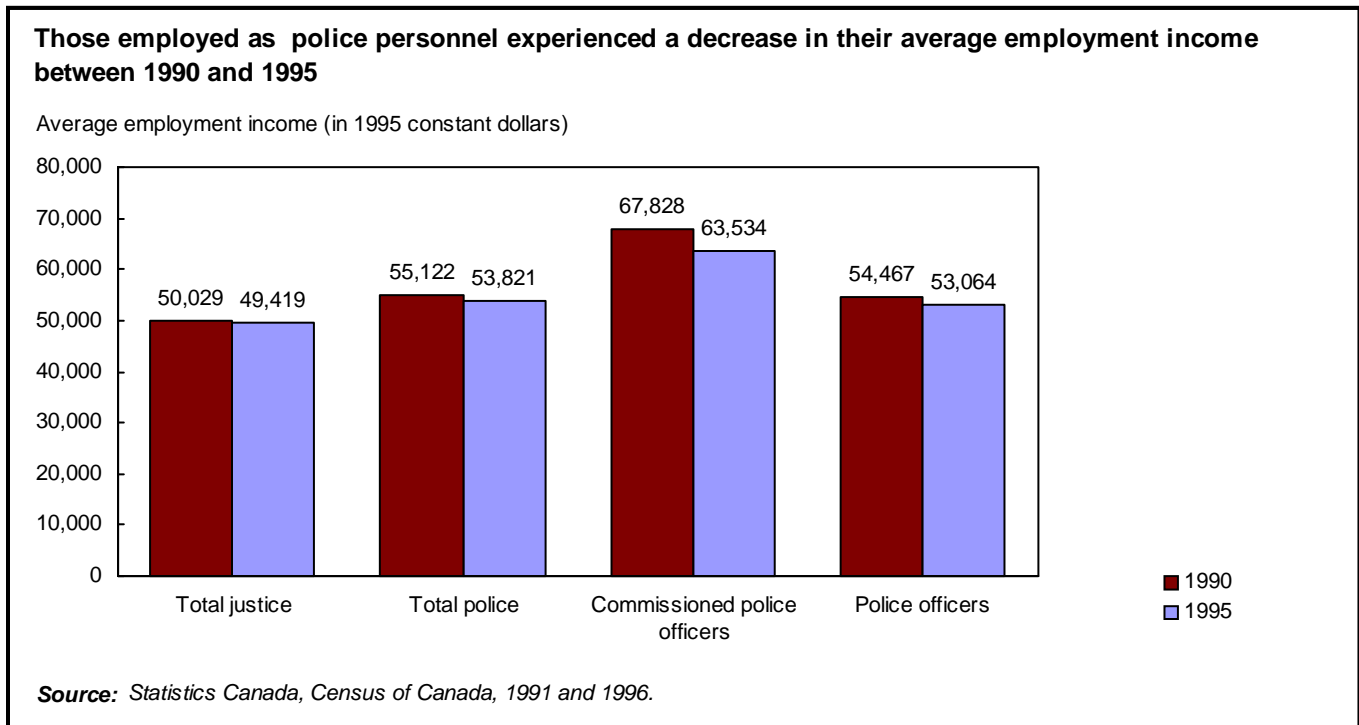
*The income of employees in the police sector was higher than for justice employees as a whole in 1995*

The average employment income of persons employed as police personnel decreased by more than 2% between 1990 and 1995, from \$55,122 to \$53,821 (in constant dollars) (see Box 2). This decrease was the third largest registered for the various justice-related

occupational categories over the 5-year period. Among the individual professions in this sector, commissioned officers experienced the most significant decline. In fact, their average salaries decreased by just over 6%, from \$67,828 to \$63,534. This proportion is double that of police officers, whose salaries decreased from \$54,467 to \$53,064 over the same time period. This decrease could be partially explained by the fact that there was a 42% increase in younger commissioned police officers (those aged less than 45 years), who would likely have less years of experience and therefore, lower incomes than their older counterparts.

With the second highest average employment income earned in the justice field, police personnel earned on average 9% more than total justice employees in 1995 (\$53,821 compared with \$49,419). One of the possible factors which could have influenced this variation is that the average employment income of an entry-level police officer or commissioned officer is usually higher than the incomes in a number of justice-related occupations. For example, a police officer in the 15-24 age group (entry level), who worked full-time for the full year in 1995 earned on average, 49% more than a justice employee in the same age group (\$33,355 versus \$22,319).

**Figure 1.4**



## Court Personnel

The number of persons employed in the courts varied only marginally between 1991 and 1996, with 16,540 and 16,435 employees respectively. Within the court sector, occupations with the highest representation in 1996 included, court reporters and medical transcriptionists (34%), justices of the peace and court officers (21%) and court clerks (16%).

### Age

*On average, persons employed in the courts were older than justice personnel as a whole*

With respect to age, most persons employed in the courts in 1996 were between 35 and 54 years of age (56%), which is quite different from justice employees as a group, the majority of whom were between 25 and 44 years of age. With an average age of 44, the persons employed in this sector were on average 4 years older than justice employees as a whole.

### Education

*Judges and court recorders and medical transcriptionists had completed more education than personnel in other court-related occupations in 1996*

The proportion of persons employed in the courts who had undertaken or completed post-secondary studies was basically the same as for justice personnel as a

whole (74% compared with 73%) in 1996. However, considering each occupational category individually, judges and court recorders or medical transcriptionists had completed more education than court employees in general, justice employees as a whole and all employees in the experienced Canadian labour force that year. With respectively 97% and 79% having undertaken or completed post-secondary studies, judges and court recorders or medical transcriptionists were more educated than court employees in general and justice personnel as a whole that year. These differences may be due in part to the fact that judges are likely to have completed post-secondary studies and for court recorders and medical transcriptionists, preference is given to applicants who have completed post-secondary studies.

### Employment Status

*The proportion of those employed in the court sector in 1996 who worked full-time, full year in 1995 was similar to that of justice personnel as a whole*

The proportion of court sector employees who worked full-time, full year was similar to that of justice employees as a whole (62% versus 65%). There were some variations, however, among the individual occupational categories. For example, as compared to justice employees as a whole, judges were more likely to work full-time, full year (75%) and court recorders and medical transcriptionists were less likely to do so (54%).

Figure 1.5

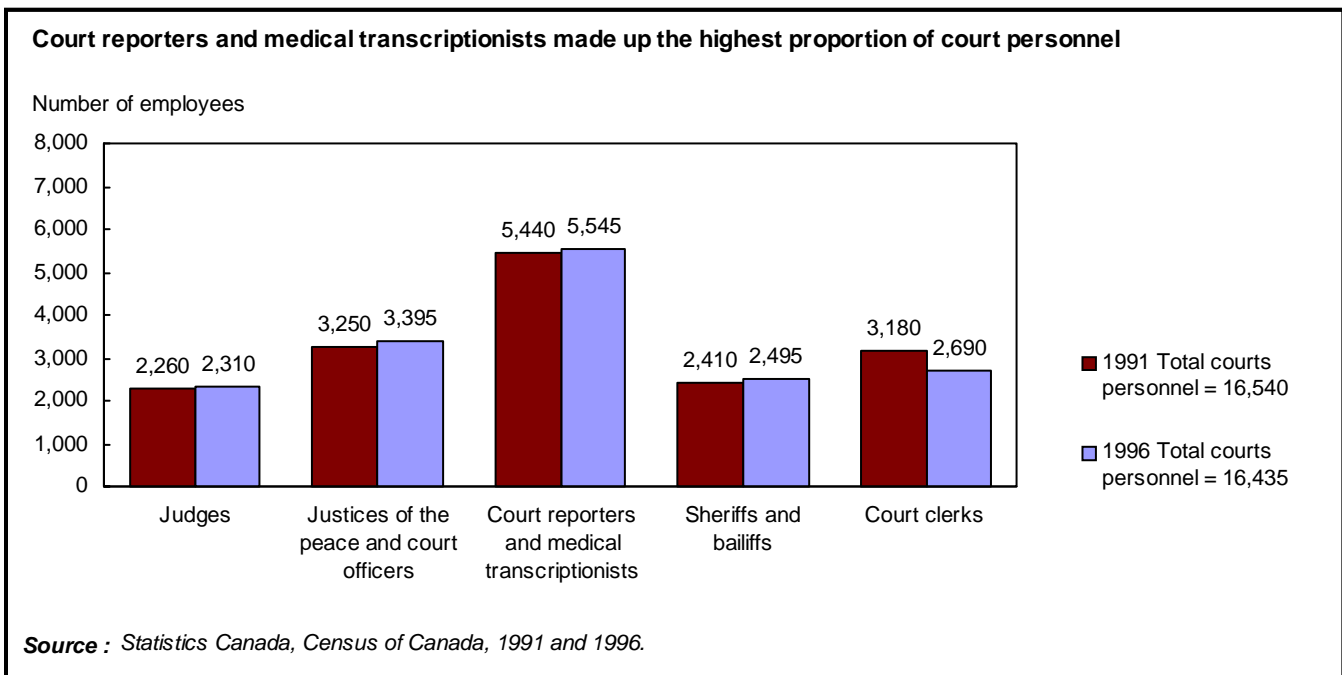
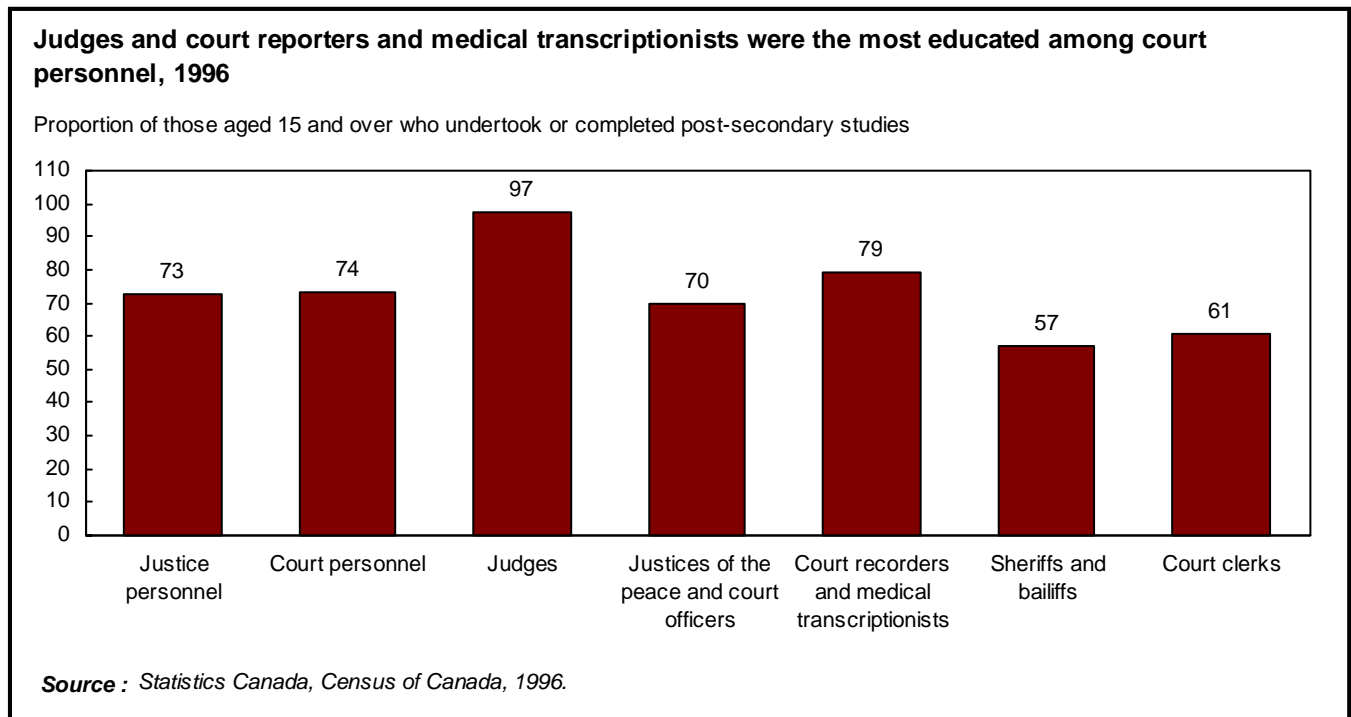


Figure 1.6



### Average Employment Income

*The income of persons employed in the courts was greater than for employees in justice-related professions as a whole in 1995*

The average employment income of persons employed full-time, full year in the courts sector (see Box 2) remained fairly consistent between 1990 and 1995 at \$50,569 and \$50,977 (in constant dollars). Considering the income level for each occupation individually, there were some variations. For example, the average employment income of judges and court clerks increased by 2% and 6% during this period, from \$123,954 to \$126,537 and from \$30,133 to \$32,006 respectively. The incomes of court recorders and medical transcriptionists, however, remained stable, at \$30,807 and \$31,002 in 1990 and 1995. On average, the income of justices of the peace and court officers as well as sheriffs and bailiffs declined by 5% and 7% respectively, from \$45,368 to \$43,176 for justices of the peace and court officers and from \$39,536 to \$36,727 for sheriffs and bailiffs.

Those employed in the courts earned on average just over 3% more than justice personnel as a whole in 1995 (\$50,977 compared with \$49,419). Some of the possible factors which could explain this difference include: the influence of the high employment income of the 1,725 judges, who on average earned 156% (\$126,537) more

than total justice personnel and the fact that court employees were on average older (44 as compared to 40 years of age) and therefore possibly more experienced than justice personnel as a whole that year.

### Legal Personnel

The number of persons employed in the legal sector remained fairly consistent between 1991 and 1996, varying from 113,105 to 115,420 employees. The legal sector employed the greatest number of employees in the justice field in 1996, with 38% of the total justice workforce. Among the occupations in the legal sector that year, the majority of employees (51%) were working as lawyers or notaries and as legal secretaries (32%). There were, however, variations in these professions between 1991 and 1996. The proportion of lawyers increased by 4 percentage points between 1991 and 1996, while the proportion of legal secretaries declined by 7 percentage points during the same period.

