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Report

A Demographic Analysis of Anglophone Legal Professionals in Quebec

FALL 2026

Study conducted by DPM Research for the One Justice, One Access Research and Information Hub (1J1A).

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Table of Contents

INTRODUCTION	8
LANGUAGE VARIABLES	9
LINGUISTIC POTENTIAL	11
LEGAL PROFESSIONALS BY NOC CODE	12
OVERALL TRENDS	13
GEOGRAPHIC DISTRIBUTION (2021)	14
JUDGES	15
Demographic Characteristics of Anglophone Judges	16
Geographic Distribution of Judges	16
Linguistic Potential of Judges	17
LAWYERS AND QUEBEC NOTARIES	18
Demographic Characteristics of Anglophone Lawyers and Quebec Notaries	19
Geographic Distribution of Lawyers and Quebec Notaries	19
Linguistic Potential of Lawyers and Quebec Notaries	20
COURT OFFICERS AND JUSTICES OF THE PEACE	21
Demographic Characteristics of Anglophone Court Officers and Justices of the Peace	22
Geographic Distribution of Court Officers and Justices of the Peace	22
Linguistic Potential of Court Officers and Justices of the Peace	23
COURT CLERKS	24
Demographic Characteristics of Anglophone Court Clerks	24
Geographic Distribution of Court Clerks	25
Linguistic Potential of Court Clerks	26
COURT REPORTERS, MEDICAL TRANSCRIPTIONISTS AND RELATED OCCUPATIONS	27
Demographic Characteristics of Anglophone Court Reporters and Medical Transcriptionists	28
Geographic Distribution of Court Reporters and Medical Transcriptionists	29
Linguistic Potential of Court Reporters and Medical Transcriptionists	29
SHERIFFS AND BAILIFFS	31
Demographic Characteristics of Anglophone Sheriffs and Bailiffs	31
Geographic Distribution of Sheriffs and Bailiffs	32
Linguistic Potential of Sheriffs and Bailiffs	33
PARALEGALS AND RELATED OCCUPATIONS	34
Demographic Characteristics of Anglophone Paralegals and Related Occupations	35
Geographic Distribution of Paralegals and Related Occupations	35
Linguistic Potential of Paralegals and Related Occupations	36
LEGAL ADMINISTRATIVE ASSISTANTS	37
Demographic Characteristics of Anglophone Legal Administrative Assistants	38
Geographic Distribution of Legal Administrative Assistants	38
Linguistic Potential of Legal Administrative Assistants	39
COMMISSIONED POLICE OFFICERS	40
Demographic Characteristics of Anglophone Commissioned Police Officers	41
Geographic Distribution of Commissioned Police Officers	41
Linguistic Potential of Commissioned Police Officers	42
POLICE OFFICERS	43
Demographic Characteristics of Anglophone Police Officers	43
Geographic Distribution of Police Officers	44
Linguistic Potential of Police Officers	45

CORRECTIONAL SERVICE OFFICERS	46
Demographic Characteristics of Anglophone Correctional Service Officers	47
Geographic Distribution of Correctional Service Officers	47
Linguistic Potential of Correctional Service Officers	48
PROBATION AND PAROLE OFFICERS AND RELATED OCCUPATIONS	49
Demographic Characteristics of Anglophone Probation and Parole Officers	50
Geographic Distribution of Probation and Parole Officers	50
Linguistic Potential of Probation and Parole Officers	51
BY-LAW ENFORCEMENT AND OTHER REGULATORY OFFICERS	52
Demographic Characteristics of Anglophone By-Law Enforcement Officers	53
Geographic Distribution of By-Law Enforcement Officers	53
Linguistic Potential of By-Law Enforcement Officers	54
SUMMARY OF KEY FINDINGS	55

List of Tables

Table 1: Overall Trends	13
Table 2: Geographic Distribution (2021)	14
Table 3: Geographic Distribution of Judges	17
Table 4: Geographic Distribution of Lawyers and Notaries	20
Table 5: Geographic Distribution of Court Officers and Justices of the Peace	23
Table 6: Geographic Distribution of Court Clerks	26
Table 7: Geographic Distribution of Court Reporters and Medical Transcriptionists	29
Table 8: Geographic Distribution of Sheriffs and Bailiffs	33
Table 9: Geographic Distribution of Paralegals and Related Occupations	36
Table 10: Geographic Distribution of Legal Administrative Assistants	39
Table 11: Geographic Distribution of Commissioned Police Officers	42
Table 12: Geographic Distribution of Police Officers	45
Table 13: Geographic Distribution of Correctional Service Officers	48
Table 14: Geographic Distribution of Probation and Parole Officers	51
Table 15: Geographic Distribution of By-Law Enforcement Officers	54

List of Figures

Figure 1: Judges in Quebec	15
Figure 2: Representation of Anglophone Judges (as per KOL) in Quebec	15
Figure 3: Demographic Characteristics of Anglophone Judges (as per KOL) in Quebec in 2021	16
Figure 4: Gender and Age of Anglophone Judges (as per KOL) in Quebec in 2021	16
Figure 5: Linguistic Potential of Judges in Quebec	17
Figure 6: Lawyers and Quebec Notaries in Quebec	18
Figure 7: Representation of Anglophone Lawyers and Quebec Notaries (as per KOL) in Quebec	18
Figure 8: Demographic Characteristics of Anglophone Lawyers and Quebec Notaries (as per KOL) in Quebec in 2021	19
Figure 9: Gender and Age of Anglophone Lawyers and Quebec Notaries (as per KOL) in Quebec in 2021.....	19
Figure 10: Linguistic Potential of Lawyers and Quebec Notaries in Quebec	20
Figure 11: Court Officers and Justices of the Peace in Quebec.....	21
Figure 12: Representation of Anglophone Court Officers and Justices of the Peace (as per KOL) in Quebec	21
Figure 13: Demographic Characteristics of Anglophone Court Officers and Justices of the Peace (as per KOL) in Quebec in 2021.....	22
Figure 14: Gender and Age of Anglophone Court Officers and Justices of the Peace (as per KOL) in Quebec in 2021	22
Figure 15: Linguistic Potential of Court Officers and Justices of the Peace in Quebec	23
Figure 16: Court Clerks in Quebec.....	24
Figure 17: Representation of Anglophone Court Clerks (as per KOL) in Quebec	24
Figure 18: Demographic Characteristics of Anglophone Court Clerks (as per KOL) in Quebec in 2021.....	25
Figure 19: Gender and Age of Anglophone Court Clerks (as per KOL) in Quebec in 2021	25
Figure 20: Linguistic Potential of Court Clerks in Quebec.....	26
Figure 21: Court Reporters and Medical Transcriptionists in Quebec.....	27
Figure 22: Representation of Anglophone Court Reporters and Medical Transcriptionists (as per KOL) in Quebec.....	28
Figure 23: Demographic Characteristics of Anglophone Court Reporters and Medical Transcriptionists (as per KOL) in Quebec in 2021.....	28
Figure 24: Gender and Age of Anglophone Court Reporters and Medical Transcriptionists (as per KOL) in Quebec in 2021	28
Figure 25: Linguistic Potential of Court Reporters and Medical Transcriptionists in Quebec	30
Figure 26: Sheriffs and Bailiffs in Quebec	31
Figure 27: Representation of Anglophone Sheriffs and Bailiffs (as per KOL) in Quebec.....	31
Figure 28: Demographic Characteristics of Anglophone Sheriffs and Bailiffs (as per KOL) in Quebec in 2021.....	32

Figure 29: Gender and Age of Anglophone Sheriffs and Bailiffs (as per KOL) in Quebec in 2021	32
Figure 30: Linguistic Potential of Sheriffs and Bailiffs in Quebec	33
Figure 31: Paralegals and Related Occupations in Quebec	34
Figure 32: Representation of Anglophone Paralegals (as per KOL) in Quebec	34
Figure 33: Demographic Characteristics of Anglophone Paralegals (as per KOL) in Quebec in 2021	35
Figure 34: Gender and Age of Anglophone Paralegals (as per KOL) in Quebec in 2021	35
Figure 35: Linguistic Potential of Paralegals and Related Occupations in Quebec	36
Figure 36: Legal Administrative Assistants in Quebec	37
Figure 37: Representation of Anglophone Legal Administrative Assistants (as per KOL) in Quebec	37
Figure 38: Demographic Characteristics of Anglophone Legal Administrative Assistants (as per KOL) in Quebec in 2021	38
Figure 39: Gender and Age of Anglophone Legal Administrative Assistants (as per KOL) in Quebec in 2021.....	38
Figure 40: Linguistic Potential of Legal Administrative Assistants in Quebec	39
Figure 41: Commissioned Police Officers in Quebec.....	40
Figure 42: Representation of Anglophone Commissioned Police Officers (as per KOL) in Quebec	40
Figure 43: Demographic Characteristics of Anglophone Commissioned Police Officers (as per KOL) in Quebec in 2021	41
Figure 44: Gender and Age of Anglophone Commissioned Police Officers (as per KOL) in Quebec in 2021.....	41
Figure 45: Linguistic Potential of Commissioned Police Officers in Quebec.....	42
Figure 46: Police Officers in Quebec	43
Figure 47: Representation of Anglophone Police Officers (as per KOL) in Quebec	43
Figure 48: Demographic Characteristics of Anglophone Police Officers (as per KOL) in Quebec in 2021.....	44
Figure 49: Gender and Age of Anglophone Police Officers (as per KOL) in Quebec in 2021	44
Figure 50: Linguistic Potential of Police Officers in Quebec.....	45
Figure 51: Correctional Service Officers in Quebec	46
Figure 52: Representation of Anglophone Correctional Service Officers (as per KOL) in Quebec	46
Figure 53: Demographic Characteristics of Anglophone Correctional Service Officers (as per KOL) in Quebec in 2021	47
Figure 54: Gender and Age of Anglophone Correctional Service Officers (as per KOL) in Quebec in 2021.....	47
Figure 55: Linguistic Potential of Correctional Service Officers in Quebec.....	48
Figure 56: Probation and Parole Officers in Quebec.....	49
Figure 57: Representation of Anglophone Probation and Parole Officers (as per KOL) in Quebec	49

