

Statistical Snapshot of Paralegals in Ontario

from the Paralegal Annual Report (PAR) 2014

RESPONSE RATES

The Law Society of Upper Canada has been collecting self-identification data in the Paralegal Annual Report since 2009. The structure of the survey at the time permitted the paralegal to opt to pass over the question and provide no response. This option has been modified so that, while a paralegal can still decline to self-identify, the person must now so indicate by expressly entering this response.

RESPONSE RATES FOR EACH QUESTION*

Aboriginal	92.1%	Able to provide legal services in French	83.8%
Racialized	81.3%	Disability	88.8%
Sexual orientation	86.1%	Gender	100.0%
Francophone	92.3%		

*There is no missing data for gender, which is obtained from administrative records.

REPRESENTATION OF ABORIGINAL AND RACIALIZED PERSONS

among Ontario Paralegals, 2014, compared to the Ontario Population, 2011

Group	Paralegals		Ontario Population		
			Everyone	Persons in the Labour Force, Age 25 or more	University Graduates in the Labour Force, Age 25 or more
	Number	Percent excluding missing	Percent		
First Nations	46	0.9	1.6	1.2	0.5
Inuk	0	0.0	0.02	0.02	0.01
Métis	32	0.6	0.7	0.6	0.3
Multiple Aboriginal			0.02	0.02	0.01
Total Aboriginal	78	1.6	2.3	1.9	0.8
Arab	65	1.3	1.1	0.9	1.5
Black (e.g. African-Canadian, African, Caribbean)	340	6.9	4.3	3.8	2.7
Chinese	253	5.1	5.0	5.1	8.5
East-Asian (e.g. Japanese, Korean)	46	0.9	3.0	3.2	4.7
Latin American, Hispanic	193	3.9	1.4	1.5	1.2
South Asian (e.g. Indo-Canadian, Indian Subcontinent)	460	9.3	7.7	7.2	10.8
South-East Asian (e.g. Vietnamese, Cambodian, Thai, Filipino)	137	2.8	1.1	1.1	0.9
West Asian (e.g. Iranian, Afghan)	116	2.3	1.0	0.8	1.3
Other Visible Minority			0.6	0.6	0.4
Other Aboriginal			0.1	0.1	0.1
More than one Racialized Group	42	0.8	0.7	0.5	0.7
Racialized and White	43	0.9			
Total Racialized	1,695	34.3	25.9	24.8	32.7
White	3,174	64.2	71.8	73.4	66.4
Not Aboriginal, Declined Racialization Question	657				
Declined Aboriginal and Racialization Questions	481				
Total		100.0	100.0	100.0	100.0
Number	6,085	4,947	12,595,534	5,812,410	1,778,891

Source: 2014 LSUC Paralegal Annual Report, 2011 National Household Survey public use microdata; analysis by Michael Ornstein

DETAILED RACIALIZATION BY AGE

for Ontario Paralegals, 2014

	20-29	30-39	40-49	50-59	60 or more	20-29	30-39	40-49	50-59	60 or more
	number					percent excluding missing				
Aboriginal										
First Nations and Inuk	12	12	9	10	3	0.9	1.1	0.8	1.1	0.6
Métis	9	6	7	6	4	0.7	0.5	0.7	0.7	0.9
Aboriginal Total	21	18	16	16	7	1.5	1.6	1.5	1.7	1.5
Racialized										
Arab	30	17	12	5	1	2.2	1.5	1.1	0.5	0.2
Black	84	92	86	52	26	6.1	8.1	8.1	5.6	5.6
Chinese	44	74	72	45	18	3.2	6.5	6.8	4.9	3.9
East-Asian	10	15	13	6	2	0.7	1.3	1.2	0.7	0.4
Latin American, Hispanic	57	53	45	30	8	4.2	4.7	4.2	3.3	1.7
South Asian	139	104	98	82	37	10.2	9.2	9.2	8.9	8.0
South-East Asian	39	44	32	18	4	2.9	3.9	3.0	2.0	0.9
West Asian	36	36	26	16	2	2.6	3.2	2.4	1.7	0.4
More than one Racialized Group	19	15	6	2	0	1.4	1.3	0.6	0.2	0.0
Racialized and White	22	12	2	6	1	1.6	1.1	0.2	0.7	0.2
Racialized Total	480	462	392	262	99	35.1	40.7	36.9	28.4	21.4
White	866	655	654	643	356	63.4	57.7	61.6	69.8	77.1
Not Aboriginal, Declined Racialization Question	184	178	139	108	48					
Declined Aboriginal and Racialization Questions	106	104	126	97	48					
Total	1,657	1,417	1,327	1,126	558	100.0	100.0	100.0	100.0	100.0