### Age

*Overall, legal personnel were in the same age range as total Canadian justice personnel*

As was the case with police personnel and justice personnel as a whole, most persons employed in the legal sector were between 25 and 44 years of age (64%). With an average age of 40, the persons employed in

Figure 1.7

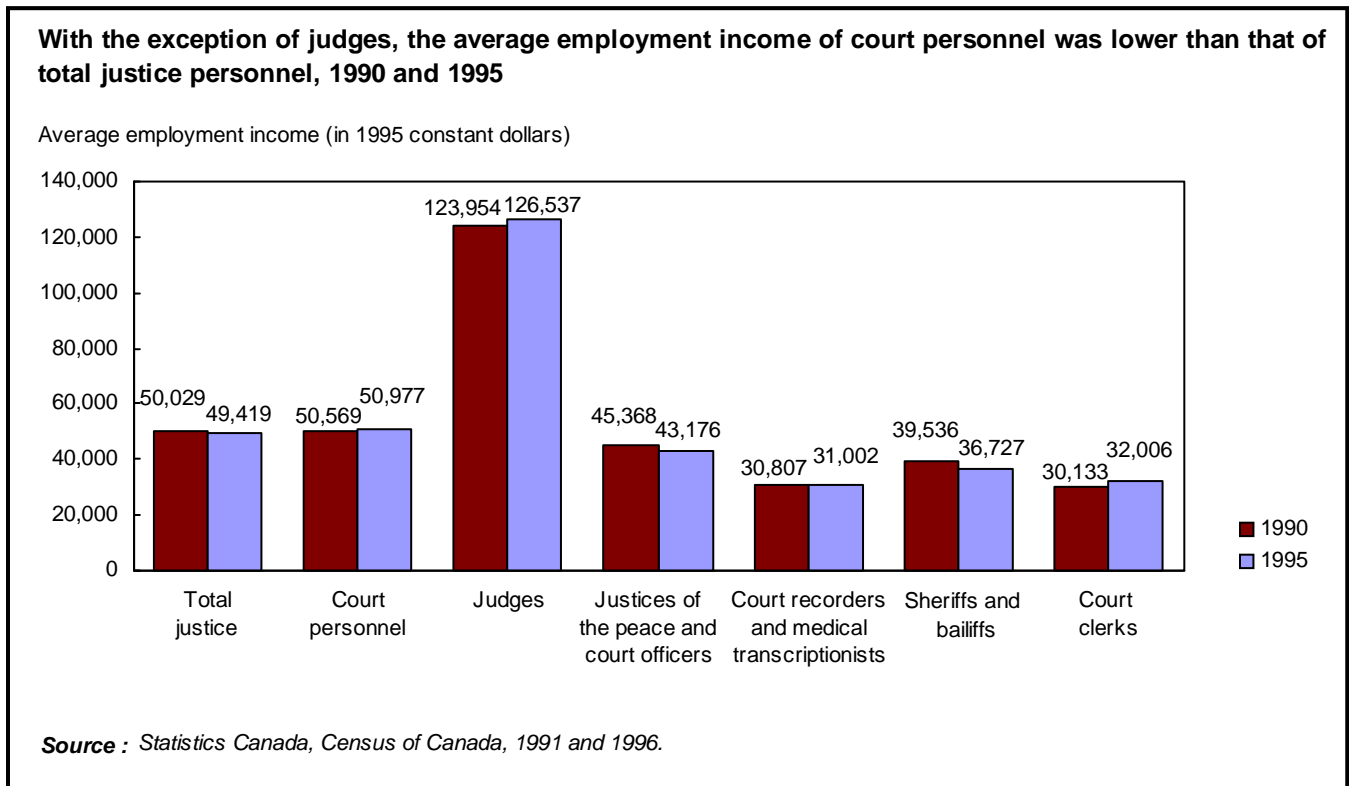
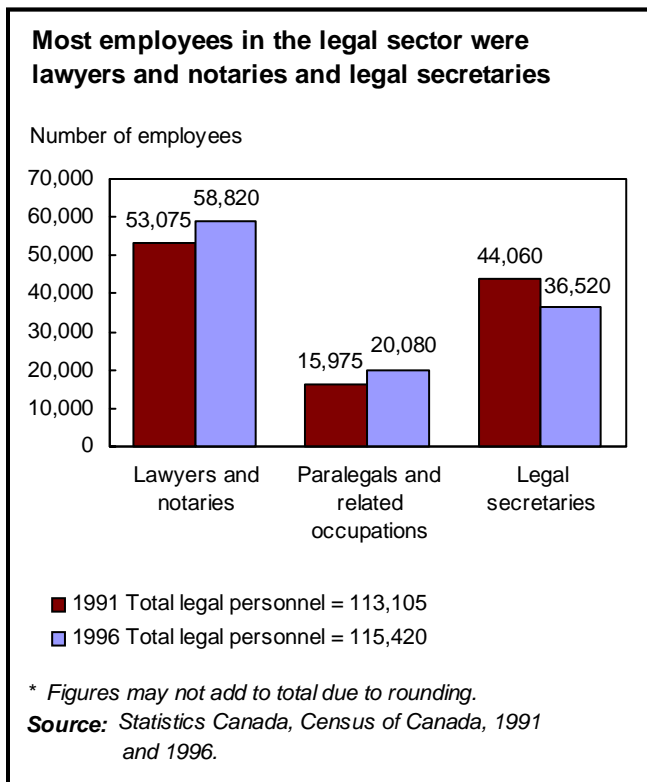


Figure 1.8



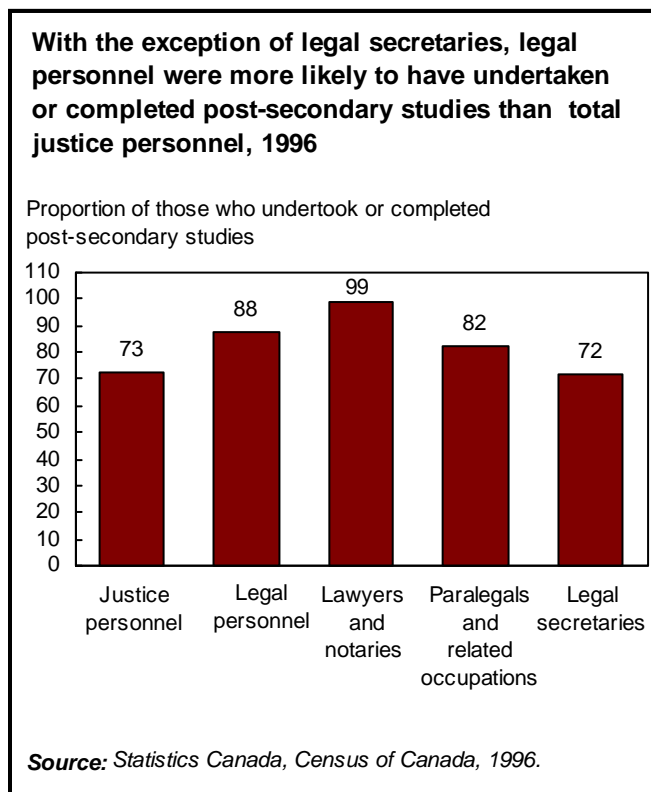
this sector were the same age, on average, as employees in the police sector and total justice employees in 1996. Only paralegals and persons in related occupations and legal secretaries had a lower average age than total justice employees (they were on average 2 years younger).

### Education

*Persons employed in the legal sector had completed more education than total justice employees in 1996*

Like police and court personnel, persons working in the legal sector had completed more education than total justice personnel in 1996. Indeed, the number of persons employed in the legal sector who had undertaken or completed post-secondary studies was 15 percentage points higher than for total justice personnel (88% compared with 73%). The difference was even greater for lawyers and notaries, of whom 99% had undertaken or completed post-secondary studies in 1996. This difference can be explained by the fact that, in order to be able to practice or to acquire their position, lawyers and notaries had to obtain at least one post-secondary diploma or certificate. Among the other legal professions, paralegals and persons in related occupations, and legal secretaries had respectively 82% and 72% of their workforce who had undertaken or completed post-secondary studies in 1996.

Figure 1.9



### Employment Status

*The proportion of legal sector employees who worked full-time, full year in 1995 was slightly higher than that of justice employees as a whole*

The proportion of legal sector employees who worked full-time for the full year in 1995 was slightly higher (70%) than that of total justice employees (65%). This difference was even greater among lawyers and notaries, 76% of whom worked full-time for the full year in 1995. Paralegals (63%) and legal secretaries (65%), however, were about as likely as total justice employees to work full-time for the full year.

### Average Employment Income

*The income of persons employed in the legal sector was higher than among justice employees as a whole*

Like court personnel, persons working full-time, full year as legal personnel saw their average employment income remain consistent between 1990 and 1995 (see Box 2). At \$59,098, the average employment income of persons employed in this sector was the highest among all justice professions in 1995.

Among each of the individual occupations in the legal sector, most remained relatively stable between 1990 and 1995. For example, the average employment income of paralegals varied between \$36,522 and \$36,126 over the 5-year period while the income of legal secretaries varied between \$28,805 and \$29,176. The only exception was with lawyers and notaries, whose income decreased by just over 7% during the same period (from \$87,926 to \$81,682).

On average, those employed in the legal sector earned 20% more than justice personnel as a whole in 1995 (\$59,098 versus \$49,419). One of the possible factors that could explain these differences is that the average employment income of lawyers and notaries (\$81,682) was greater than that of the majority of persons employed in most other justice-related occupations. This may have had the effect of widening the gap between the average employment income of persons in the legal sector and all justice personnel.

### Probation and Parole Officers

The number of probation and parole officers increased by approximately 26% between 1991 and 1996, rising from 3,665 to 4,600 officers. This was the largest increase within the justice field during the period.

### Age

*Like police personnel and legal personnel, probation and parole officers were essentially the same age as justice personnel as a whole*

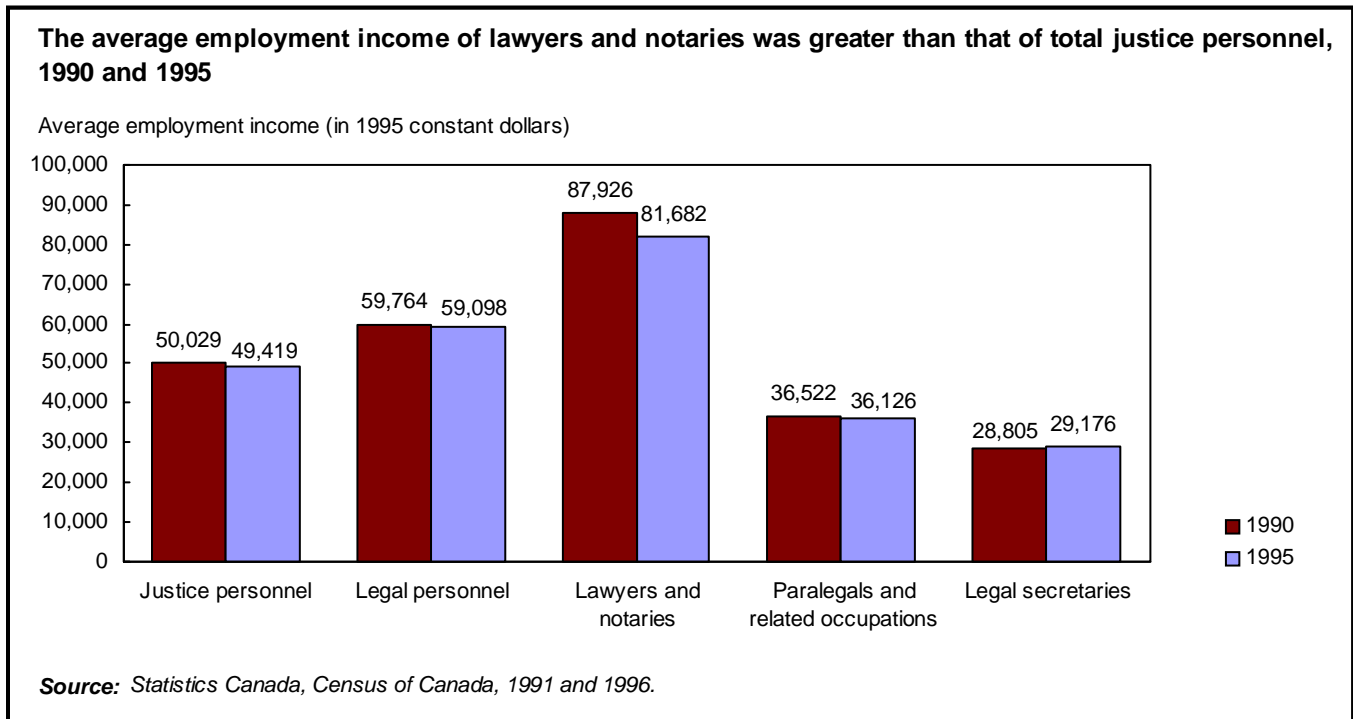
A large proportion of probation and parole officers were between 25 and 44 years of age (66%). Averaging 40 years of age, persons employed in this occupational category had roughly the same average age as police personnel, legal personnel and total justice personnel that year.

### Education

*Probation and parole officers completed more education than justice employees as a whole in 1996*

Probation and parole officers were more likely than total justice employees to have undertaken or completed post-secondary studies in 1996 (94% versus 73%). This 21 percentage point difference may most likely be explained by the fact that probation and parole officers had to have obtained at least one post-secondary certificate in order to be able to occupy their positions, which was not the case for many of the occupations in the justice sector.

Figure 1.10



### Employment Status

*The proportion of probation and parole officers who worked full-time, full year in 1995 was higher than that of justice personnel as a whole*

As with employees in the legal sector, those employed as probation and parole officers were more likely to have worked full-time, full year in 1995 than justice personnel as a whole (75% versus 65%).

### Average Employment Income

*On average, probation and parole officers' income was lower than that of justice employees as a whole in 1995*

The average employment income of probation and parole officers who worked full-time, full year remained relatively unchanged between 1990 and 1995 (see Box 2). With an average employment income of \$43,403, probation and parole officers earned on average 12% less than justice personnel as a whole in 1995 (\$49,419). They were therefore an exception with respect to the distribution of income within the Canadian justice system. Even though probation and parole officers were more educated, this did not seem to enable them to earn a higher income than justice personnel as a whole. The differences between the average employment incomes of probation and parole officers and those of justice personnel as a whole may in part

be explained by the fact that their entry-level income was lower than that of a number of occupational categories in justice. For example, probation and parole officers in the 15-24 age group, which can be considered entry level, who worked full-time, for the full year in 1995, earned on average, 23% less than police personnel (\$25,658 versus \$33,355) in the same age group. Similarly, entry-level probation and parole officers earned 13% less than correctional service officers (\$29,351) in the same age group.

### Correctional Service Officers

Like legal personnel and probation and parole officers, whose numbers increased between 1991 and 1996, correctional service officers increased by nearly 7%, from 17,215 to 18,335. This increase was the second largest in the justice area over this period.

### Age

*Like most employees in other justice-related sectors, correctional service officers were largely the same age as employees in the Canadian justice system as a whole*

Like justice personnel as a whole, most correctional service officers were between 25 and 44 years of age (63%). With an average age of 40, persons in this occupational category were roughly the same age as



legal personnel as a group, probation and parole officers as a group, and justice employees as a whole that year.

### Education

*Correctional service officers had completed fewer years of education than justice personnel as a whole in 1996*

In 1996, a smaller proportion of correctional officers had undertaken or completed post-secondary studies than employees in the Canadian justice system as a whole (66% versus 73%). This 7 percentage point difference may quite likely be explained by the fact that historically, occupying a position as a correctional officer did not necessitate the completion of post-secondary studies, which was not the case for a number of professions in the justice sector.