Figure 58: Demographic Characteristics of Anglophone Probation and Parole Officers (as per KOL) in Quebec in 2021	50
Figure 59: Gender and Age of Anglophone Probation and Parole Officers (as per KOL) in Quebec in 2021.....	50
Figure 60: Linguistic Potential of Probation and Parole Officers in Quebec	51
Figure 61: By-Law Enforcement Officers in Quebec	52
Figure 62: Representation of Anglophone By-Law Enforcement Officers (as per KOL) in Quebec	52
Figure 63: Demographic Characteristics of Anglophone By-Law Enforcement Officers (as per KOL) in Quebec in 2021	53
Figure 64: Gender and Age of Anglophone By-Law Enforcement Officers (as per KOL) in Quebec in 2021.....	53
Figure 65: Linguistic Potential of By-Law Enforcement Officers in Quebec.....	54

Introduction

The Research and Information Hub One Justice, One Access (1J1A) at McGill University engaged DPM Research to produce a demographic and linguistic profile of justice sector professionals in Quebec. This study uses the same methodology applied in previous analyses conducted for instance for the Association des collèges et des universités de la francophonie canadienne (ACUFC) on Francophone legal professionals outside Quebec.¹

For each legal profession, the report presents:

- The total number of professionals in Quebec across all language categories.
- The number of Anglophone professionals, based on their knowledge of official languages. This includes individuals who speak only English and those who speak both English and French.
- The number of Anglophone professionals who use English at least regularly in the workplace.

This study primarily focuses on an analysis of 2021 Census data, supplemented with 2016 Census data to identify trends where possible.

The analysis is based on custom tabulations requested from Statistics Canada for both the 2016 and 2021 Censuses. Thirteen justice-related occupations, as defined in the 2016 *National Occupational Classification* (NOC), were included.

Traditionally, employment status in Canada is reported based on the Census reference week. We used this approach for the 2016 data; thus, the reference population consists of individuals who were employed in one of the selected occupations during the first week of May 2016. Since the 2021 Census was conducted in May 2021, when the pandemic continued to affect employment across numerous occupations, we adopted a different reference population. For the 2021 data, the reference population includes individuals aged 15 and over who worked at least once between January 1, 2020, and May 11, 2021.

¹ See DPM Research (2025). *Analyse démographique des professionnel·les de la justice dans les communautés francophones en situation minoritaire*. Réseau national de formation en justice & Association des collèges et universités de la francophonie canadienne. <https://www.rnfj.ca/wp-content/uploads/2025/07/Analyse-d%C3%A9mographique-Justice-2021-version-d%C3%A9finitive.pdf>.

We would also like to thank the Réseau national de formation en justice (RNFJ) for allowing us to draw on the 2025 study in conducting the present study.

Language Variables

Two main variables are used in this linguistic profile.

Knowledge of official languages (KOL): Anglophones are identified based on their KOL, which reflects a person's ability to hold a conversation in English only, in French only, in both English and French, or in neither language.² In this study, Anglophone professionals include those who speak English only and those who speak both English and French. KOL can be considered an indicator of an individual's potential ability to work in a bilingual or anglophone environment. However, given that KOL is self-reported, and as such rests on a self-assessment of language skills and the ability to hold a conversation in either official language, it does not capture the level of proficiency required in a professional context, including knowledge of specialized terminology or writing ability.

Use of English in the workplace: To calculate how many individuals use English at least regularly at work, we combined two Census variables: *languages used most often at work* and *other languages used at work*.³ In 2021, Statistics Canada derived these two variables from the Census as follows: "People who use a language regularly include all those who reported using that language regularly, even if they did not use it most often. Individuals using a language most often are all those who reported using that language the most often. Individuals using some languages equally are those who reported using more than one language most often".⁴

To calculate the number of people who use English *at least regularly at work*, the two variables were analyzed to select those who:

- Use English exclusively (no other language is used regularly).
- Use English predominantly (while another language is also used regularly).
- Use English as often as another language.
- Use English regularly as a second language (even if another language is more frequently used).

In this study, we observed that, in all professions analyzed, the percentage of individuals using English at least regularly at work was lower in 2021 than in 2016. It is worth noting that the same trend is observed for French outside Quebec across all occupations analyzed (with the exception of regulatory officers, among whom there has been an increase in the percentage of people who

² The 2021 Census collected this information in question 8: "Can this person speak English or French well enough to conduct a conversation?". Respondents were asked to mark one of the following answer options: English only; French only; Both English and French; Neither English nor French.

³ The 2021 Census collected this information in question 50. In part a), respondents are asked: "In this job, what language(s) did this person use on a regular basis?". Respondents were provided the following answer options: English; French; Other language(s) — specify. When the answer to question 50 a) is more than one language, respondents are asked part b): "Of these languages, which one did this person use most often in this job?". Respondents are asked to indicate more than one language if they were used equally at work. The answer options are English; French; Other language — specify.

⁴ Statistics Canada (2022). *Speaking of work: Languages of work across Canada*. <https://www12.statcan.gc.ca/census-recensement/2021/as-sa/98-200-x/2021010/98-200-x2021010-eng.pdf>, p. 12.

use French at least regularly at work).⁵ This rather surprising trend can likely be explained, in large part, by methodological factors.

In fact, before 2021, respondents first identified their main work language. Then they were prompted to think about other languages used regularly. That structure may have encouraged people to report a secondary language such as English. In 2021, respondents were first asked to list all languages used regularly at work. Some respondents may have interpreted this as asking for their main or usual work language only, even if they sometimes used English regularly. As a result, more people may have reported only one language, which could make English appear less frequently as a regularly used language in some professions.

It should be noted that this phenomenon was observed by the 1J1A research team and by the external expert who reviewed this report at 1J1A's request.⁶

Before the 2021 Census, workers were asked:

- Which language they used most often at work
- Which other languages they used regularly at work

In the 2021 Census, workers were asked:

- Which languages they used regularly at work
- If they reported more than one language, which one they used most often

This change may have affected responses...

- Some studies suggest that, after the change, more workers reported only one language used at work. This may have reduced the reporting of secondary languages used regularly.

Implication for this study...

- In several professions, English was reported less frequently in 2021 as a language used regularly at work. This may reflect a real change, a questionnaire effect, or both.

⁵ See note 1, p. 8 (DPM Research, 2025).

⁶ We would like to acknowledge Professor François Vaillancourt's contribution to this study. The content and conclusions of the report, however, remain the responsibility of DPM Research.

Linguistic Potential

Definition: Linguistic potential represents the share of the labour pool that could possibly work in English, that is, individuals who can hold a conversation in English, but who do not use English at least regularly in the workplace. This indicator reflects the untapped potential within the workforce to increase the availability of services in English. For example, a linguistic potential of 100% indicates that none of the professionals who can hold a conversation in English are using this language at least regularly in the workplace. These individuals thus have the potential to increase the provision of services in English.

Linguistic Potential Formula:

$$\left[1 - \left(\frac{\text{Number of Anglophones who use English at least regularly in the workplace}}{\text{Number of Anglophones (as per KOL)}} \right) \right] \times 100$$

Linguistic Potential:



Limits of this indicator: In many legal professions, a strong command of English is essential, particularly in settings where an individual's safety or freedom is at stake. The linguistic potential indicator is calculated using the knowledge of official languages (KOL), a variable based on a self-assessment of language skills that measures the ability to hold a conversation in either official language. KOL does not assess whether individuals possess the level of proficiency or specialized vocabulary necessary to provide services in the legal sector. As a result, the linguistic potential indicator may overestimate a person's ability to provide the level of service required in the justice sector.

Legal Professionals by NOC Code

This report presents the demographic characteristics of the following professions:

- 4111 – Judges
- 4112 – Lawyers and Quebec notaries
- 1227 – Court officers and justices of the peace
- 1416 – Court clerks
- 1251 – Court reporters, medical transcriptionists and related occupations
- 4421 – Sheriffs and bailiffs
- 4211 – Paralegal and related occupations
- 1242 – Legal administrative assistants
- 4423 – By-law enforcement and other regulatory officers
- 0431 – Commissioned police officers
- 4311 – Police officers (except commissioned)
- 4422 – Correctional service officers
- 4155 – Probation and parole officers and related occupations

Limits of NOC Categorization: The grouping of occupations with distinct functions under the same NOC code, combined with the wide variety of job titles it can include, can create some ambiguity. For example, NOC code 1251 includes professionals working in the health sector (e.g., medical transcriptionists) in addition to those working in justice. Since multiple job titles or responsibilities, as well as sectors, are sometimes combined in a single category, the ability to accurately identify workforce needs for a given industry may be limited.