Source: 2014 LSUC Paralegal Annual Report; analysis by Michael Ornstein

GENDER, SEXUAL ORIENTATION, FRANCOPHONE IDENTITY, ABILITY TO PROVIDE LEGAL SERVICES IN FRENCH AND DISABILITY BY AGE

for Ontario Paralegals, 2014

	Total	20-29	30-39	40-49	50-59	60 or more	Total	20-29	30-39	40-49	50-59	60 or more
	number						percent excluding missing					
Gender												
Women	3,651	1,273	953	749	539	137	60.0	76.8	67.3	56.4	47.9	24.6
Men	2,434	384	464	578	587	421	40.0	23.2	32.7	43.6	52.1	75.4
Sexual Orientation												
LGBTQ	101	38	27	16	18	2	1.9	2.6	2.2	1.4	1.9	0.4
Not LGBTQ	5,136	1,423	1,182	1,109	943	479	98.1	97.4	97.8	98.6	98.1	99.6
Declined to Answer	848	196	208	202	165	77						
Identify as Francophone												
Yes	168	37	33	42	35	21	3.0	2.4	2.5	3.5	3.4	4.0
No	5,447	1,503	1,272	1,170	1,004	498	97.0	97.6	97.5	96.5	96.6	96.0
Declined to Answer	470	117	112	115	87	39						
Able to Practise in French												
Can Provide Legal Services and Represent	148	27	27	39	37	18	2.9	2.0	2.3	3.4	3.8	3.8
Can Provide Legal Services But Not Represent	81	15	28	13	16	9	1.6	1.1	2.4	1.1	1.7	1.9
Cannot	4,872	1,284	1,133	1,094	910	451	95.5	96.8	95.4	95.5	94.5	94.4
Declined to Answer	984	331	229	181	163	80						
Have a Disability												
Yes	301	42	51	73	89	46	5.6	2.8	4.1	6.3	9.1	9.3
No	5,101	1,466	1,205	1,090	890	450	94.4	97.2	95.9	93.7	90.9	90.7
Declined to Answer	683	149	161	164	147	62						
All Paralegals	6,085	1,657	1,417	1,327	1,126	558	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2014 LSUC Paralegal Annual Report; analysis by Michael Ornstein

TYPE OF LICENCE BY RACIALIZATION

for Ontario Paralegals, 2014

	Sole Practice	Partner	Associate	Employee at a Firm	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
<i>Percentages for each Group</i>												
Aboriginal												
First Nations and Inuk	26	2	0	7	7	4	9	0	20	26	100	46
Métis	47	0	6	3	3	6	9	0	16	9	100	32
Aboriginal Total	35	1	3	5	5	5	9	0	19	18	100	78
Racialized												
Arab	28	0	2	8	2	5	5	0	23	29	100	65
Black	26	1	0	7	1	6	7	1	23	27	100	340
Chinese	29	2	0	13	1	2	4	1	22	26	100	253
East-Asian	13	9	7	20	0	2	4	0	22	24	100	46
Latin American, Hispanic	21	5	2	11	3	5	9	1	17	26	100	193
South Asian	29	3	2	8	1	2	5	0	24	27	100	460
South-East Asian	21	1	3	10	0	5	2	1	26	29	100	137
West Asian	24	1	4	13	0	6	4	0	28	19	100	116
More than One Group	19	2	0	7	5	5	12	5	24	21	100	42
Racialized and White	16	0	5	12	2	0	12	0	23	30	100	43
Racialized Total	25	2	2	10	1	4	6	1	23	26	100	1,695
White	24	2	3	12	2	8	8	1	15	25	100	3,174
Total	25	2	3	11	2	6	8	1	18	25	100	4,947