### Employment Status

*The proportion of correctional officers who worked full-time, full year in 1995 was higher than that of justice personnel as a whole*

Similar to employees in the legal sector and probation and parole officers, correctional officers were more likely to have worked full-time for the full year in 1995 than justice employees as a whole (73% versus 65%).

### Average Employment Income

*On average, correctional service officers' income was lower than that of justice personnel as a whole in 1995*

Like probation and parole officers, whose average employment income declined, correctional service officers experienced a 5% decrease in their constant dollar incomes between 1990 and 1995 (see Box 2). With an average employment income of \$40,488, correctional service officers earned 18% less than justice personnel as a whole in 1995, who earned on average \$49,419 in 1995. One of the factors that could have influenced this variation is that correctional service officers as a group were less educated than justice personnel as a whole, and their average entry-level income was lower than that of a number of occupational categories in justice that year.

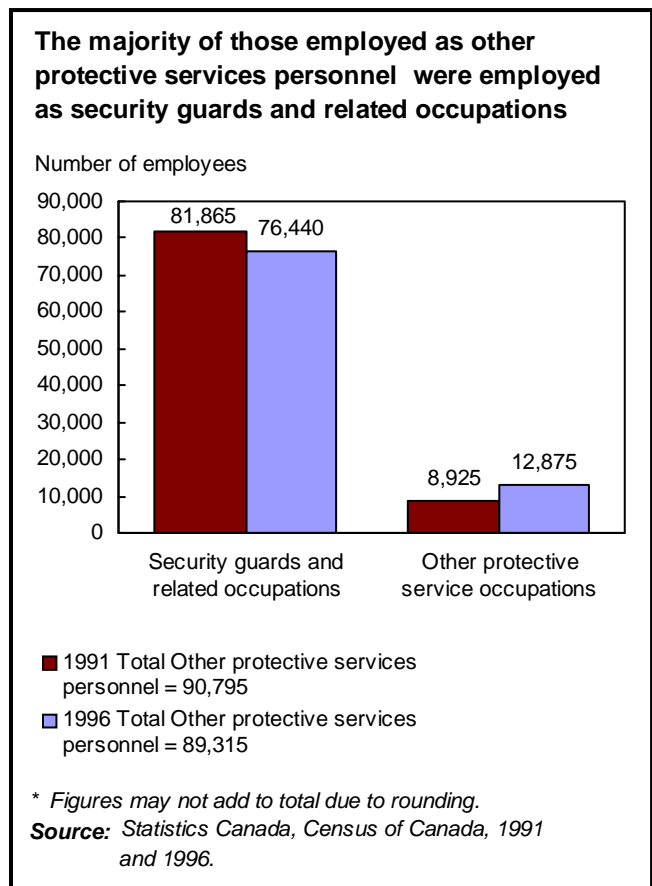
### Other Protective Services Personnel

The number of persons employed in other protective services declined slightly between 1991 and 1996, from 90,795 to 89,315. This decrease was especially pronounced among security guards and persons in related occupations (such as armoured car drivers and bodyguards), whose numbers declined by 7% between 1991 and 1996 (from 81,865 to 76,440). Other personnel in protective services were not affected by this

decrease. In fact, their numbers increased by 44% during the same period, from 8,925 to 12,875 employees.

Despite the 2% decrease in the number of its employees, this sector still ranked second in the justice field in terms of employed personnel in 1996, with 29% of all employees. Security guards and persons in related occupations were by far the largest group in the other protective services sector in 1996, with 86% of all employees.

Figure 1.11



### Age

*The average age of persons employed in other protective services was similar to that of most employees in the Canadian justice system*

While persons employed in other protective services were, on average, the same age as total justice personnel, a large proportion of them were between 15 and 34 years of age (44%) or were older than 54 years of age (21%). Since the education level required to occupy a position in other protective services

was lower than for a number of occupational categories in the justice field, positions were more accessible to persons between 15 and 34 and over 54, who may or may not have undertaken or completed post-secondary studies.

**Education**

*Personnel in other protective services were less educated than justice employees as a whole in 1996*

In general, employees in other protective services had completed less education than justice personnel as a whole. Indeed, the proportion of persons employed in other protective services who had undertaken or completed post-secondary studies was 22 percentage points lower than for total justice personnel (51% versus 73%). The difference was even more pronounced for security guards and persons in related occupations, only 50% of whom had undertaken or completed post-secondary studies. This difference may be explained in part by the fact that unlike in a number of occupational categories in justice, it was not necessary to have undertaken or completed post-secondary studies in order to work in other protective services, especially as a security guard, since training was in many cases provided by the employer.

**Employment Status**

*A large proportion of employees in the other protective services sector worked only for part of the year or part-time in 1995*

Contrary to each of the other justice sectors, a greater proportion of employees in the other protective services sector worked for only part of the year or part-time in 1995 (52%). Furthermore, there was a 15% variation between the other protective services sector and the justice sector as a whole, whose workforce was less likely to be employed for part of the year or on a part-time basis (33%).

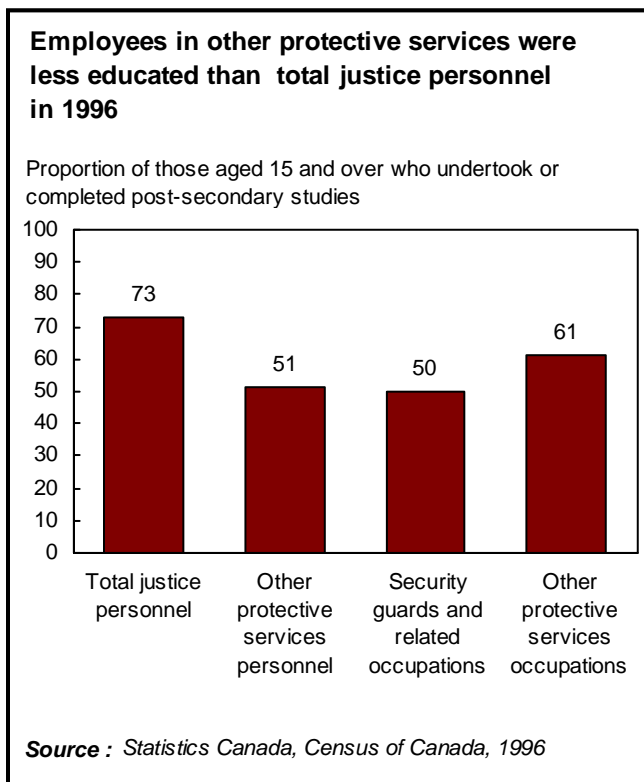
**Average Employment Income**

*The average employment income of persons employed in other protective services was lower than that of all employees in justice-related professions in 1995<sup>12</sup>*

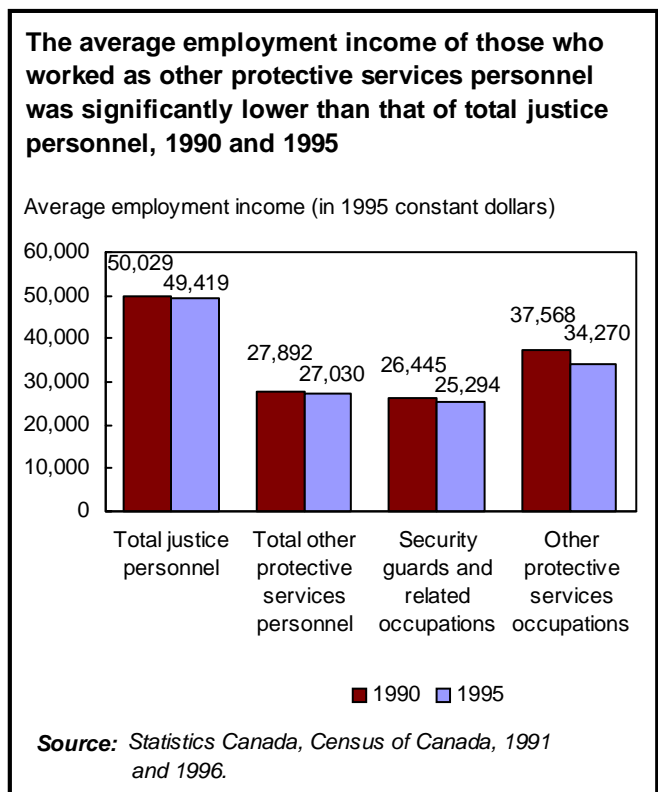
Similarly to probation and parole officers, the average employment income of persons employed full-time for the full year in 1995 in other protective services was

<sup>12</sup> Since a majority (52%) of persons in this occupational category worked only part of the year or part-time for the full year, it was necessary to also include comparisons of part-time earnings in the analysis of average employment income for this sector.

**Figure 1.12**



**Figure 1.13**



lower than that of justice personnel as a whole. Those who worked full-time, for the full year in other protective services earned on average 45% less than total full-time, full year justice personnel (\$27,030 versus \$49,419). Those who worked only part of the year or part-time that year earned 50% less than part-time justice personnel as a whole (\$11,470 versus \$22,895).

Among each of the occupations in this sector, there were similar findings. On average, full-time, full year security guards and persons in related occupations and other personnel in protective services earned respectively 49% less (\$25,294 versus \$49,419) and 31% less (\$34,270 versus \$49,419) than justice employees as a whole. For those persons who worked only part of the year or part-time for the full year in 1995, on average, security guards and persons in related occupations and personnel of other protective services earned respectively 52% less (\$10,978 versus \$22,895) and 32%

less (\$15,665 versus with \$22,895) than justice employees as a whole that year.

One of the factors that could have possibly influenced these variations is that a larger proportion of employees in the other protective services were between 15 and 24 years of age than was the case with total justice employees that year (20% compared with 9%), which means they were quite likely less experienced than justice employees overall. Furthermore, employees of other protective services—especially security guards and persons in related occupations—were less educated than justice personnel as a whole. In fact, 49% of employees in this sector (50% of security guards and persons in related occupations and 39% of employees in the other protective services sub-sector) had undertaken or completed studies that were lower than the post-secondary level, as compared to 27% of all justice personnel.

## CHAPTER 2: MEN AND WOMEN WORKING IN JUSTICE-RELATED PROFESSIONS

### Introduction<sup>13</sup>

The number of females employed in the justice area increased by 4% between 1991 and 1996, which is in contrast to the 2% decrease in the number of men employed in justice over the same time period. The justice sectors that experienced the highest increases of female employees include the police (+38%), probation and parole (+19%) and correctional service sectors (+23%). In contrast, the sectors that experienced the most significant decreases in male employees include, the police (-7%) (mainly among police officers (-9%)), and the court sector, principally among court clerks (-28%) and justices of the peace and court officers (-8%).

Overall, women and men accounted for respectively 37% and 63% of employees in justice-related professions in 1996. The representation of women within the justice workforce was 9 percentage points lower than their representation within the experienced labour force (46%), and 14 percentage points lower than that within the Canadian population aged 15 and over (51%).

Among each of the occupational categories within the justice area, the only two sectors that had higher female than male representation were the court sector (64% versus 36%) and the legal sector (61% versus 39%). Within the court sector, it was largely among justices of the peace and court officers (61% versus 39%), court recorders and medical transcriptionists (93% versus 7%) and court clerks (81% versus 19%) that women were the most highly represented. Within the legal sector, women were highly represented among paralegals and related occupations (79% versus 21%) and legal secretaries (99% versus 1%). In all other professions, women were less well represented than their male counterparts.

*Women were more likely to work in the legal sector, while men were more likely to work in other protective services and the police*

Among all female justice employees, women were mostly employed in the legal sector (62%) and other

protective services (16%), while men were mostly employed in other protective services (37%), the police (27%) and the legal sector (24%).

More specifically, the majority of women in the legal sector and in other protective services were employed as legal secretaries (32%), lawyers or notaries (16%) and security guards and persons in related occupations (14%). The majority of men were employed in other protective services, the police and the legal sector and worked as security guards and in related occupations (32%), as police officers (25%) and as lawyers and notaries (21%).<sup>14</sup>

### Age

*Women employed in justice were generally younger than their male counterparts*

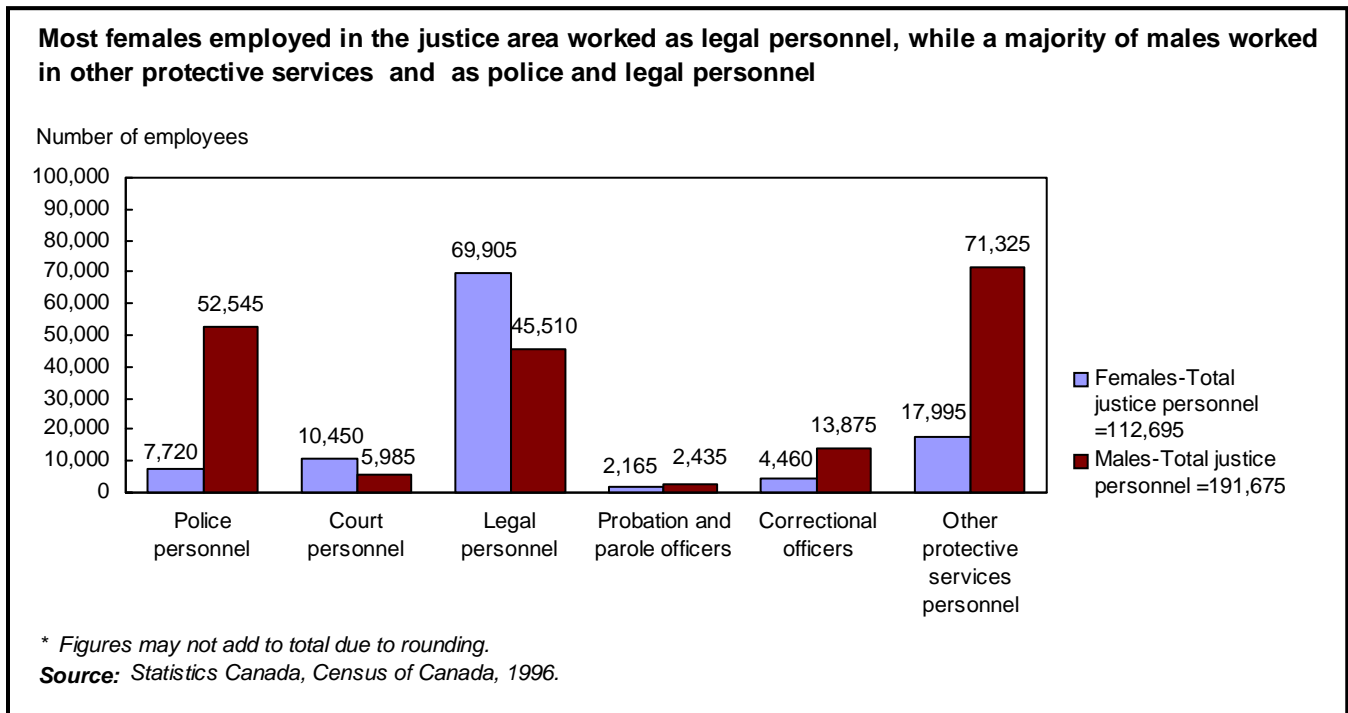
Women employed in the Canadian justice system in 1996 were on average younger than their male counterparts. In fact, while the majority of women (66%) and men (52%) in the justice field were between 25 and 44 years of age, women were on average 4 years younger than men (37 years of age compared with 41). This gap was greater than within the experienced labour force as a whole, in which women and men were roughly the same age (38 compared with 39).