Methodological note: Statistics Canada's practice of randomly rounding data to multiples of five for confidentiality may result in some tables showing zero values in categories where fewer than five professionals are represented. As a result of these rounding practices, some cross-tabulations may contain minor inconsistencies or totals that differ slightly from expected counts.

Overall Trends

The total number of legal professionals in Quebec increased slightly between 2016 and 2021, by approximately 300 professionals. The number of Anglophone professionals, according to KOL, showed stronger growth over the same period, increasing from approximately 50,000 in 2016 to 51,660 in 2021.

Despite having a greater number of Anglophone legal professionals in the province, the number who use English at least regularly in the workplace declined, dropping from approximately 34,360 in 2016 to 28,700 in 2021. As a result, the share of Anglophone legal professionals using English at least regularly in the workplace declined from 68.7% in 2016 to 55.6% in 2021.

TABLE 1: OVERALL TRENDS

	2016	2021
Total number of legal professionals	66,235	66,530
Number of Anglophone legal professionals in Quebec (as per KOL)	50,025	51,660
Share of Anglophone legal professionals	75.5%	77.6%
Number of Anglophone legal professionals who use English at least regularly in the workplace	34,360	28,700
Share of Anglophone legal professionals who use English at least regularly in the workplace	68.7%	55.6%

Geographic Distribution (2021)

Anglophone legal professionals who use English at least regularly in their jobs are disproportionately concentrated in Montreal and Gatineau compared to Anglophone legal professionals overall. In particular, 71.5% of this group resides in Montreal, compared to 62.3% of all Anglophone legal professionals. A similar pattern is observed in Gatineau, where 9.2% of Anglophone professionals who use English at least regularly in the workplace are located, compared to 6.6% of all Anglophone legal professionals.

The share of Anglophone legal professionals who use English at least regularly in the workplace also varies across the province: 77.0% in Gatineau, 63.8% in Montreal and 34.4% in the rest of Quebec.

TABLE 2: GEOGRAPHIC DISTRIBUTION (2021)

Region	Legal Professionals (Total)		Anglophone Legal Professionals (as per KOL)		Anglophone Legal Professionals using English at Least Regularly		Share of Anglophone Professionals using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	66,530	100%	51,660	100%	28,700	100%	55.6%
Montreal	37,295	56.1%	32,170	62.3%	20,515	71.5%	63.8%
Gatineau	3,660	5.5%	3,420	6.6%	2,635	9.2%	77.0%
Quebec (rest)	25,565	38.4%	16,045	31.1%	5,515	19.2%	34.4%

Judges

This group includes professionals who adjudicate civil and criminal cases and administer justice in courts of law. Judges preside over federal and provincial courts. Examples include chief justices, county court judges, district court judges, superior court justices and judges of provincial courts of appeals.

The total number of judges decreased from 1,160 in 2016 to 1,080 in 2021. The number of Anglophone judges (as per KOL) also declined, falling from 1,025 in 2016 to 965 in 2021. Despite this decline, the share of Anglophone judges increased slightly from 88.4% to 89.4% over the same period. However, the share of Anglophone judges who use English at least regularly in the workplace fell from 69.8% in 2016 to 61.1% in 2021.

FIGURE 1: JUDGES IN QUEBEC

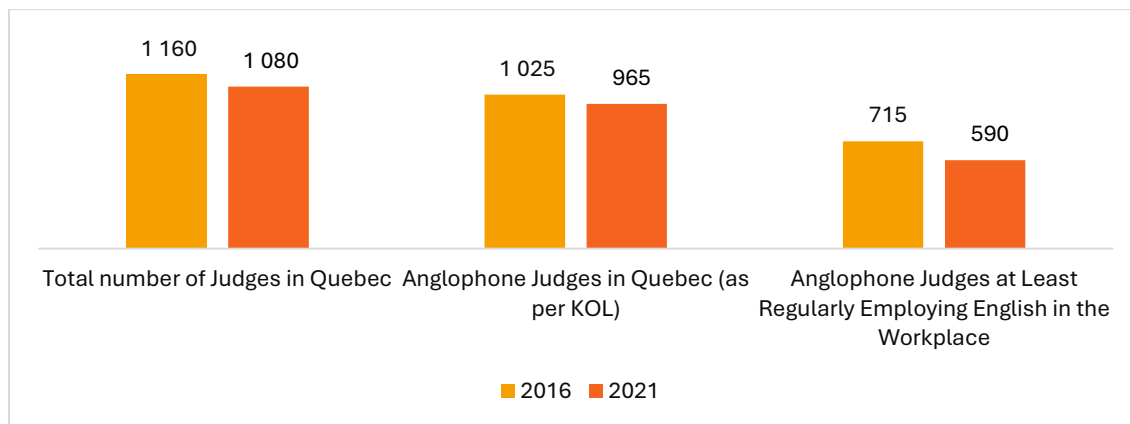
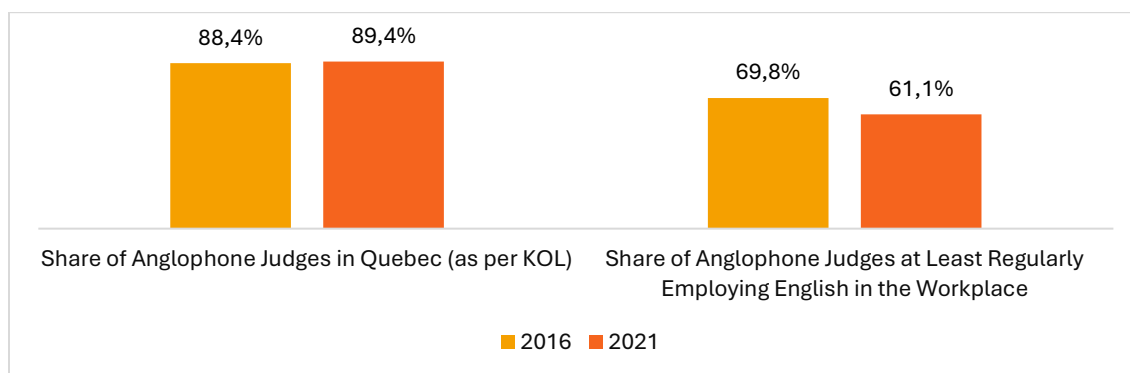


FIGURE 2: REPRESENTATION OF ANGLOPHONE JUDGES (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Judges

In 2021, 51.8% of Anglophone judges, according to KOL, were women, 4.1% were immigrants, 1.6% identified as Indigenous, and 2.1% identified as members of a racialized community/visible minority group.

Women are overrepresented in the 45-to-54-year age group. Male Anglophone judges are more evenly distributed across age groups, although there are more young male judges than young female judges.

FIGURE 3: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE JUDGES (AS PER KOL) IN QUEBEC IN 2021

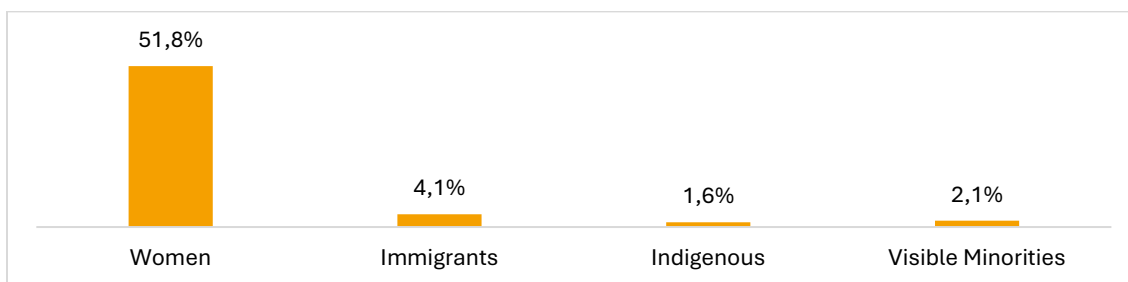
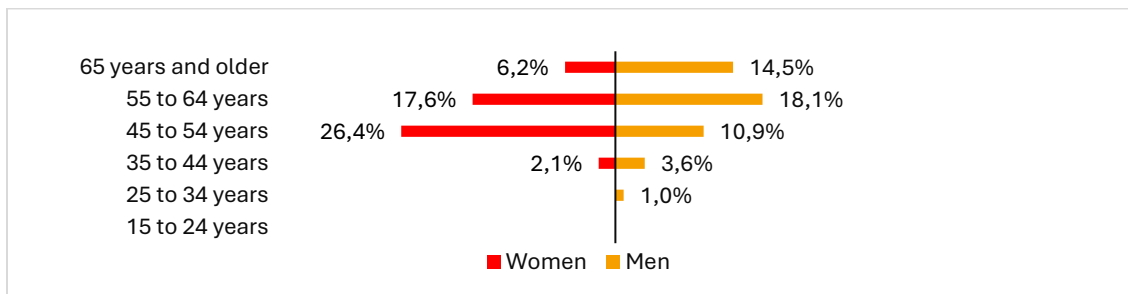


FIGURE 4: GENDER AND AGE OF ANGLOPHONE JUDGES (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Judges

Anglophone judges who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau than Anglophone judges overall. In 2021, 77.1% of Anglophone judges who use English at least regularly in the workplace resided in Montreal compared to the share of all Anglophone judges who were located in that city (66.3%). Similarly, 5.9% of judges who use English regularly in the workplace resided in Gatineau, compared to 4.1% of Anglophone judges who resided in that region.