Source: 2014 LSUC Paralegal Annual Report; analysis by Michael Ornstein

TYPE OF LICENCE BY REGION*

for Ontario Paralegals, 2014

	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
<i>Percentages for each Group</i>										
Aboriginal										
First Nations and Inuk	15	4	28	24	11	7	0	11	100	46
Métis	9	9	22	13	13	28	6	0	100	32
Aboriginal Total	13	6	26	19	12	15	3	6	100	78
Racialized										
Arab	14	2	33	34	3	0	14	0	100	64
Black	3	3	53	35	2	0	4	0	100	339
Chinese	2	0	64	32	1	0	1	0	100	252
East-Asian	2	0	76	22	0	0	0	0	100	46
Latin American, Hispanic	4	4	55	32	1	0	4	0	100	192
South Asian	0	1	40	57	1	0	1	0	100	456
South-East Asian	3	4	60	31	1	0	2	0	100	137
West Asian	3	3	53	36	1	0	3	0	100	116
More than One Group	0	0	60	40	0	0	0	0	100	42
Racialized and White	5	2	60	19	0	2	12	0	100	43
Racialized Total	3	2	52	39	1	0	3	0	100	1,687
White	9	9	33	28	9	3	5	4	100	3,160
Total	7	7	39	32	7	2	4	3	100	4,925

Source: 2014 LSUC Paralegal Annual Report; analysis by Michael Ornstein

*excludes paralegals whose address is outside Ontario

TYPE OF LICENCE BY GENDER BY AGE

for Ontario Paralegals, 2014

	Sole Practice	Partner	Associate	Employee at a Firm	Legal Clinic	In House	Government	Education	Retired or not working	Other and New Licensees	Total	Number
<i>Percent</i>												
Women												
Total	40.1	3.8	2.8	10.2	0.7	7.6	5.1	0.4	13.7	15.8	100.0	2,434
20-29	22.7	2.6	3.4	11.7	0.3	2.6	4.2	0.5	23.4	28.6	100.0	384
30-39	31.0	2.4	3.2	13.6	0.4	7.8	7.3	0.4	14.0	19.8	100.0	464
40-49	40.3	5.0	4.0	10.0	0.7	7.6	5.2	0.3	12.3	14.5	100.0	578
50-59	45.0	4.1	1.9	8.0	0.7	8.2	6.0	0.5	12.6	13.1	100.0	587
60 or more	58.7	4.3	1.2	8.3	1.2	11.2	1.9	0.0	8.1	5.2	100.0	421
Men												
Total	14.8	1.6	2.4	12.4	2.1	5.2	8.7	1.0	20.8	31.0	100.0	3,651
20-29	4.9	0.7	2.6	11.5	0.6	3.2	6.8	0.5	22.2	47.0	100.0	1,273
30-39	12.6	1.7	2.7	13.7	1.4	5.0	10.1	1.0	22.0	29.7	100.0	953
40-49	22.4	2.0	2.1	14.6	2.4	6.7	9.7	1.1	18.2	20.8	100.0	749
50-59	29.1	2.4	1.9	9.1	5.0	6.5	10.6	2.4	17.8	15.2	100.0	539
60 or more	23.4	2.9	2.2	11.7	6.6	11.7	4.4	0.0	27.0	10.2	100.0	137

Source: 2014 LSUC Paralegal Annual Report; analysis by Michael Ornstein

REGION BY GENDER*

for Ontario Paralegals, 2014

	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
<i>Percent</i>										
Women	6	7	40	31	7	2	5	3	100	3,638
Men	7	6	39	35	6	2	4	2	100	2,423
Total	6	6	40	33	6	2	4	2	100	6,061

Source: 2014 LSUC Paralegal Annual Report; analysis by Michael Ornstein

*excludes paralegals whose address is outside Ontario

NOTE: The 2014 Snapshots include all paralegals except those whose licence is suspended, revoked, surrendered, in abeyance or those who have a status of "not in Ontario" (meaning their business address is listed outside of Ontario) or a status of "Retired" (meaning paralegals who are over 65 years of age and qualify for exemption under By-Law 5).