Age differences were greatest in the courts, the police and the legal sectors. On average, women employed in the courts sector were 8 years younger, while women in the police and the legal sector were, on average, 6 years younger than their male counterparts. These differences may quite possibly be explained by the fact that most occupations included in these sectors were historically occupied by men.

<sup>13</sup> For an explanation of this report's universe of analysis, see Box 1.

<sup>14</sup> The percentages that are presented in this paragraph represent proportions of the total number of females and the total number of males working in justice. Therefore, in stating that 32% of women worked as legal secretaries, we are referring to the total number of females employed in the justice area.

Figure 2.1



### Education

*In general, female justice employees had completed more education than their male counterparts*

Women who were part of the experienced labour force in general and those who were employed in justice in 1996 had completed more education than their male counterparts. The proportion of female employees who had undertaken or completed post-secondary studies was 5 percentage points higher than the proportion for males (61% versus 56% of those in the experienced labour force and 76% versus 71% of those in the justice area). This difference is even greater when the younger age groups are considered. For example, the proportion of female justice employees between 15 and 34 years of age who had undertaken or completed post-secondary studies (87%) was higher than the proportion of male justice employees in the same age range who had undertaken or completed studies at the same level (78%).

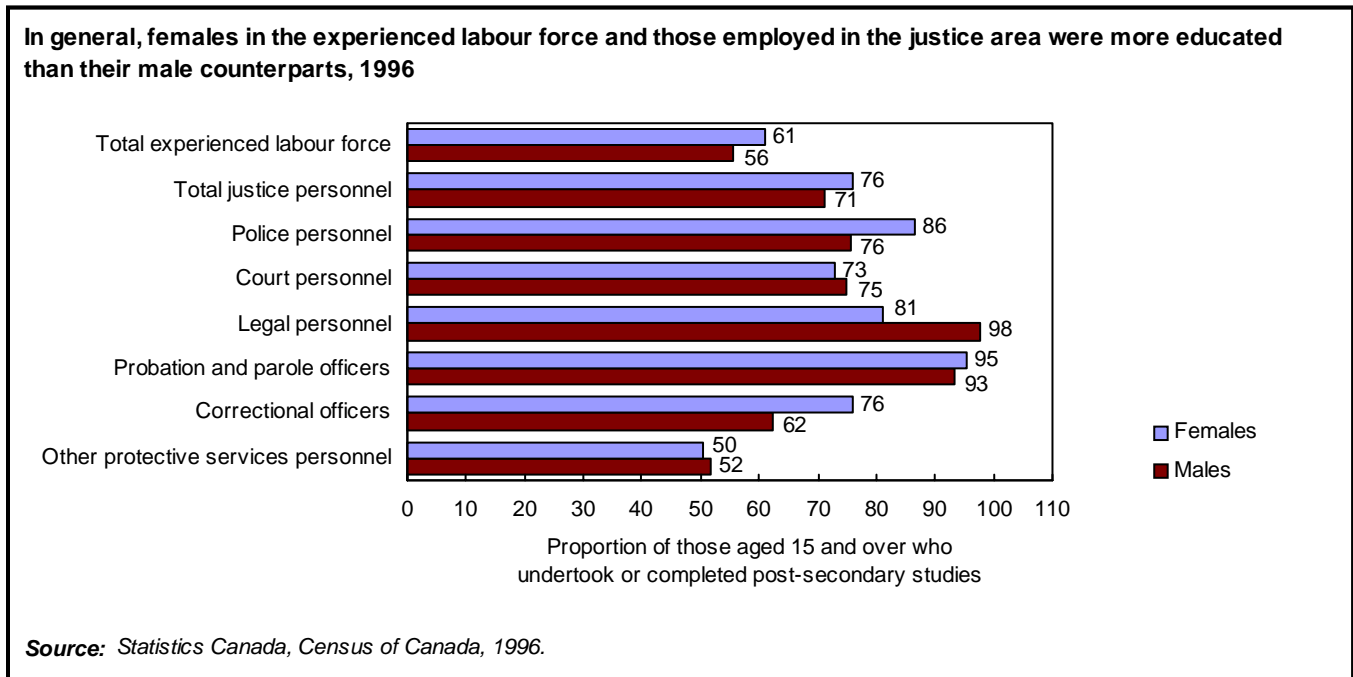
Considering each occupational category separately, in some categories such as police and correctional service officers, there was an even greater difference between women and men who had undertaken or completed post-secondary studies. For those two categories, where respectively 86% and 76% of women had undertaken or completed post-secondary studies that

year compared with 76% and 62% of men, the difference between women and men was two to three times greater than for justice personnel as a whole.<sup>15</sup>

With respect to other occupational categories, the situation was somewhat different. Among probation and parole officers, the proportion of women who had undertaken or completed post-secondary studies was slightly higher than that of men (+2%), while in the other protective services sector, they were virtually the same. In contrast, the proportion of women who had undertaken or completed post-secondary studies was lower than that of men in the court (-2%) and legal sectors (-17%). The differences in the court and the legal sectors may possibly be explained by the fact that most men employed in these sectors had occupations which called for a post-secondary certificate or diploma (judges, sheriffs and bailiffs, and lawyers and notaries), whereas the occupations in which the majority of women were employed did not necessarily require this (court recorders and medical transcriptionists, court clerks and legal secretaries).

<sup>15</sup> When the report refers to the terms "justice personnel as a whole" or "all personnel" or "total justice personnel" or "all justice sectors", these refer to the total of all public and private sector employees in the following justice-related professions: the police, the courts, the legal sector, probation and parole officers, correctional service officers and the other protective services sector.

Figure 2.2



### Employment Status

*Females employed in the justice area were less likely to have worked full-time, full year than their male counterparts in 1995*

Within each of the main justice sectors, females were much less likely than their male counterparts to have worked full-time for the full year in 1995. The differences between full-time, full year female and male employees within these sectors were as follows: the police sector (74% versus 84%), the court sector (61% versus 66%), the legal sector (66% versus 77%), among probation and parole officers (72% versus 78%), correctional service officers (60% versus 77%) and other protective services (31% versus 48%).

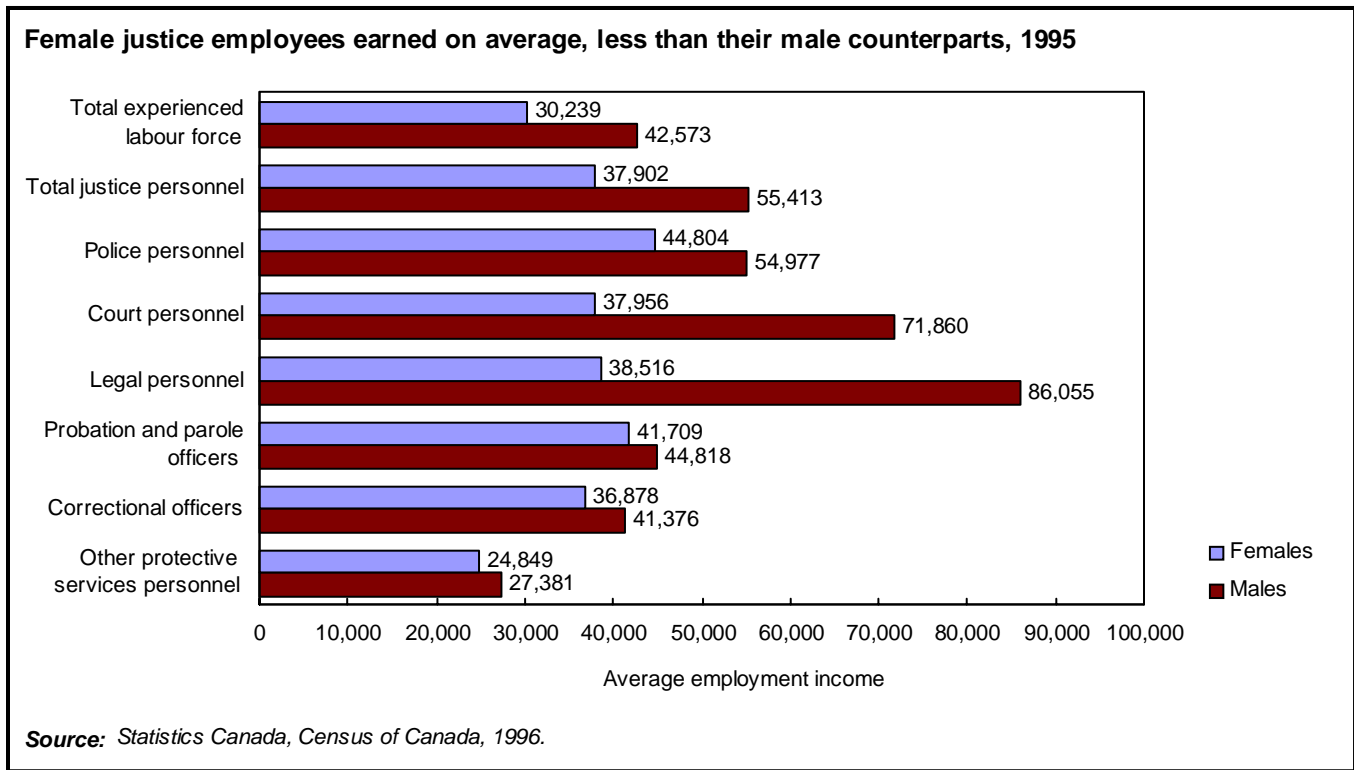
There were some occupations within these sectors, however, where females were more likely to work full-time, full year than males: 84% versus 72% (or 405 females versus 1,320 males) among judges, 69% versus 59% (or 1,425 females versus 785 males) among justices of the peace and court officers, and 65% versus 58% for court clerks and paralegals and related occupations.

### Average Employment Income

*The average employment income of women employed in justice in 1995 was lower than that of men*

Despite an increase of nearly 8% in the average employment income of employees in justice-related professions who worked full-time for the full year between 1990 and 1995, women on average earned 32% less than men employed in justice in 1995 (\$37,902 versus \$55,413 in constant dollars) (see Box 2). This difference was similar to that in the experienced labour force as a whole, in which women earned on average 29% less than their male counterparts (\$30,239 versus \$42,573). Some of the factors that could have influenced these variations include: the fact that women employed in justice were on average younger, and therefore quite probably less experienced than men, and they held positions that required less education and on average were less well-paying than those held by men (legal secretaries and paralegals).

Figure 2.3



Among each of the main justice sectors, women working full-time, full year earned less than men. The differences were most notable in the legal sector, where women earned 55% less than men (\$38,516 versus \$86,055), the court sector, where they earned 47% less than men (\$37,956 versus \$71,860) and the police sector, where they earned 19% less than their male counterparts (\$44,804 versus \$54,977). Within these three main justice sectors, the differences were greatest with the following sub-groups: lawyers (\$61,002 versus \$89,395) justices of the peace and court officers (\$38,775 versus \$51,230), court recorders and medical transcriptionists (\$30,047 versus \$42,839), sheriffs and bailiffs (\$29,740 versus \$38,391), and police officers (\$44,476 versus 54,184). These differences may in part be due to the fact that the majority of women had jobs that were less senior and paid less on average than those held primarily by men.

In the other justice sectors, the differences between women and men were somewhat smaller. Thus, on average, among correctional service officers, women earned 11% less than men (\$36,878 versus \$41,376). In other protective services, they earned 9% less (\$24,849 versus \$27,381 among all employees in this sector, \$22,961 versus \$25,635 among security guards, and \$30,288 versus \$35,172 among other protective services personnel). Among probation and parole officers, they earned 7% less (\$41,709 versus \$44,818). Even in occupational categories in which their earnings were the highest—the police, probation and parole officers and the legal sector—women earned less on average than men that year.

## CHAPTER 3: ABORIGINAL PEOPLE WORKING IN JUSTICE-RELATED PROFESSIONS

### Introduction<sup>16</sup>

Aboriginal people (see Box 4) represented 2.3% of all employees in the justice area in 1996, which is similar to their 1.9% representation in the experienced labour force in 1996. Among these 6,965 Aboriginal justice employees, 31% were females.

#### Box 4: Defining the Aboriginal population

There are different ways to represent the Aboriginal population in Canada. In the 1996 Census, there were 799,010 persons who reported identifying with at least one Aboriginal group, i.e. North American Indian, Métis or Inuit (Eskimo). The 1996 Census also provides information on those reporting at least one Aboriginal origin or ancestry (1,101,960). Depending on the application, data using either concept may be appropriate for defining the Aboriginal population. This report uses the Aboriginal identity concept as the definition for the Aboriginal population. Therefore, the Aboriginal population in this report includes all those aged 15 and over, who reported identifying with at least one Aboriginal group, i.e. North American Indian, Métis or Inuit (Eskimo) and/or those who reported being a Treaty Indian or a Registered Indian as defined by the *Indian Act* of Canada and/or who were members of an Indian Band or First Nation.

It is also worth noting that in 1996, 77 Indian reserves and settlements did not take part in the Census. Therefore, data are not available for those Aboriginal people who resided on these reserves.

*Aboriginal people employed in justice in 1996 worked mainly in other protective services and the police*

In 1996, the majority of Aboriginal people were employed in other protective services (38%), primarily as security guards and in related occupations (35%), and the police (28%), mainly as police officers (27%). This distribution was somewhat different than for justice employees as a whole, of whom a majority worked in

the legal sector (38%) and other protective services (29%).

### Age

*Aboriginal people employed in justice were generally younger than justice employees as a whole<sup>17</sup>*

Aboriginal people in justice were on average, 5 years younger than justice employees as a whole (35 versus 40 years of age). This difference was greater than that within the experienced labour force as a whole (35 versus 38 years of age). Aboriginal people were therefore, a better represented workforce among the youngest age groups working in the justice area. In fact, the proportion of Aboriginal justice employees between the ages of 15 and 34 was 16 percentage points higher than that of total justice employees in the same age group that year (54% versus 38%). The fact that Aboriginal justice employees had a higher representation among those aged 15 to 34 indicates that positions in justice professions are becoming more and more occupied by Aboriginal people.