The share of Anglophone judges using English at least regularly in the workplace also varies across the province: 87.5% in Gatineau, 71.1% in Montreal and 36.8% in the rest of Quebec.

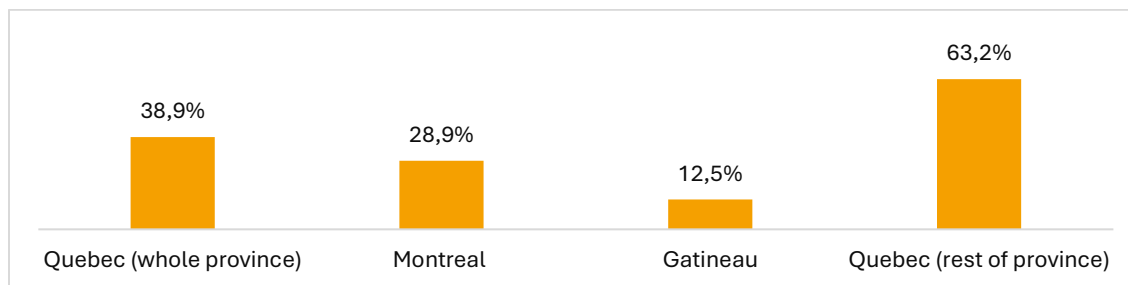
TABLE 3: GEOGRAPHIC DISTRIBUTION OF JUDGES

Region	Judges (Total)		Anglophone Judges (as per KOL)		Anglophone Judges using English at Least Regularly		Share of Anglophone Judges using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	1 080	100%	965	100%	590	100%	61.1%
Montreal	670	62.0%	640	66.3%	455	77.1%	71.1%
Gatineau	50	4.6%	40	4.1%	35	5.9%	87.5%
Quebec (rest)	360	33.3%	285	29.5%	105	17.8%	36.8%

Linguistic Potential of Judges

In 2021, the linguistic potential of Anglophone judges in Quebec was 38.9%. This indicates that this share of Anglophone judges does not use English at least regularly at work, even while they may have the ability to do so. The linguistic potential of Anglophone judges is 63.2% in areas other than Montreal and Gatineau.

FIGURE 5: LINGUISTIC POTENTIAL OF JUDGES IN QUEBEC



Lawyers and Quebec Notaries

This NOC group includes lawyers, notaries as well as articling students. Lawyers and notaries advise clients on legal matters, represent clients before administration boards and prepare legal documents such as contracts and wills. Lawyers also plead cases, represent clients before tribunals and conduct prosecutions in courts of law. Lawyers may be employed in law firms, prosecutors' offices or businesses, while Quebec notaries are typically employed in notary offices. Both lawyers and Quebec notaries may also be employed by federal, provincial and municipal governments, or they may be self-employed.

The total number of lawyers and Quebec notaries increased from 22,405 in 2016 to 23,460 in 2021. Similarly, the number of Anglophone lawyers and Quebec notaries (as per KOL) increased over the same period. In addition, the share of Anglophone lawyers and Quebec notaries also rose, from 88.4% in 2016 to 89.7% in 2021. However, the proportion of Anglophone lawyers and Quebec notaries who use English at least regularly in the workplace declined from 71.0% in 2016 to 61.0% in 2021.

FIGURE 6: LAWYERS AND QUEBEC NOTARIES IN QUEBEC

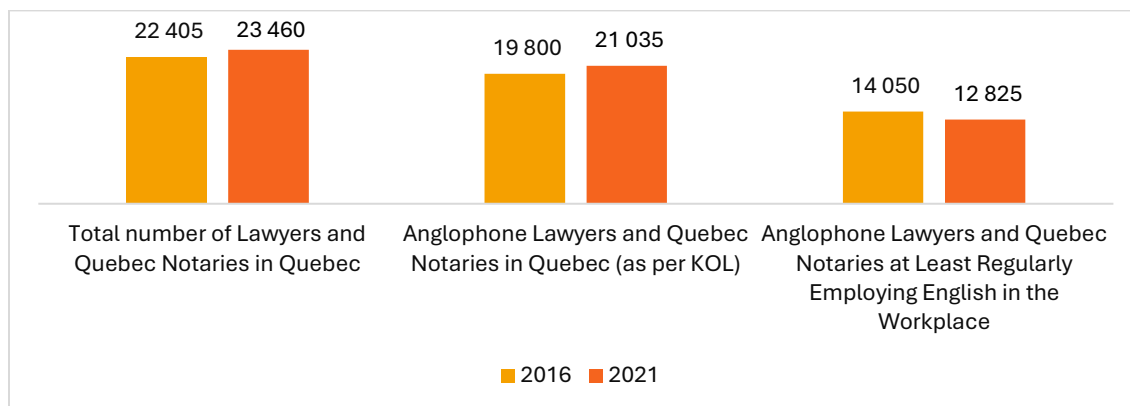
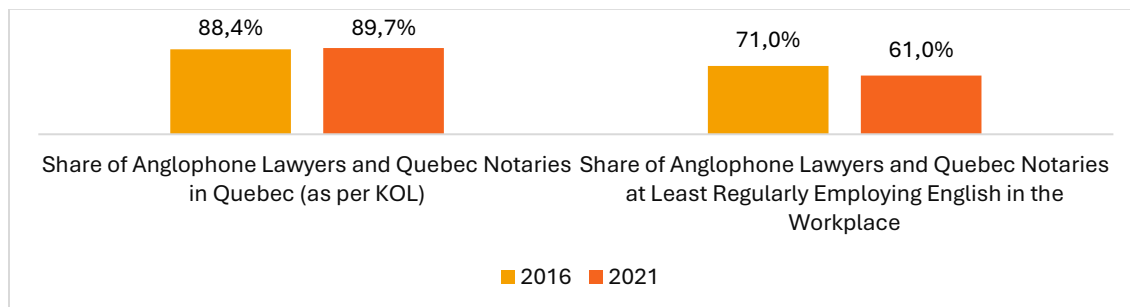


FIGURE 7: REPRESENTATION OF ANGLOPHONE LAWYERS AND QUEBEC NOTARIES (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Lawyers and Quebec Notaries

In 2021, 54.7% of Anglophone lawyers and Quebec notaries were women, 12.2% were immigrants, 0.9% identified as Indigenous, and 9.8% were members of a racialized community/visible minority group.

Women are overrepresented in the 15-to-24, 25-to-34 and 35-to-44-year age groups. If current trends continue, women may become even more dominant in this profession in the future.

FIGURE 8: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE LAWYERS AND QUEBEC NOTARIES (AS PER KOL) IN QUEBEC IN 2021

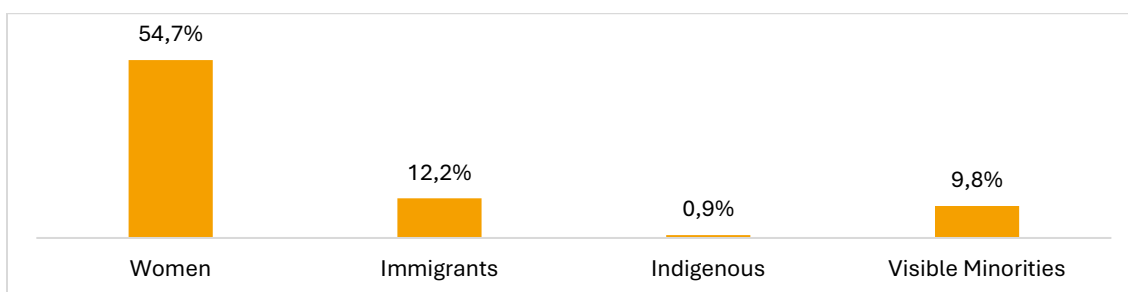
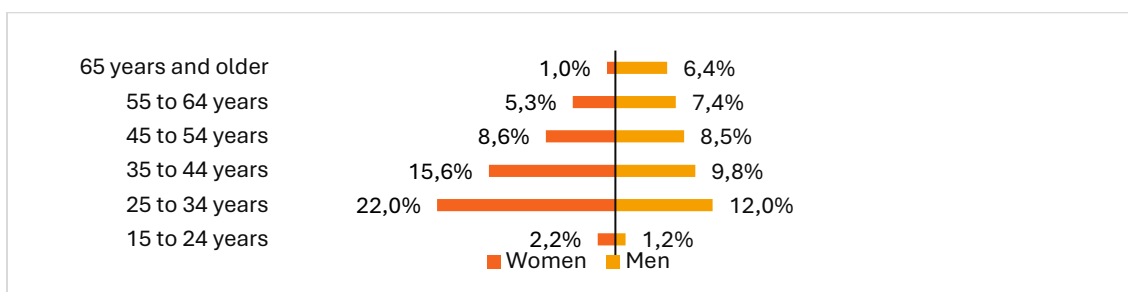


FIGURE 9: GENDER AND AGE OF ANGLOPHONE LAWYERS AND QUEBEC NOTARIES (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Lawyers and Quebec Notaries

Anglophone lawyers and Quebec notaries who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau than Anglophone lawyers and Quebec notaries overall. In 2021, Montreal accounted for 77.3% of Anglophone lawyers and Quebec notaries using English at work, while representing 66.9% of the Anglophone workforce in this profession. A similar concentration is observed in Gatineau, which accounted for 8.1% of lawyers and notaries who use English regularly in the workplace, compared to 5.9% of Anglophone lawyers and Quebec notaries overall.