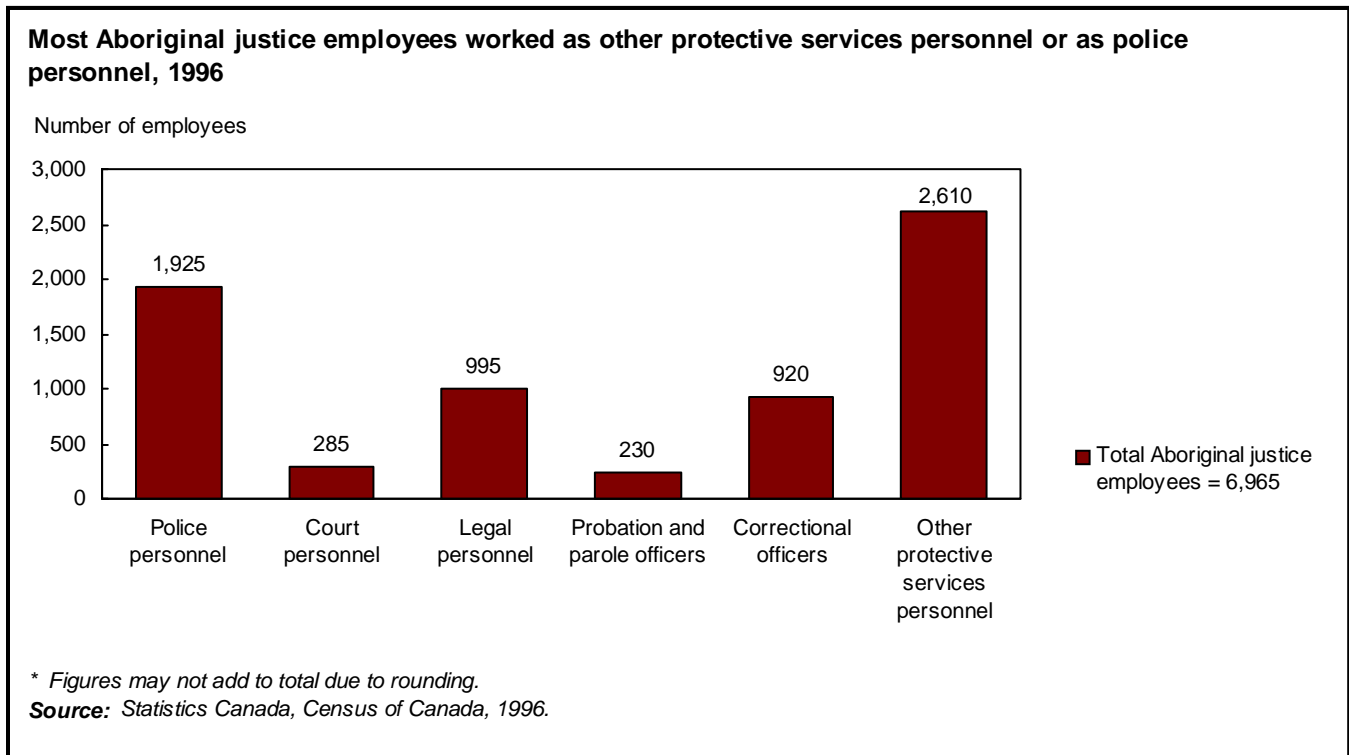
Considering individual justice sectors, age differences between Aboriginal people and employees as a whole were greatest in the courts and the police. Aboriginal people employed in these sectors were on average 6 years younger than total justice employees. In both the legal and other protective services sectors, the difference was 4 years (36 versus 40 years of age). Among correctional officers, there was a 3-year difference (37 versus 40) and among probation and parole officers, a 2-year difference (38 versus 40).

<sup>16</sup> For an explanation of this report's universe of analysis, see Box 1.

<sup>17</sup> When the report refers to the terms "justice employees as a whole" or "all personnel" or "total justice personnel" or "all justice sectors", these refer to the total of all public and private sector employees in the following justice-related professions: the police, the courts, the legal sector, probation and parole officers, correctional service officers and the other protective services sector.



Figure 3.1



### Education

*Aboriginal people employed in the justice system had generally completed less education than justice employees as a whole*

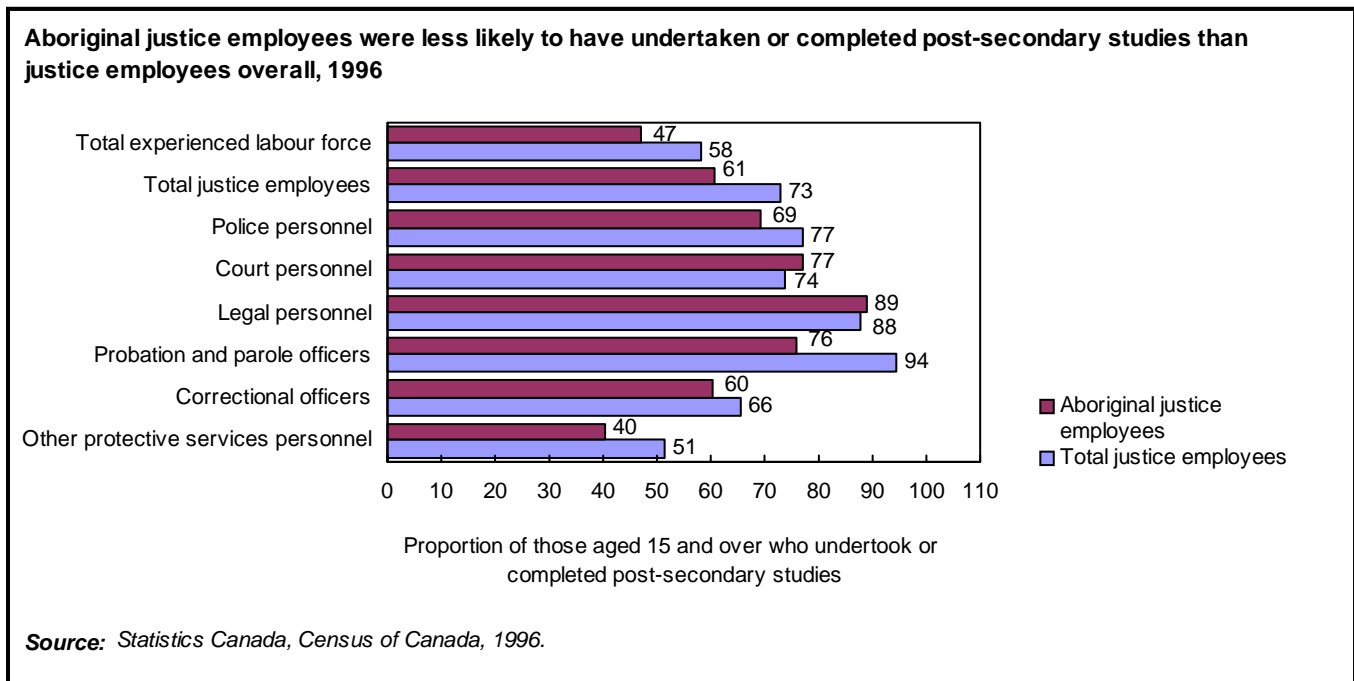
Aboriginal people employed in justice in 1996 had generally completed less education than employees overall. The proportion of Aboriginal people employed in justice who had undertaken or completed post-secondary studies was 12 percentage points lower than that for justice employees as a whole that year (61% versus 73%). This difference is roughly the same as for the experienced labour force as a whole, in which 47% of Aboriginal people and 58% of Canadians in general had undertaken or completed post-secondary studies.

Among each of the occupational categories, Aboriginal people employed in justice in 1996 had generally completed less education than employees as a whole. The proportion of Aboriginal people who had undertaken or completed post-secondary education was 8 percentage points lower in the police sector (69%

versus 77%), 18 percentage points lower among probation and parole officers (76% versus 94%), 6 percentage points lower among correctional service officers (60% versus 66%), and 11 percentage points lower for other protective services (40% versus 51%). These differences can be explained in part by the fact that Aboriginal people were less well-represented in professions that required at least one post-secondary certificate or diploma, such as lawyers and notaries (6% of Aboriginal people versus 19% of all employees in justice-related professions) and paralegals (4% of Aboriginal people versus 7% of all employees in justice-related professions).

The court and legal sectors were the only two exceptions with respect to educational attainment among Aboriginal people. Within these sectors, the proportion of Aboriginal employees who had undertaken or completed post-secondary studies in 1996 was similar or slightly higher than the proportion for justice employees overall (77% versus 74% in the court sector and 89% versus 88% in the legal sector).

Figure 3.2



### Employment Status

*Aboriginal justice employees were less likely than justice employees as a whole to have worked full-time, full year in 1995*

With the exception of one profession (legal secretaries), where their representation was similar (66% versus 65%), Aboriginal people were far less likely than justice employees as a whole to have worked full-time, full year in 1995. The variations within the main justice sectors were as follows: the police sector (69% versus 83%), the court sector (47% versus 62%), the legal sector (60% versus 70%), probation and parole officers (52% versus 75%), correctional service officers (58% versus 73%), and the other protective services sector (32% versus 44%).

### Average Employment Income

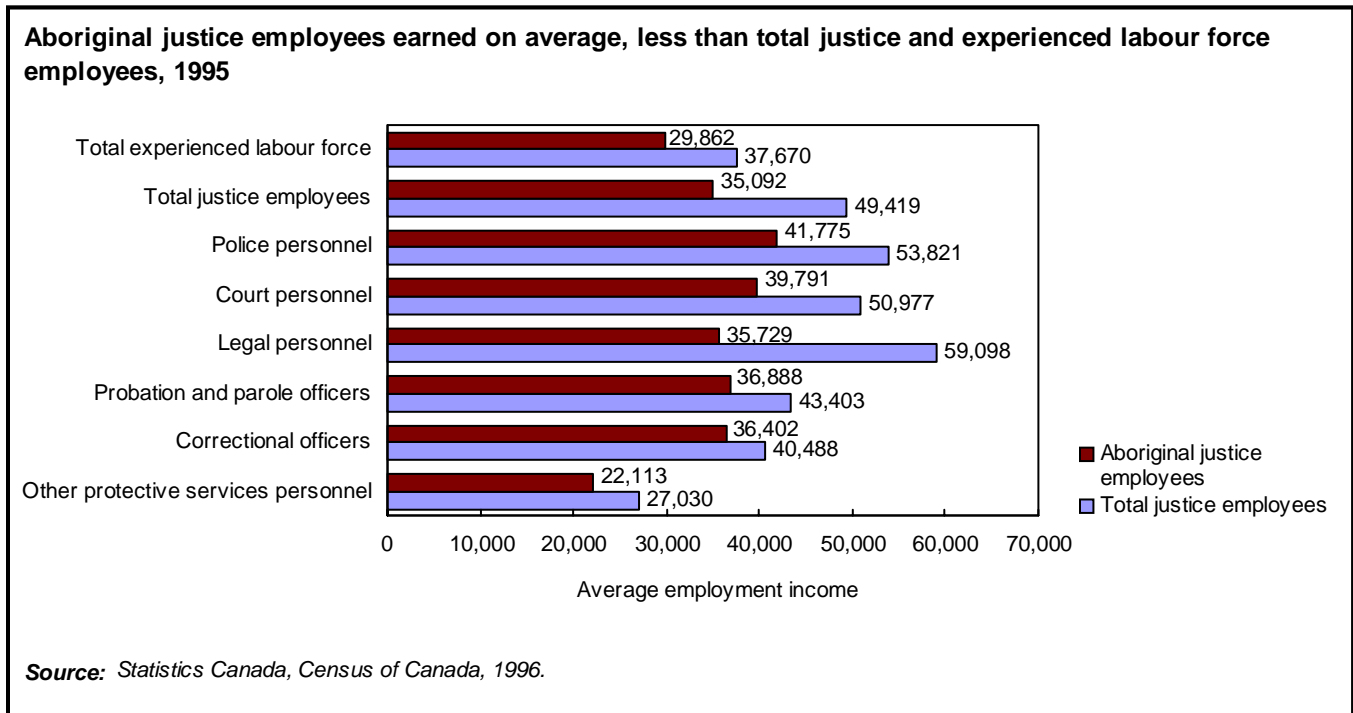
*On average, Aboriginal people employed in the Canadian justice system had lower incomes than justice employees as a whole*

Comparing the income of Aboriginal people employed in justice full-time, for the full year in 1995 (see Box 2) with that of employees as a whole, Aboriginal people

on average earned 29% less than the justice employees as a whole that year (\$35,092 compared with \$49,419 in constant dollars). This difference was greater than in the experienced labour force as a whole, where Aboriginal people on average earned 21% less than the experienced labour force as a whole (\$29,862 compared with \$37,670). This difference may possibly be explained in part by several factors: Aboriginal people were on average much younger—and thus possibly less experienced—than total employees in this field. Furthermore, they had completed less education and were less well represented in occupations with the highest average salaries, such as lawyers and notaries (6% compared with 19%).

Among the various occupational categories in justice, Aboriginal employees in 1995 earned between 10% and 40% less than justice employees as a whole. The differences were the most pronounced in the legal sector, where they earned 40% less (\$35,729 versus \$59,098) and the court and police sectors, where Aboriginal people earned 22% less than justice employees (\$39,791 versus \$50,977 in the courts and \$41,775 versus \$53,821 in the police). These differences may be explained in part by the fact that

Figure 3.3



Aboriginal people who held senior positions earned less than total justice employees who held senior positions. Aboriginal judges, lawyers and notaries and commissioned police officers earned respectively 42%, 45% and 29% less than the total personnel in these professions (\$73,403 versus \$126,537 among judges, \$45,001 versus \$81,682 among lawyers and notaries and \$46,775 versus \$63,534 among commissioned police officers).

In other protective services, Aboriginal people earned on average 18% less than justice employees as a whole (\$22,113 compared with \$27,030); as probation and parole officers, they earned on average 15% less than justice employees overall (\$36,888 compared with \$43,403); and as correctional service officers, they earned on average 10% less than total justice employees (\$36,402 compared with \$40,488). Even in the occupational categories in which they had the highest earnings—that is, in the police and the courts and as probation and parole officers—Aboriginal people earned less on average than total justice employees that year.

## CHAPTER 4: VISIBLE MINORITIES WORKING IN JUSTICE-RELATED PROFESSIONS<sup>18</sup>

### Introduction<sup>19</sup>

Members of the visible minority population (see Box 5) accounted for 6.8% of all persons employed in the Canadian justice system in 1996. This was less than their representation of 10.0% in the experienced labour force as a whole and 10.7% in the Canadian population aged 15 and over that year. Of the 20,570 visible minorities employed in justice, 37% were women and 63% were men.

#### Box 5: Defining the visible minority population

The *Employment Equity Act* defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” In the 1996 Census, the visible minority population included the following groups: Chinese, South Asian, Black, Arab/West Asian, Filipino, Southeast Asian, Latin American, Japanese, Korean and Pacific Islander.

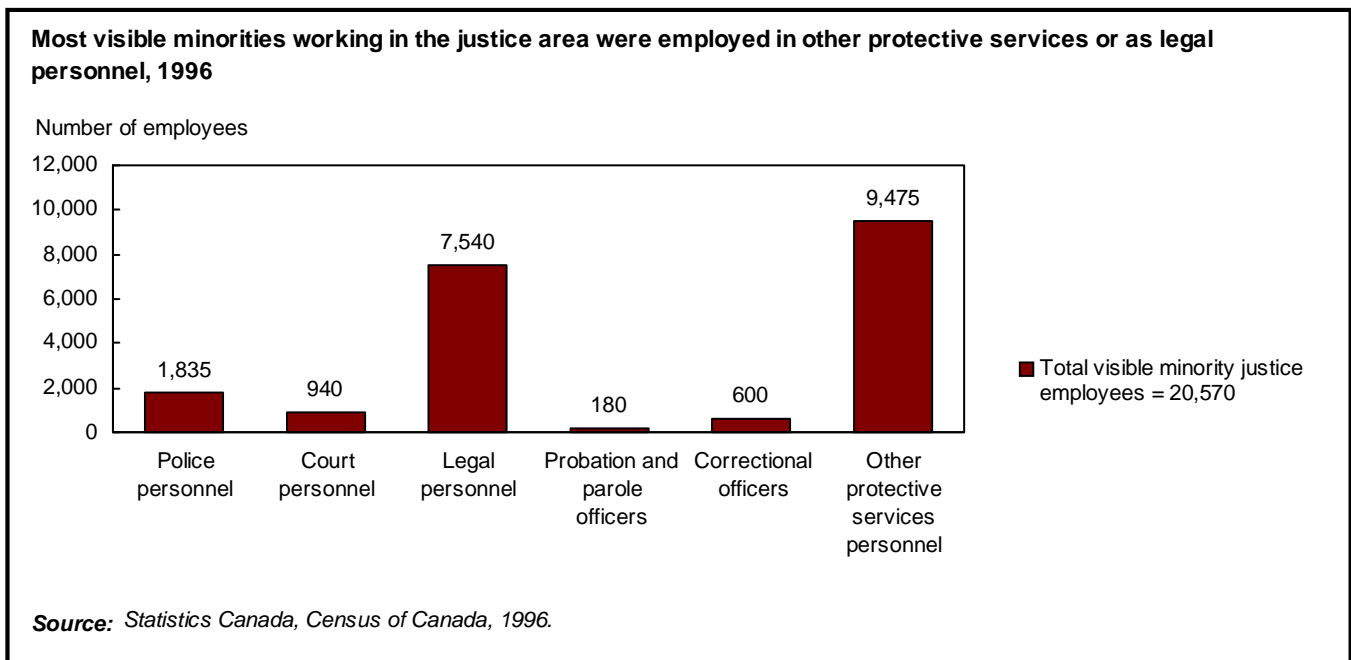
*The largest proportion of visible minorities were employed in other protective services and the legal sector*

Among the various justice-related occupational categories, most visible minorities were employed in other protective services (46%), (primarily as security guards, and in related occupations (42%)) and the legal sector (37%) (mainly as legal secretaries (14%) and lawyers or notaries (13%)). This was similar to the occupational situation of women (Chapter 2) and of immigrants (Chapter 5).

<sup>18</sup> Since data on visible minorities were not comparable for 1991, the analysis of this group is based entirely on 1996 Census data.

<sup>19</sup> For an explanation of this report's universe of analysis, see Box 1.

Figure 4.1



## Age

*Visible minorities employed in justice were on average slightly younger*

In general, visible minorities in the experienced Canadian labour force tend to be slightly younger than other workers. The situation in the justice system is the same: with respect to age, visible minorities employed in justice in 1996 were slightly younger than the total population of justice employees that year. Even though the majority of visible minority justice employees (59%) and the majority of total justice employees (58%) were between 25 and 44 years of age, visible minorities were on average 2 years younger than total justice employees<sup>20</sup> (38 versus 40 years of age).

Age differences between visible minorities and all employees were greatest in the police, the courts and the legal sectors. Visible minorities employed in the police were on average 5 years younger than all policing employees, while those employed in the courts and the legal sector were on average 3 years younger.

Age differences between visible minorities and all justice sector employees may quite possibly reflect the fact that visible minorities account for a growing proportion of workers in professions which they did not historically occupy. In other words, in the justice sectors, visible minority employees may be more highly represented

among newer (younger) employees and less represented among longer-term (older) workers. For example, visible minorities employed in the justice area were much less likely to be represented among those aged 35 and over than justice employees as a whole (50% versus 62%).

## Education

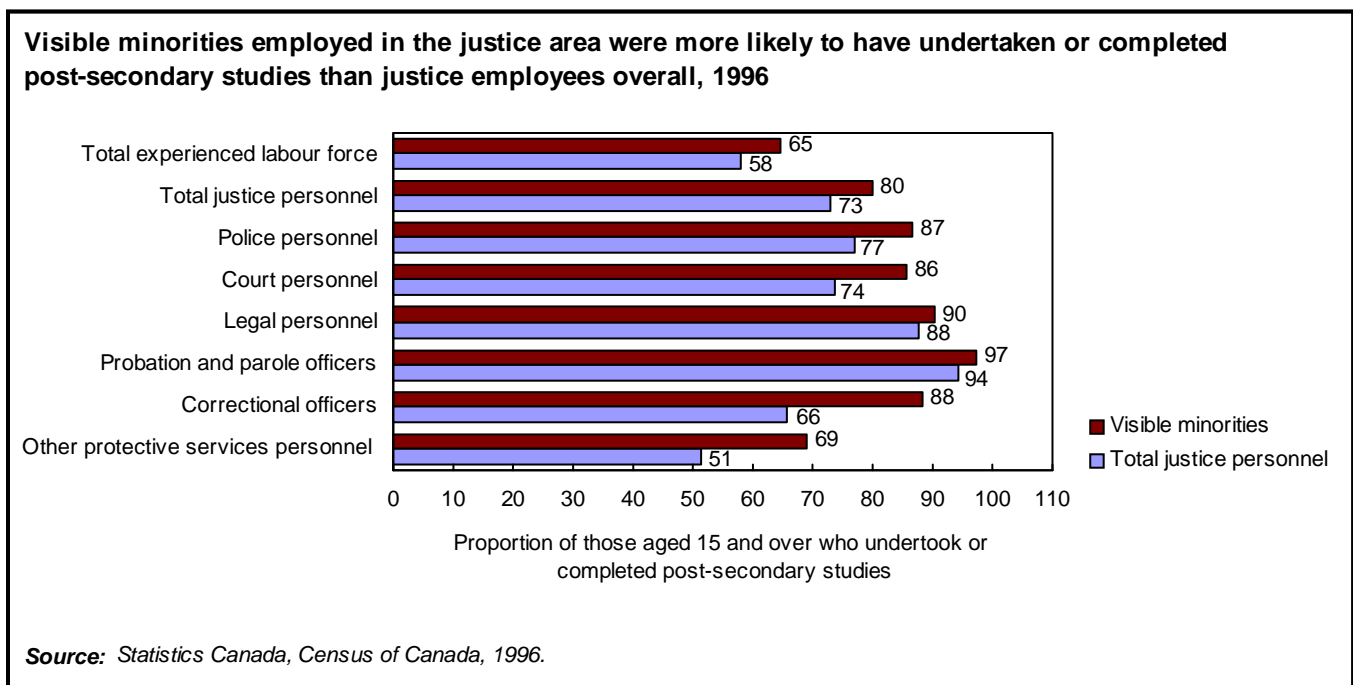
*Visible minorities employed in the Canadian justice system had completed more education than justice employees as a whole*

Visible minorities employed in justice had generally completed more education than total justice personnel. Indeed, the proportion of visible minorities employed in justice who had undertaken or completed post-secondary studies was 7 percentage points higher than for all justice personnel that year (80% versus 73%).

The justice area is not the only part of the Canadian labour force where visible minorities are more highly educated than the general population. In fact, 65% of all visible minorities in the experienced Canadian labour

<sup>20</sup> When the report refers to the terms "justice employees as a whole" or "all personnel" or "total justice personnel" or "all justice sectors", these refer to the total of all public and private sector employees in the following justice-related professions: the police, the courts, the legal sector, probation and parole officers, correctional service officers and the other protective services sector.

Figure 4.2



force, compared with 58% of the experienced Canadian labour force as a whole, had undertaken or completed post-secondary studies by 1996.

The difference between the proportion of visible minorities who had undertaken or completed post-secondary studies and the proportion of total employees who had done so was greater in some categories than in the justice system as a whole. The difference was 10 percentage points in the police (87% versus 77%), 12 percentage points in the courts (86% versus 74%), 18 percentage points in other protective services (69% versus 51%), and 22 percentage points for correctional service officers (88% versus 66%).

Interestingly, the educational gap among visible minorities and the total justice employee population is even greater among workers in the older age groups. For example, among visible minorities aged 35 and older who were employed in policing, courts, corrections and other protective services, the proportion who had undertaken or completed post-secondary education was between 15 and 25 percentage points higher than that for all justice employees in the same age group.<sup>21</sup>

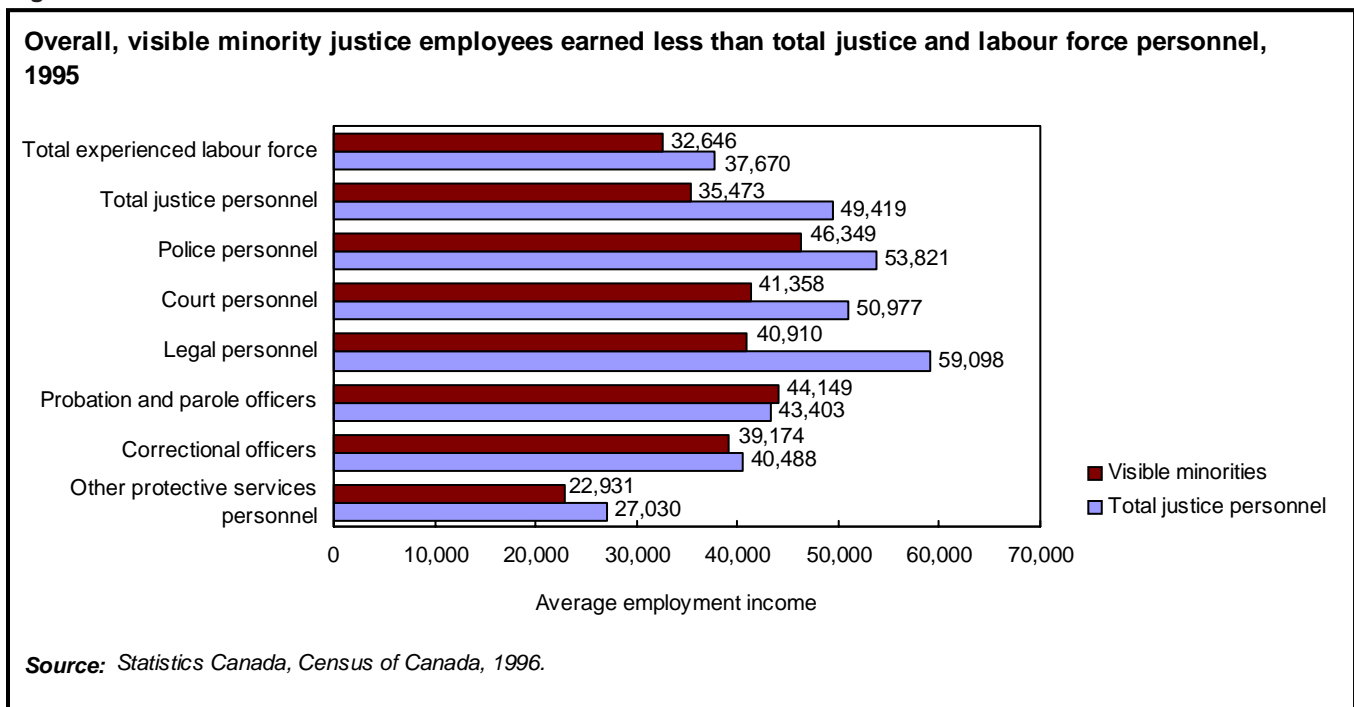
### Employment Status

*Visible minorities were less likely to have worked full-time, full year in 1995*

Overall, visible minorities were less likely than all justice employees to have worked full-time, for the full year in 1995. Among the main justice sectors, their full-time, full year representation was lower in the police sector (73% versus 83%), in the legal sector (61% versus 70%), among correctional service officers (70% versus 73%) and in other protective services (39% versus 44%). The only two justice sectors where they were either more likely or as likely as all employees to work full-time, full year in 1995, were in the court sector (67% versus 62%) and as probation and parole officers (75% respectively).

<sup>21</sup> Even among those under the age of 35, visible minorities had a larger proportion of their workforce who had undertaken or completed post-secondary studies than total justice employees. In fact, in the courts, in other protective services and among correctional service officers, the proportion of visible minorities who had undertaken or completed post-secondary studies was between 3 and 13 percentage points greater than their counterparts.

Figure 4.3



### Average Employment Income

*On average, visible minorities employed in the Canadian justice system earned less*

Visible minorities employed in justice earned on average 28% less than all employees in this field (\$35,473 compared with \$49,419) (see Box 2). This difference was just over twice as large as in the experienced labour force as a whole, where on average, visible minorities earned 13% less than all experienced Canadian labour force participants (\$32,646 compared with \$37,670).

Even in the occupational categories in which they had the highest earnings — in policing, as probation and parole officers and in the courts — visible minorities earned less on average than the total for all employees in each of those occupational categories in 1995. Some of the difference in earnings between visible minorities and other workers in the justice sectors is partly explained by the fact that visible minorities are less well-represented in certain occupations with the highest average salaries, such as lawyers and notaries (13% versus 19%). As well, the fact that visible minorities were on average slightly younger—and thus possibly less experienced—than employees in general in this field could explain some of the difference.

Among the occupational categories, except for visible minorities employed as probation and parole officers, who earned on average 2% more than all officers (\$44,149 compared with \$43,403), visible minorities earned less than the total workforce in all other sectors.

On average, visible minorities earned 3% less as correctional service officers (\$39,174 versus \$40,488), 14% less in the police (\$46,349 versus \$53,821), 15% less in other protective services (\$22,931 versus \$27,030), 19% less in the courts (\$41,358 versus \$50,977), and 31% less in the legal sector (\$40,910 versus \$59,098).

The differences among the police, in other protective services, in courts and in the legal sector can largely be attributed to the fact that among the higher paid professions within these sectors, visible minorities earned less than their counterparts. In fact, visible minorities working as commissioned police officers earned 26% less (\$48,265 versus \$63,534), those working in other protective services occupations earned 9% less (\$31,034 versus \$34,270), those employed as judges earned 27% less (\$92,155 versus \$126,537) and those working as lawyers and notaries earned 31% less (\$56,362 versus \$81,682) than the total number of employees working in these professions.

## CHAPTER 5: IMMIGRANTS WORKING IN JUSTICE-RELATED PROFESSIONS

### Introduction<sup>22</sup>

The number of immigrants (see Box 6) employed in Canadian justice increased by nearly 5% between 1991 and 1996, from 38,280 to 40,270. The sectors which experienced the greatest individual increases were probation and parole officers (+22%), the legal sector, primarily among paralegals and related occupations (+43%) and lawyers and notaries (+24%), and correctional officers, where the number of immigrants increased by 9%.