The share of Anglophone lawyers and Quebec notaries using English at least regularly in the workplace also varies across the province: 83.9% in Gatineau, 70.5% in Montreal and 32.4% in the rest of Quebec.

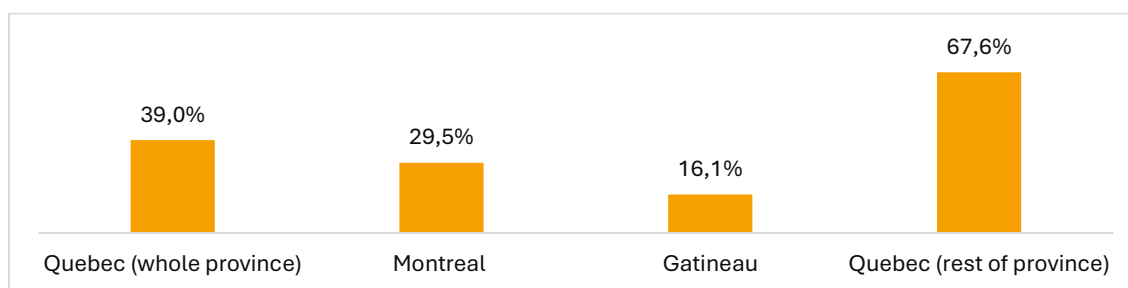
TABLE 4: GEOGRAPHIC DISTRIBUTION OF LAWYERS AND NOTARIES

Region	Lawyers and Quebec Notaries (Total)		Anglophone Lawyers and Quebec Notaries (as per KOL)		Anglophone Lawyers and Notaries using English at Least Regularly		Share of Anglophone Lawyers and Notaries using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	23,460	100%	21,035	100%	12,825	100%	61.0%
Montreal	14,850	63.3%	14,080	66.9%	9,920	77.3%	70.5%
Gatineau	1,270	5.4%	1,240	5.9%	1,040	8.1%	83.9%
Quebec (rest)	7,340	31.3%	5,705	27.1%	1,850	14.4%	32.4%

Linguistic Potential of Lawyers and Quebec Notaries

In 2021, the linguistic potential of Anglophone lawyers and Quebec notaries in Quebec was 39.0%, indicating that this share of Anglophone lawyers and Quebec notaries who do not use English at least regularly in the workplace could have the ability to do so. The linguistic potential is much higher (67.6%) in the rest of Quebec, once Montreal and Gatineau are excluded.

FIGURE 10: LINGUISTIC POTENTIAL OF LAWYERS AND QUEBEC NOTARIES IN QUEBEC



Court Officers and Justices of the Peace

This NOC code includes two distinct professions: court officers and justices of the peace. Court officers coordinate the administrative and procedural functions of federal, provincial and territorial courts, such as scheduling trials and managing court records. Justices of the peace administer oaths, issue subpoenas, summonses and warrants and perform other court-related duties such as conducting bail hearings. They are employed by federal, provincial and territorial courts.

The total number of court officers and justices of the peace in Quebec increased from 1,245 in 2016 to 1,610 in 2021. The number of Anglophone court officers and justices of the peace (as per KOL) also rose from 870 in 2016 to 1,090 in 2021. However, the share of Anglophone court officers and justices of the peace declined from 69.9% in 2016 to 67.7% in 2021. Similarly, the proportion of Anglophone court officers and justices of the peace using English at least regularly in the workplace decreased from 60.9% in 2016 to 50.0% in 2021.

FIGURE 11: COURT OFFICERS AND JUSTICES OF THE PEACE IN QUEBEC

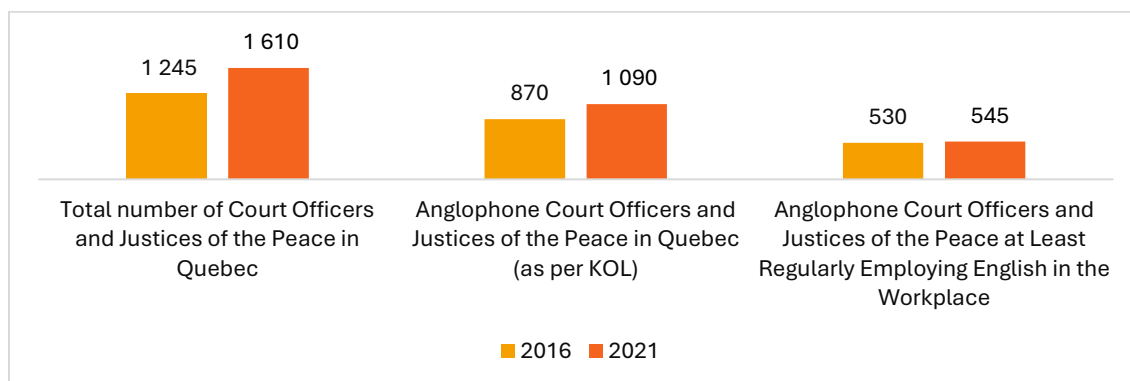
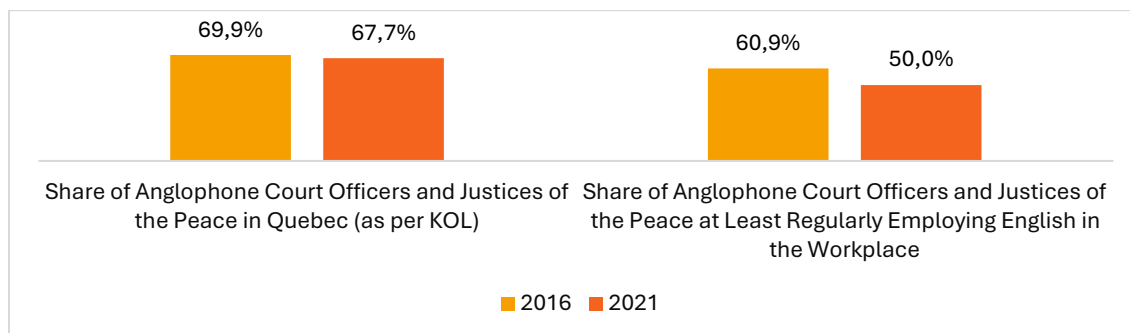


FIGURE 12: REPRESENTATION OF ANGLOPHONE COURT OFFICERS AND JUSTICES OF THE PEACE (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Court Officers and Justices of the Peace

In 2021, 80.3% of Anglophone court officers and justices of the peace were women, 12.8% were immigrants, 2.8% identified as Indigenous, and 14.7% identified as members of racialized communities/visible minority groups. Women are overrepresented in every age group.

FIGURE 13: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE COURT OFFICERS AND JUSTICES OF THE PEACE (AS PER KOL) IN QUEBEC IN 2021

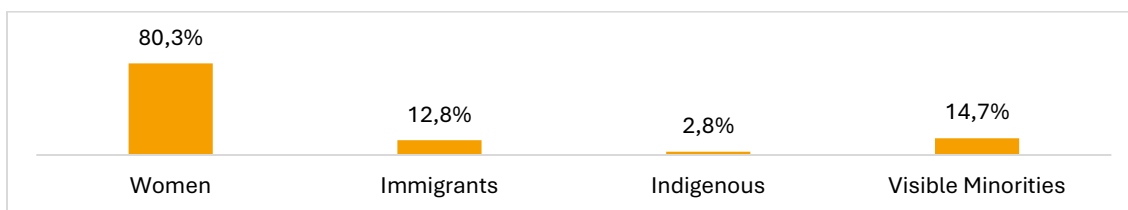
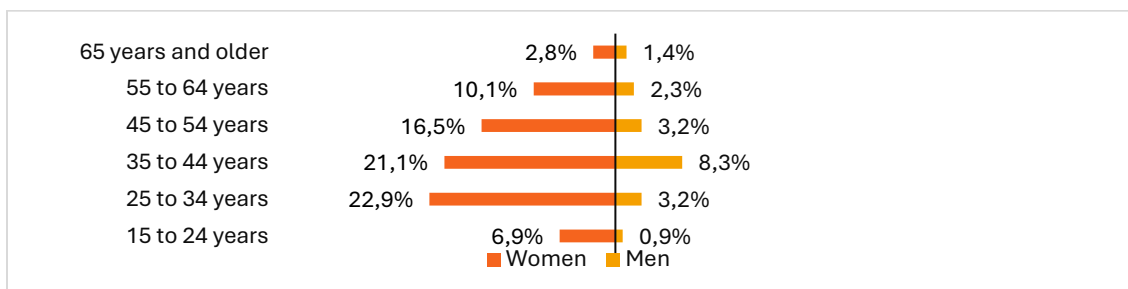


FIGURE 14: GENDER AND AGE OF ANGLOPHONE COURT OFFICERS AND JUSTICES OF THE PEACE (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Court Officers and Justices of the Peace

Anglophone court officers and justices of the peace who use English at least regularly in the workplace are more heavily concentrated in Gatineau. In 2021, Gatineau accounted for 19.3% of Anglophone court officers and justices of the peace who used English regularly at work, compared to 11.9% of Anglophone professionals in this occupation overall. A concentration is also observed in Montreal, where 52.8% of Anglophone court officers and justices of the peace resided, compared to 57.8% of those who use English at least regularly in the workplace.