#### Box 6: Defining the immigrant population

The immigrant population refers to people who are, or have been, landed immigrants in Canada. A landed immigrant is a person who has been granted the right to live in Canada permanently by immigration authorities. Some immigrants have resided in Canada for a number of years, while others are recent arrivals. Most immigrants are born outside Canada, but a small number were born in Canada.

Immigrants accounted for 13.2% of all employees in the Canadian justice system in 1996, a figure which was much lower than their 19.0% representation in the experienced labour force as a whole and 20.7% in the Canadian population aged 15 and over in 1996. Like employees as a whole and Aboriginal people and visible minorities, most immigrants employed in justice (61%) were male. The proportion of immigrants employed in the justice field who were women remained roughly the same between 1991 and 1996.

*Immigrants employed in justice worked primarily in the legal sector and other protective services*

Among the occupational categories that employed the most immigrants in 1996, like women and visible minorities, most immigrants were employed in the legal sector (41%) and other protective services (36%), primarily as security guards and in related occupations (33%), as lawyers and notaries (17%) and as legal secretaries (15%).

### Age

*Overall, immigrants employed in justice were older<sup>23</sup>*

Immigrants employed in the justice field in 1996 were generally older than the average employee, unlike Aboriginal people and visible minorities, who on average were younger. The majority of immigrants employed in justice were between 35 and 54 years of age (50%), while the majority of total justice employees were between 25 and 44 years of age (58%). Overall, immigrants were on average 2 years older than total justice employees in 1996. This difference was smaller than in the experienced labour force as a whole, where the average age of immigrants and experienced Canadian labour force participants was respectively 42 and 38.

Considering each of the occupational categories, the age differences between immigrants and employees in general were greatest for probation and parole officers, other protective services and correctional service officers. Immigrants employed as probation and parole officers were on average 6 years older than total justice employees, while those employed in other protective services and as correctional service officers were on average 4 years older and 3 years older respectively. These differences may be explained in part by the fact that immigrants were generally older than the population as a whole.

### Education

*The proportion of immigrants employed in the justice system who had undertaken or completed post-secondary studies was roughly the same as for justice employees as a whole*

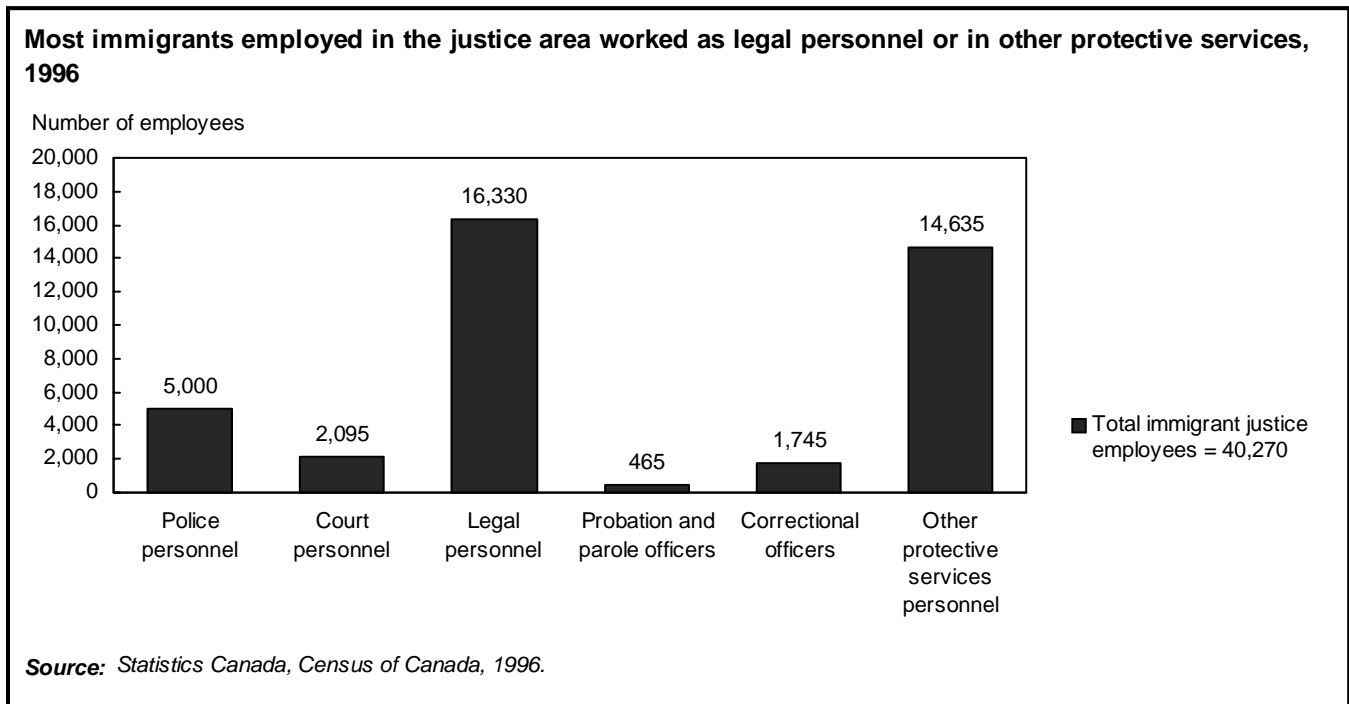
Immigrants employed in justice in 1996 had largely the same educational profile as employees as a whole. The

<sup>22</sup> For an explanation of this report's universe of analysis, see Box 1.

<sup>23</sup> When the report refers to the terms "justice personnel as a whole" or "all personnel" or "total justice personnel" or "all justice sectors", these refer to the total of all public and private sector employees in the following justice-related professions: the police, the courts, the legal sector, probation and parole officers, correctional service officers and the other protective services sector.



Figure 5.1



proportion of immigrants employed in justice who had undertaken or completed post-secondary studies was only 3 percentage points higher than for total justice personnel in 1996 (76% compared with 73%). This difference was roughly the same as in the experienced Canadian labour force as a whole, where 62% of immigrants and 58% of experienced labour force participants as a whole had undertaken or completed post-secondary studies.

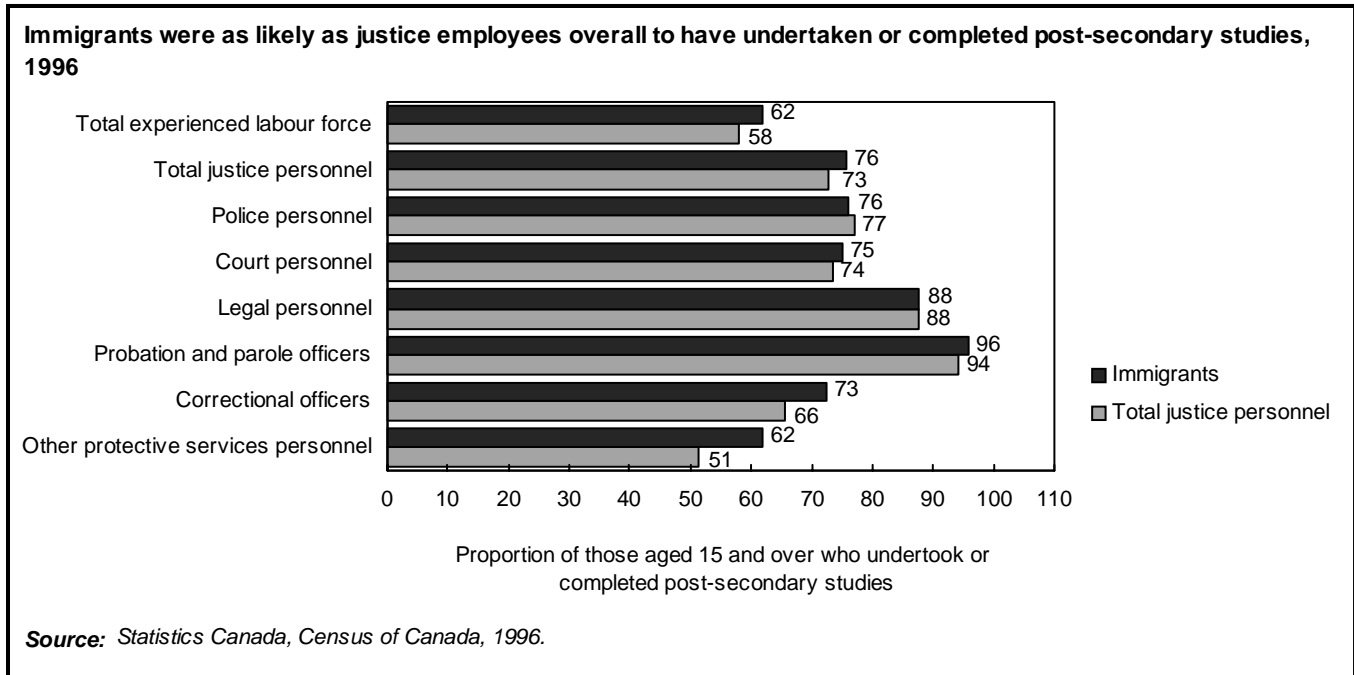
When the various occupational categories are considered separately, roughly the same proportions of immigrants and total justice employees had undertaken or completed post-secondary studies. The only two occupational categories in which a sizeable difference was noted in 1996 were correctional service officers (73% for immigrants versus 66% for total justice personnel) and other protective services (62% versus 51%).

### Employment Status

*Immigrant justice employees were as likely as justice employees as a whole to have worked full-time, for the full year in 1995*

Immigrants were as likely as justice employees as a whole to have worked full-time, for the full year in 1995. Among the main justice sectors, the variations were as follows: the police sector (81% of immigrants versus 83% of all police justice employees), the court sector (60% versus 62%), the legal sector (67% versus 70%), probation and parole officers (75% each), correctional officers (76% versus 73%) and the other protective services sector (44% each). However, immigrants had lower full-time, full year representation in some sub-sectors. For example, among judges (62% versus 75%), among justices of the peace and court officers (61% versus 65%), and among lawyers and notaries (71% versus 76%).

Figure 5.2



### Average Employment Income

*On average, immigrants employed in the Canadian justice system earned less than justice employees as a whole*

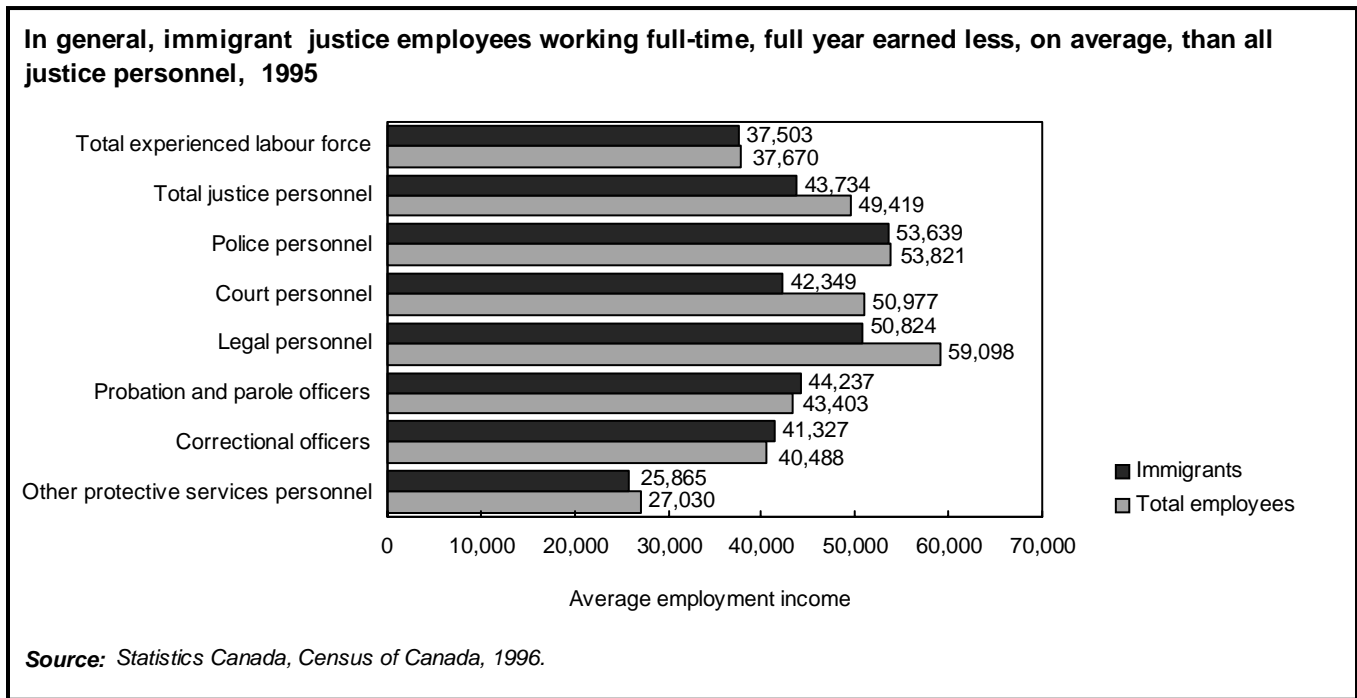
Immigrants earned on average 12% less than justice employees as a whole in 1995 (\$43,734 versus \$49,419). This difference was greater than in the experienced Canadian labour force as a whole, where immigrants earned on average about the same income as experienced labour force participants in general (\$37,503 compared with \$37,670). One of the possible factors to explain the income difference between immigrants and justice personnel as a whole is that there were proportionally fewer immigrants in some occupations with a higher average employment income, such as police officers (11% versus 27%) and lawyers or notaries (17% versus 19%).

The situation is somewhat different when each occupational category is examined separately. First, immigrants working as probation and parole officers and as correctional service officers earned on average 2% more than total employees in these professions

(\$44,237 compared with \$43,403 for probation and parole officers and \$41,327 compared with \$40,488 for correctional service officers). These differences may in part be explained by the fact that immigrants employed in these occupational categories were more educated and on average older, therefore perhaps more experienced, than justice employees as a whole.

On the other hand, immigrants employed in the police sector earned on average the same income as personnel in general in that sector in 1995 (\$53,639 compared with \$53,821). Those immigrants employed in other protective services, the legal sector and the courts, however, earned on average less than all employees in those sectors that year. In the other protective services sector, they earned 4% less (\$25,865 compared with \$27,030), in the legal sector, they earned 14% less (\$50,824 compared with \$59,098), and in the court sector, they earned 17% less than justice employees as a whole (\$42,349 compared with \$50,977). These differences can in part be explained by the fact that immigrants employed in the other protective services and legal sectors were more highly represented in professions within these sectors

Figure 5.3



that had generally lower earnings. For example, immigrant representation among security guards and related occupations was higher than that of justice employees as a whole (33% versus 25%). Similarly, legal secretaries (15% versus 12%) and paralegals and related occupations (9% versus 7%) also had higher immigrant representations. Within the court sector, the difference can be partly explained due to the fact that

immigrants were less likely to be judges, which is on average, the highest paying profession, than justice employees as a whole that year.

Even in the occupational categories in which their earnings were very high, namely the police and the legal sector, immigrants on average earned less than did justice employees overall in those categories that year.

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## APPENDIX A: DEFINITION OF OCCUPATIONS

### ***Occupations included in each occupational group<sup>24</sup>***

#### ***Police Occupations***

Under **Commissioned Police Officers** are the following: Assistant Deputy Police Chief; Assistant Police Commissioner; Chief Detective, Police; Chief of Police; Chief Superintendent, Police; Commissioned Police Officer; Commissioner, Royal Canadian Mounted Police; Deputy Police Chief; Detective Inspector, Police; Director of Police Department; Harbour Police Chief; Narcotics Inspector, Police; Police Captain; Police Chief; Police Commissioner; Police Inspector; Police Lieutenant; Police Superintendent; R.C.M.P. Commissioner; R.C.M.P. Inspector, Narcotics; Railway Police Chief; Staff Inspector, Police; Staff Superintendent, Police; Traffic Inspector, Police; etc. Occupations in this unit group are primarily concerned with planning, organizing, directing and controlling police force administration and police activities such as maintaining law and order and detecting and preventing crime.<sup>25</sup>

Under **Police Officers** are the following: Community Relations Constable; Constable; Court Police Officer; Court Sergeant, Police; Crime Prevention Constable; Crime Prevention Officer; Desk Officer, Police; Desk Sergeant, Police; Detective, Narcotics Squad; Detective, Police; Ethnic Relations Constable; Harbour Police Officer; Highway Patrolman/woman; Identification Officer, Police; Morality Detective; Motorcycle Patrolman/woman, Police; Mounted Police Constable; Non-commissioned Police Officer; Officer, Traffic, Police Services; Ontario Provincial Police (O.P.P.) Constable; Ontario Provincial Police (O.P.P.) Officer; Patrol Driver, Police; Patrol Officer, Police; Plain-clothes Officer, Police; Police Cadet; Police Constable; Police Corporal; Police Officer; Police Sergeant; Policeman; Police-woman; Ports Canada Police Officer; Quebec Provincial Police (Q.P.P.) Constable; Quebec Provincial Police (Q.P.P.) Officer; Railway Detective; Railway Police Officer; Recruitment and Training Constable; Royal Canadian Mounted Police (R.C.M.P.) Corporal; Royal Canadian Mounted Police (R.C.M.P.) Officer; Safety-

patrol Officer, Police; School Liaison Officer, Police; Staff Sergeant; Station Duty Officer, Police; Traffic Officer, Police; Traffic Patrolman/woman, Police; Traffic Sergeant, Police; Underwater Search-and-rescue Officer, Police; Youth Officer, Police; etc. Occupations in this unit group are primarily concerned with maintaining law and order, protecting the public, and detecting and preventing crime.<sup>26</sup>

#### ***Court Occupations***

Under **Judges** are the following: Chief Justice; County Court Judge; County Judge; Court of Queen's Bench Justice; District Court Judge; Family Court Judge; Federal Appeal Court Justice; Federal Court Justice; Federal Trial Court Justice; Judge, Government Service; Justice; Justice, Supreme Court; Juvenile Court Magistrate; Magistrate; Probate Judge; Provincial Court of Appeal; Small Claims Court Judge; Superior Court Judge/Justice; Supreme Court Judge/Justice; Surrogate Court Judge; Trial Court Magistrate; Trial Court Judge; etc. Occupations in this group are primarily concerned with adjudicating civil and criminal cases and administering justice in courts of law.<sup>27</sup>

Under **Court Officers and Justices of the Peace** are the following: Administrator of the Court; Citizenship Court Judge; Clerk of Probate; Clerk of Proceedings, Court; Clerk of the Court; Clerk of the Crown, Court; Co-ordinator of Court Services; Commissioner of Affidavits; Commissioner of Marriages; Court Administrator; Court Clerks Supervisor; Court Officer; Court Registrar; Deed Registrar; Deputy Registrar, Court of Law; Judicial Administrator; Judicial Court Administrator; Judicial Officer, Court of Law; Justice of the Peace; Recorder of Deeds, Government Services; Recorder of Wills, Government Services; Registrar of Bankruptcy, Court; Registrar of Deeds, Government Services;

<sup>24</sup> The various definitions given here are drawn from the 1991 Standard Occupational Classification.

<sup>25</sup> Statistics Canada. 1991. Standard Occupational Classification, Ottawa: Industry Canada, pp. 50-51.

<sup>26</sup> Ibid, p. 208-209.

<sup>27</sup> Ibid, p. 153-154.

Registrar of Probate; Registrar of Wills, Government Services; Registrar, Court of Law; Senior Court Administrator; Supervisor of Court Services; Supreme Court Registrar; etc. Occupations in this unit group are primarily concerned with co-ordinating the administrative and procedural functions of federal and provincial courts, such as scheduling trials and overseeing the maintenance of court records.<sup>28</sup>

Under **Court Recorders and Medical Transcriptionists** are the following: Court Monitor; Court Recorder; Court Reporter, except Journalist; Court Stenographer; Hansard Reporter; Medical Transcriptionist; Shorthand Reporter, Courtroom; Stenotype Operator; Stenotypist; Transcriptionist, etc. Occupations in this group are primarily concerned with recording or transcribing verbatim proceedings of courts, legislative assemblies or committees, as well as other material such as medical reports, dictation, correspondence and statistics that require specialized terminology and vocabulary.<sup>29</sup>

Under **Sheriffs and Bailiffs** are the following: Bailiff; Chief Sheriff; Court Bailiff; Deputy Sheriff; Private Bailiff; Sheriff; Sheriff's Bailiff; Sheriff's Officer; Sub-sheriff; etc. Occupations in this group are primarily concerned with serving writs and summonses, seizing and removing property, and enforcing other court orders.<sup>30</sup>

Under **Court Clerks** are the following: Clerk of Process, Courts; Court Attendant; Court Clerk; Court Clerk/Crier; Judicial Clerk; Provincial Court Clerk; etc. Occupations in this group are primarily concerned with performing support functions in courts of law, such as calling the court to order, preparing court dockets and maintaining exhibits.<sup>31</sup>

### **Legal Occupations**

Under **Lawyers and Quebec Notaries**: Articling Law Student; Attorney; Barrister; City Solicitor; Civil Lawyer; Corporate Counsel; Corporation Lawyer; Corporation Notary, Quebec; Counsel, Lawyer; Counsellor, Lawyer; Criminal Lawyer; Crown Attorney; Crown Counsel; Crown Prosecutor; Family and Estates Lawyer; General Counsel; In-house Legal Counsel; Insurance Lawyer; Intellectual Property Lawyer; Labour Lawyer; Law Clerk, Supreme Court; Law Partner; Lawyer Associate; Lawyer, all provinces; Legal Adviser; Legal Counsel; Legal Solicitor; Litigator; Notary in Partnership, Quebec; Notary Public in province of Quebec; Patent Lawyer; Patent Solicitor; Prosecuting Attorney; Prosecutor; Quebec Notary; Queen's Counsel; Real Estate Lawyer; Solicitor, Legal; Tariff Counsel; Tax Lawyer; Title Lawyer; Trade Mark Lawyer; etc. Occupations in this group are primarily concerned with advising clients on legal

matters, pleading cases or conducting prosecutions in courts of law, representing clients before tribunals and administrative boards and drawing up legal documents such as contracts and wills.<sup>32</sup>

Under **Paralegal and Relation Occupations** are the following: Conveyancer, Legal; Corporate Paralegal; Family Law Paralegal; Law Clerk, except Supreme Court; Legal Assistant; Legal Researcher; Litigation Legal Assistant; Notary Public, in provinces other than Quebec; Notary, in provinces other than Quebec; Paralegal; Patent Clerk; Real Estate Law Clerk; Title Examiner; Title Searcher; Trade Mark Agent, except lawyer; etc. Occupations in this group are primarily concerned with assisting lawyers by preparing legal documents, maintaining records and files, and conducting research or providing certain legal services to the public as allowed by provincial legislation.<sup>33</sup>

Under **Legal Secretaries** are the following: Legal Document Secretary; Legal Secretary; Legal Stenographer; Litigation Secretary; Real Estate Secretary; Trademark Secretary; etc. Occupations in this group are primarily concerned with performing a variety of clerical, administrative and other related duties in law offices, real estate companies, land title offices, courts of law and in the legal departments of large companies and municipal, provincial and federal governments.<sup>34</sup>

### **Probation and Parole Officers**

Under **Probation and Parole Officers** are the following: Classification Counsellor, Penitentiaries; Classification Officer, Correctional Institutions; Parole Case Reviewer; Parole Officer; Parole Supervisor; Probation and Parole Officer, Provincial; Probation Officer, Provincial; Probation Supervisor; Supervisor, Probation and Parole; etc. Occupations in this group are primarily concerned with the rehabilitation of criminal offenders.<sup>35</sup>

### **Correctional Service Officers**

Under **Correctional Service Officers** are the following: Correctional Officer; Correctional Officer, Women's; Correctional Officers Supervisor; Correctional Service Officer; County Jailer; Detention Attendant; Head Correctional Officer; Institution Guard, Correctional Service; Jail Guard; Jailer; Penitentiary Guard; Prison Guard; Prison Keeper; Reformatory Guard; Supervisor,

<sup>28</sup> *Ibid*, p. 72.

<sup>29</sup> *Ibid*, p. 68.

<sup>30</sup> *Ibid*, p. 210.

<sup>31</sup> *Ibid*, p. 85-86.

<sup>32</sup> *Ibid*, p. 154.

<sup>33</sup> *Ibid*, p. 168-169.

<sup>34</sup> *Ibid*, p. 67-68.

<sup>35</sup> *Ibid*, p. 157-158.

Correctional Service Officers; etc. Occupations in this group are primarily concerned with guarding prisoners and maintaining order in correctional institutions and other places of detention.<sup>36</sup>

**Other Protective Service Occupations**

Under **Security Guards and Related Occupations** are the following: Air Courier Guard; Airport Security Guard; Armed Security Guard; Armoured Car Driver; Armoured Car Guard; Bodyguard; Bouncer; Comissionaire, Security; Convoy Guard, Security; Gate Watchman; Hand-luggage Inspector; Magnetometer Guard; Night Watchman; Patrolman, Guard; Plant Gatekeeper; Plant Guard; Powder Security Guard; Pre-boarding Security Guard; Pre-departure Security Guard; Ramp Security Guard; School-crossing Guard; Security Guard; Security Officer; Vault Custodian; Watchman, Security; etc. Occupations in this group are primarily concerned with guarding property against theft and vandalism; controlling access to buildings; and maintaining order and enforcing regulations at public events and within a given business.<sup>37</sup>

Under **Other Protective Service Occupations** are the following: Alarm Investigator; Business Investigator, Protective Services; Business-establishment Security Investigator; Corporate Security Officer; Corporate Security Supervisor; Detective Agency Supervisor; Fire Prevention Officer, except Firefighter; Floorwalker; House Detective; Loss Prevention Officer; Private Detective; Private Investigator; Private Investigators Supervisor; Residential Alarm Specialist; Retail Investigator; Retail Loss Prevention Officer; Security Alarm Consultant; Security Specialist; Shopping Investigator; Security; Store Detective, Retail; etc. Occupations in this group are those, not elsewhere classified, primarily concerned with conducting private investigations, preventing theft in retail businesses, and implementing security measures to protect property against theft or fire.<sup>38</sup>

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<sup>36</sup> *Ibid*, p. 211.

<sup>37</sup> *Ibid*, p. 213.

<sup>38</sup> *Ibid*, p. 212-213.

## APPENDIX B: DEFINITION OF MAIN CONCEPTS

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**Age:** Refers to the age at last birthday (as of the census reference date, namely May 14, 1996 for the 1996 Census or June 4, 1991 for the 1991 Census). This variable is derived from date of birth.

**Average age:** Average age is calculated by dividing the sum of the ages of each person included in a subgroup of the population, such as police officers in Canada, by the total number of people included in this category. Thus, if there are 550 police officers in Canada, each officer's age will be taken, the ages will be added together and the total will be divided by 550. The result will be the average age of police officers in Canada.

**Persons who worked full-time for the full year (30 hours or more per week):** The expression *persons who worked full-time for the full year* refers to persons 15 years of age and over, excluding institutional residents, who worked for pay or in self-employment for 49 to 52 weeks full-time in 1995 or 1990.

**Persons who worked part of the year or part-time (less than 30 hours per week):** The expression *persons who worked for part of the year or part-time* refers to persons 15 years of age and over, excluding institutional residents, who worked for pay or in self-employment for less than 49 weeks full-time in 1995 or 1990 and/or for most weeks part-time.

**Persons who had undertaken or completed post-secondary studies:** Includes all those who undertook post-secondary studies but did not obtain a diploma or certificate as well as those who completed post-secondary studies and received a diploma or post-secondary studies certificate (college diploma, university degree, etc.)

**Experienced labour force:** Refers to persons 15 years of age and over, excluding institutional residents, who were employed or unemployed during the week (Sunday to Saturday) prior to Census Day, and who had last worked for pay or in self-employment in either 1995 or 1996, (or 1990 or 1991). The experienced labour force is derived by excluding from the total labour force those unemployed persons 15 years of age and over who have never worked or who had last worked prior to January 1, 1995 (or 1990) only.

**Profession / Occupation:** Based on the 1991 Standard Occupational Classification, occupation refers to the type of work that persons did during the reference week. The type of work performed is defined according to the type of job held by the respondent and the description of the most important tasks associated with it. The data concern persons 15 years of age and over, excluding institutional residents. If the respondent did not have a job during the week prior to the census, the data concern the job that he/she held the longest since January 1, 1995 (1996 Census) or since January 1, 1990 (1991 Census). Persons who had two or more jobs were asked to give information on the job to which they devoted the most hours of work.

**Universe of analysis:** The universe of analysis that was used for this research is the "Experienced labour force" which refers to persons 15 years of age and over, excluding institutional residents, who were employed or unemployed during the week (Sunday to Saturday) prior to Census Day, and who had last worked for pay or in self-employment in either 1995 or 1996, (or 1990 or 1991). The experienced labour force is derived by excluding from the total labour force those unemployed persons 15 years of age and over who have never worked or who had last worked prior to January 1, 1995 (or 1990) only.

Furthermore, in the analysis of work activity (for example, full-time employment, for the full year) and of average employment income, the universe of analysis is further restricted by excluding 1) those who had employment income in the year prior to the census, but were not part of the labour force in the week prior to the census and 2) those persons who were part of the labour force in the week and/or year prior to the Census but who had no employment income in the year prior to the census.

When the report refers to the terms "justice personnel as a whole" or "all personnel" or "total justice personnel" or "all justice sectors", these refer to the total of all public and private sector employees in the following justice-related professions: the police, the courts, the legal sector, probation and parole officers, correctional service officers and the other protective services sector.



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