The share of Anglophone court officers and justices of the peace who use English at least regularly in the workplace varies across the province, reaching 80.8% in Gatineau and 54.8% in Montreal, compared to 34.7% in the rest of Quebec.

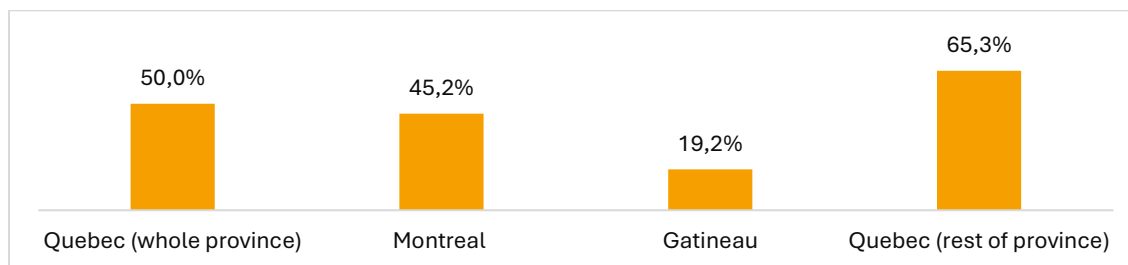
TABLE 5: GEOGRAPHIC DISTRIBUTION OF COURT OFFICERS AND JUSTICES OF THE PEACE

Region	Court Officers and Justices of the Peace (Total)		Anglophone Court Officers and Justices of the Peace (as per KOL)		Anglophone Court Officers and Justices of the Peace using English at Least Regularly		Share of Anglophone Court Officers and Justices of the Peace using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	1,610	100%	1,090	100%	545	100%	50.0%
Montreal	735	45.7%	575	52.8%	315	57.8%	54.8%
Gatineau	145	9.0%	130	11.9%	105	19.3%	80.8%
Quebec (rest)	725	45.0%	375	34.4%	130	23.9%	34.7%

Linguistic Potential of Court Officers and Justices of the Peace

In 2021, the linguistic potential of Anglophone court officers and justices of the peace in Quebec was 50.0%, indicating that this share of Anglophone court officers and justices of the peace (as per KOL) does not use English at least regularly at work, even while they could have the ability to do so. The linguistic potential increases to 65.3% once Montreal and Gatineau are excluded.

FIGURE 15: LINGUISTIC POTENTIAL OF COURT OFFICERS AND JUSTICES OF THE PEACE IN QUEBEC



Court Clerks

Court clerks perform support functions in courts of law. Their responsibilities include calling court to order, preparing court dockets and maintaining exhibits. They are employed by federal, provincial and municipal courts.

The total number of court clerks in Quebec decreased from 400 in 2016 to 330 in 2021. The number of Anglophone court clerks (as per KOL) also decreased from 245 to 170 over the same period. The share of Anglophone court clerks declined from 61.3% in 2016 to 51.5% in 2021. Similarly, the share of Anglophone court clerks using English at least regularly in the workplace fell from 57.1% in 2016 to 44.1% in 2021.

FIGURE 16: COURT CLERKS IN QUEBEC

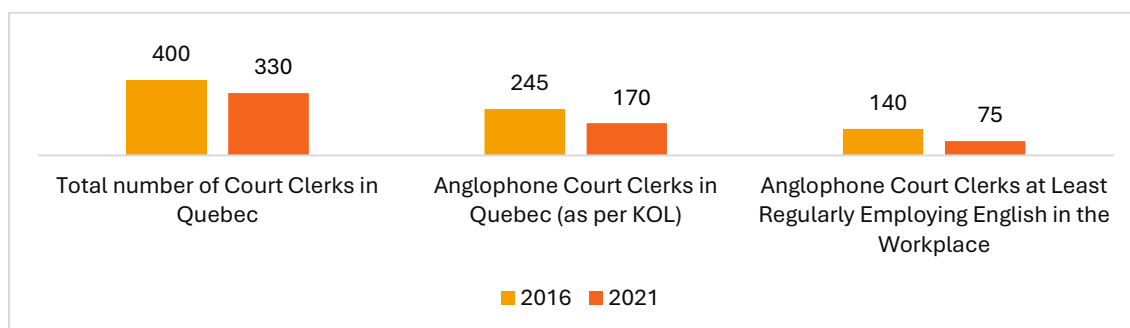
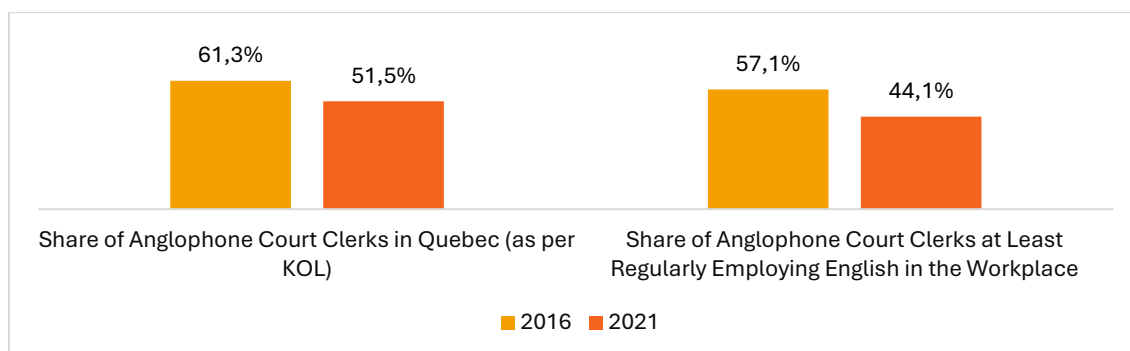


FIGURE 17: REPRESENTATION OF ANGLOPHONE COURT CLERKS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Court Clerks

In 2021, 70.6% of Anglophone court clerks were women, 23.5% were immigrants, 5.9% identified as Indigenous, and 23.5% were members of a racialized community/visible minority group. Women are overrepresented in most age groups.

One in five Anglophone court clerks is 65 years old or older. If current trends continue, this profession may face a shortage of trained workers in the near future. However, given the small number of Anglophone professionals, these results must be used with caution, as the estimates may be impacted by Statistics Canada's rounding practices.

FIGURE 18: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE COURT CLERKS (AS PER KOL) IN QUEBEC IN 2021

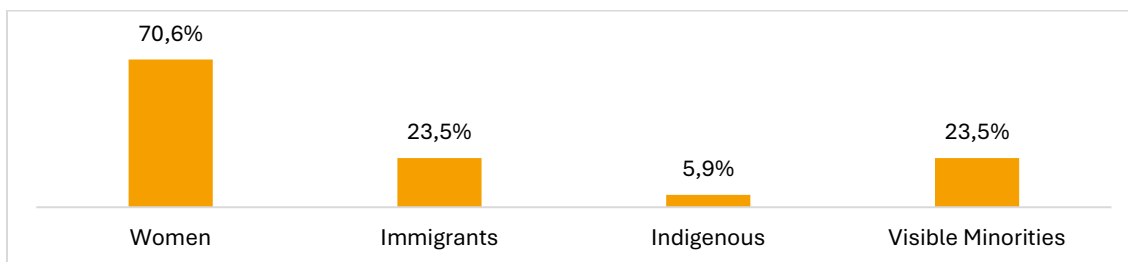
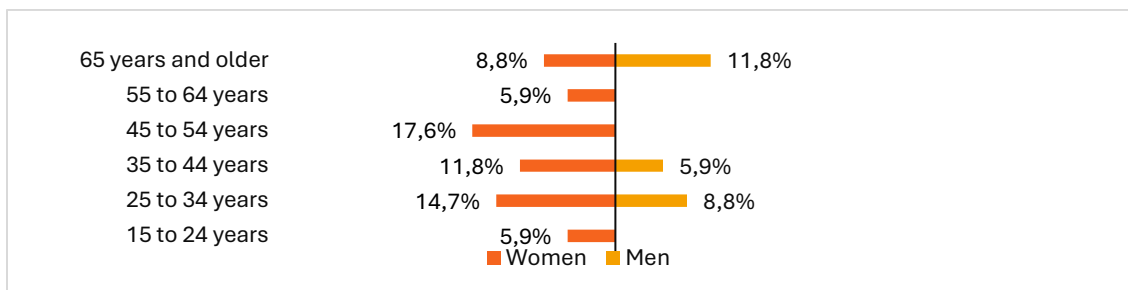


FIGURE 19: GENDER AND AGE OF ANGLOPHONE COURT CLERKS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Court Clerks

Anglophone court clerks (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal (66.7%) than Anglophone court clerks overall, 55.9% of whom resided in this region. Although 5.9% of Anglophone court clerks resided in Gatineau, none reported using English at least regularly in the workplace. This finding should be interpreted with caution, as it may result from Statistics Canada's data rounding practices.

More than half of Anglophone court clerks use English at least regularly in the workplace in Montreal (52.6%) and in the rest of Quebec (58.3%).

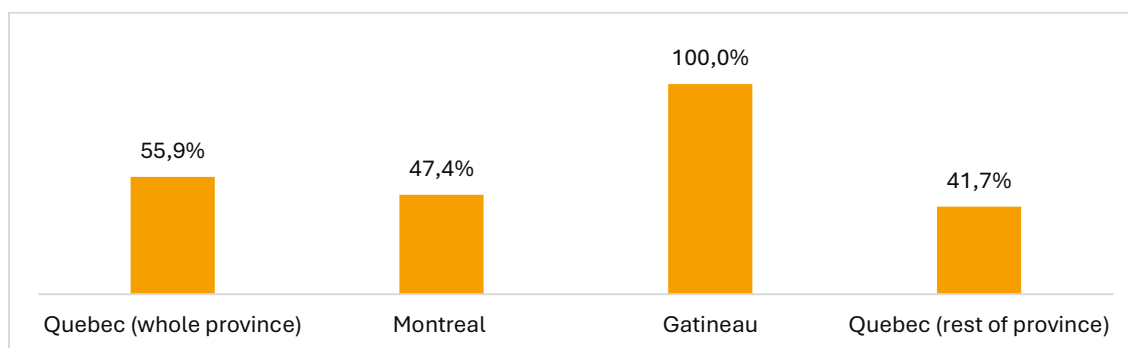
TABLE 6: GEOGRAPHIC DISTRIBUTION OF COURT CLERKS

Region	Court Clerks (Total)		Anglophone Court Clerks (as per KOL)		Anglophone Court Clerks using English at Least Regularly		Share of Anglophone Court Clerks using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	330	100%	170	100%	75	100%	44.1%
Montreal	140	42.4%	95	55.9%	50	66.7%	52.6%
Gatineau	20	6.1%	10	5.9%	0	0.0%	0.0%
Quebec (rest)	170	51.5%	60	35.3%	35	46.7%	58.3%

Linguistic Potential of Court Clerks

In 2021, the linguistic potential of Anglophone court clerks in Quebec was 55.9%, indicating that this share of Anglophone court clerks (as per KOL) does not use English at least regularly at work, even while they could have the ability to do so. A linguistic potential of 100%, as observed in Gatineau, indicates that no individuals use English at least regularly in the workplace. As mentioned before, this finding should be interpreted with caution, as it may result from Statistics Canada's rounding practices.

FIGURE 20: LINGUISTIC POTENTIAL OF COURT CLERKS IN QUEBEC



Court Reporters, Medical Transcriptionists and Related Occupations

This NOC code includes several professions: court reporters, medical transcriptionists, closed-captioners and other transcriptionists. Court reporters record and transcribe verbatim the proceedings of courts, legislative assemblies and committees, and prepare transcripts for use by judges, tribunals and quasi-judicial panels. They may work for courts of law, provincial and federal legislative assemblies and committees, or be self-employed. Medical transcriptionists record, transcribe and edit dictation by physicians and other health care providers, surgical proceedings, health-related reports and related documentation. They work in hospitals, clinics, doctors' offices, or independently.

The number of court reporters and medical transcriptionists in Quebec declined slightly from 1,985 in 2016 to 1,940 in 2021. The number of Anglophone court reporters and medical transcriptionists (as per KOL) also decreased from 1,055 in 2016 to 985 in 2021. The share of Anglophone court reporters and medical transcriptionists declined from 53.1% in 2016 to 50.8% in 2021, as did the share of Anglophone court reporters and medical transcriptionists using English at least regularly in the workplace, falling from 47.4% in 2016 to 33.0% in 2021.

FIGURE 21: COURT REPORTERS AND MEDICAL TRANSCRIPTIONISTS IN QUEBEC

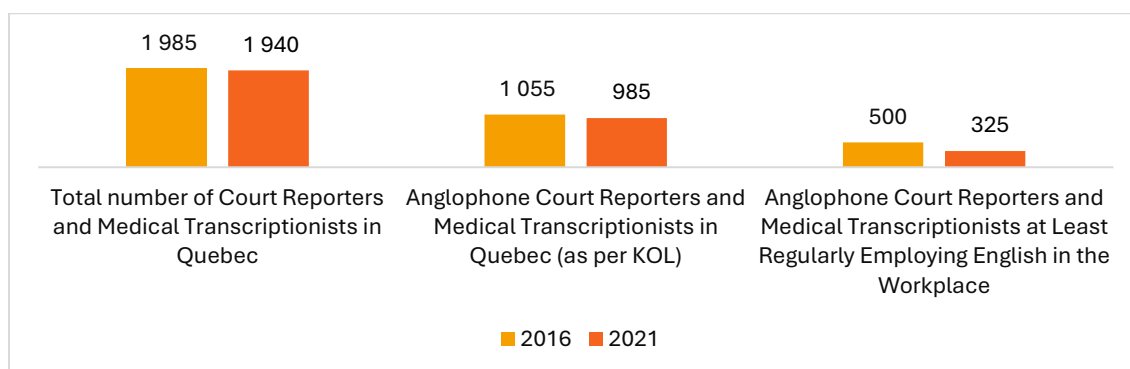
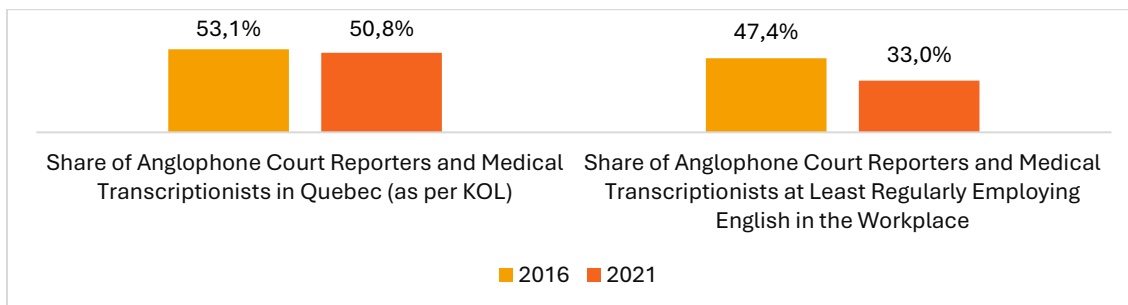


FIGURE 22: REPRESENTATION OF ANGLOPHONE COURT REPORTERS AND MEDICAL TRANSCRIPTIONISTS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Court Reporters and Medical Transcriptionists

In 2021, 88.8% of Anglophone court reporters and medical transcriptionists were women, 7.6% were immigrants, 1.5% identified as Indigenous, and 9.1% were members of a racialized community/visible minority group.

Women are overrepresented in this profession across all age groups. One-third of Anglophone court reporters and medical transcriptionists are 55 years old or older. If current trends continue, this profession may face a shortage of trained workers in the near future.

FIGURE 23: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE COURT REPORTERS AND MEDICAL TRANSCRIPTIONISTS (AS PER KOL) IN QUEBEC IN 2021

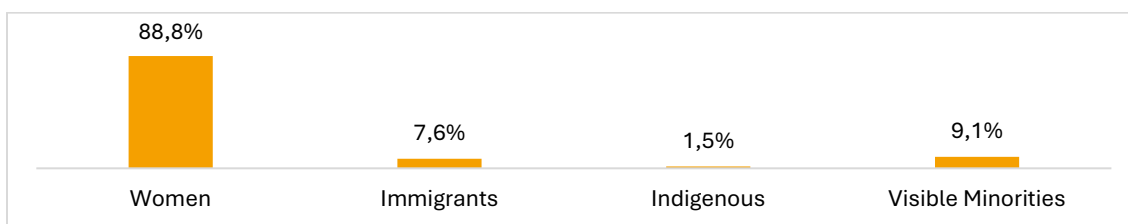
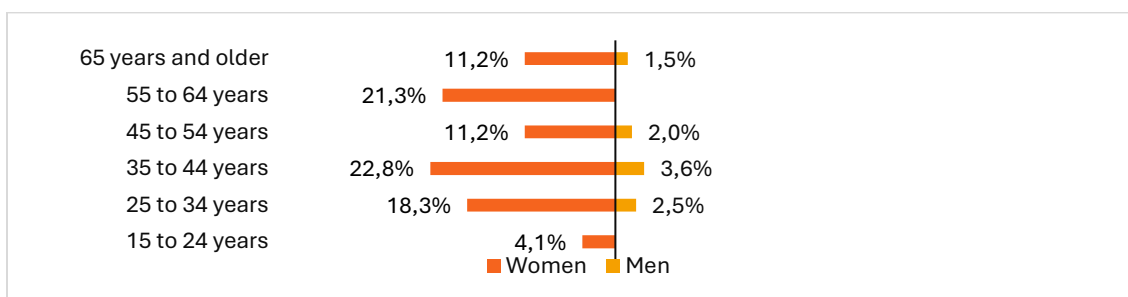


FIGURE 24: GENDER AND AGE OF ANGLOPHONE COURT REPORTERS AND MEDICAL TRANSCRIPTIONISTS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Court Reporters and Medical Transcriptionists

Anglophone court reporters and medical transcriptionists (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau than Anglophone court reporters and medical transcriptionists overall. In 2021, 56.9% of Anglophone court reporters and medical transcriptionists resided in Montreal, compared to 69.2% of those who use English at least regularly in the workplace. Similarly, 7.7% of court reporters and medical transcriptionists who use English at least regularly in the workplace resided in Gatineau, compared to 6.6% of Anglophone court reporters and medical transcriptionists overall. The share of Anglophone court reporters and medical transcriptionists using English at least regularly in the workplace also varies across the province, reaching 38.5% in Gatineau, 40.2% in Montreal and 21.1% in the rest of Quebec.

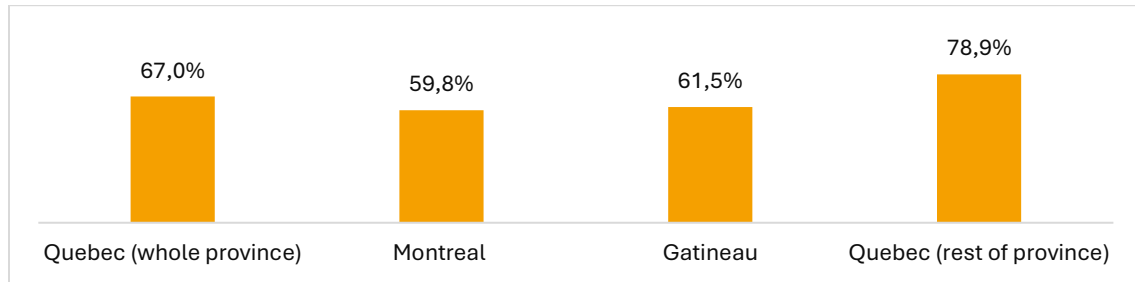
TABLE 7: GEOGRAPHIC DISTRIBUTION OF COURT REPORTERS AND MEDICAL TRANSCRIPTIONISTS

Region	Court Reporters and Medical Transcriptionists (Total)		Anglophone Court Reporters and Medical Transcriptionists (as per KOL)		Anglophone Court Reporters and Medical Transcriptionists using English at Least Regularly		Share of Anglophone Court Reporters using English at Least Regularly (D=C/B)
	Number (A)	%	Number (B)	%	Number (C)	%	
Quebec (whole)	1,940	100%	985	100%	325	100%	33.0%
Montreal	885	45.6%	560	56.9%	225	69.2%	40.2%
Gatineau	80	4.1%	65	6.6%	25	7.7%	38.5%
Quebec (rest)	980	50.5%	355	36.0%	75	23.1%	21.1%

Linguistic Potential of Court Reporters and Medical Transcriptionists

In 2021, the linguistic potential of Anglophone court reporters and medical transcriptionists in Quebec was 67.0%, indicating that this share of Anglophone court reporters and medical transcriptionists (as per KOL) does not use English at least regularly in the workplace, even while they could have the ability to do so.

FIGURE 25: LINGUISTIC POTENTIAL OF COURT REPORTERS AND MEDICAL TRANSCRIPTIONISTS IN QUEBEC



Sheriffs and Bailiffs

Sheriffs execute and enforce court orders, warrants and writs, participate in seizure and sale of property and perform courtroom and other related duties. Bailiffs serve legal orders and documents, seize or repossess properties, evict tenants and perform other related activities. Sheriffs and bailiffs may be employed by provincial or territorial courts. Bailiffs may also be employed as officers of the court or in private service as agents for creditors.

The total number of sheriffs and bailiffs in Quebec increased from 660 in 2016 to 795 in 2021. The number of Anglophone sheriffs and bailiffs (as per KOL) also increased from 450 in 2016 to 505 in 2021. However, the share of Anglophone sheriffs and bailiffs declined from 68.2% in 2016 to 63.5% in 2021. Similarly, the proportion of Anglophone sheriffs and bailiffs using English at least regularly in the workplace decreased from 68.9% in 2016 to 50.5% in 2021.

FIGURE 26: SHERIFFS AND BAILIFFS IN QUEBEC

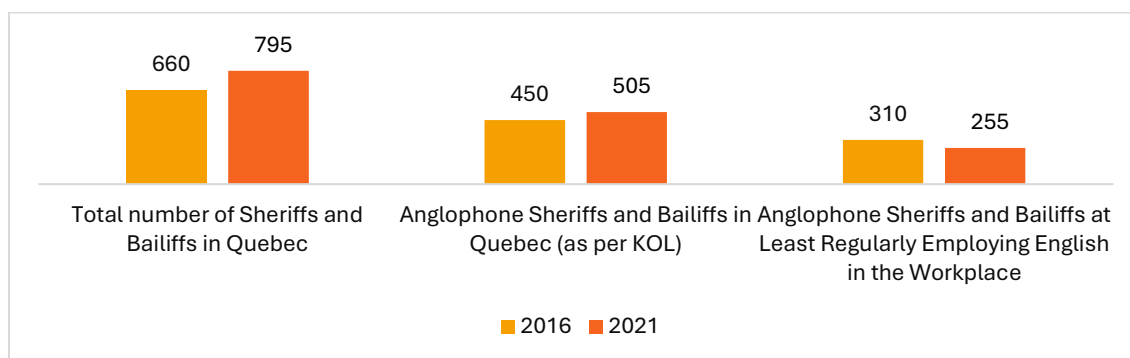
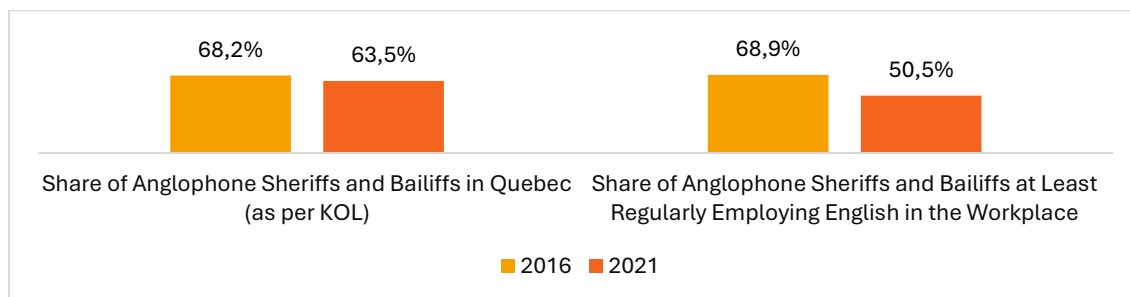


FIGURE 27: REPRESENTATION OF ANGLOPHONE SHERIFFS AND BAILIFFS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Sheriffs and Bailiffs

In 2021, 28.7% of Anglophone sheriffs and bailiffs were women, 5.0% were immigrants and 4.0% were members of a racialized community/visible minority group. None of these professionals

identified as Indigenous. However, this finding may result from Statistics Canada's rounding practices.

Men are overrepresented in this profession across all age groups. Also, one in four individuals in this profession is aged 55 or older. If current trends continue, this profession may face a shortage of trained workers in the near future.

FIGURE 28: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE SHERIFFS AND BAILIFFS (AS PER KOL) IN QUEBEC IN 2021

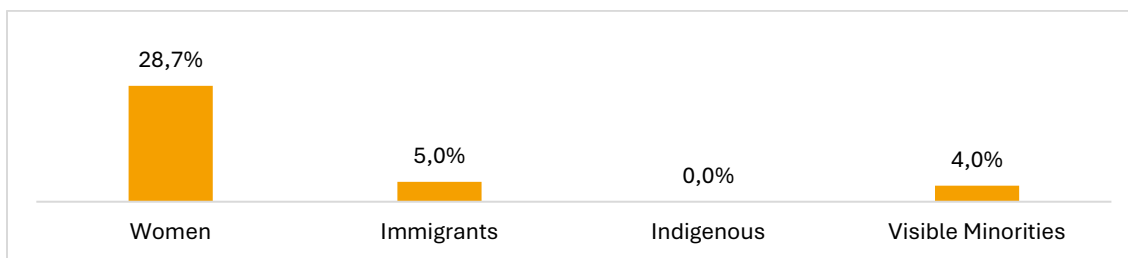
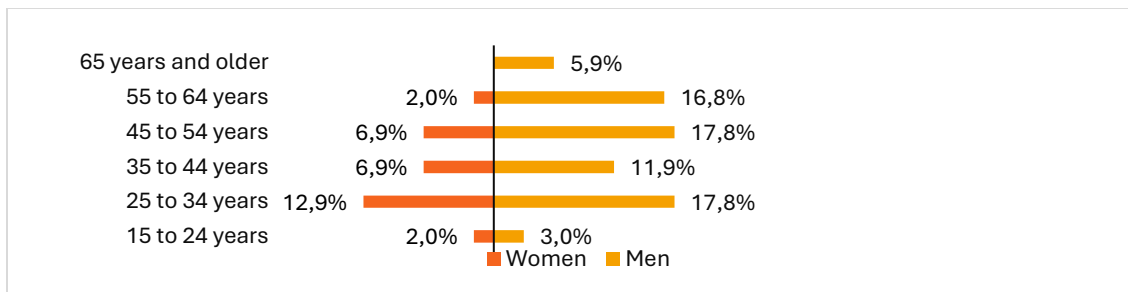


FIGURE 29: GENDER AND AGE OF ANGLOPHONE SHERIFFS AND BAILIFFS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Sheriffs and Bailiffs

Anglophone sheriffs and bailiffs (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau than Anglophone sheriffs and bailiffs overall. In 2021, 61.4% of Anglophone sheriffs and bailiffs resided in Montreal, compared to 62.7% of those who use English at least regularly in the workplace. Similarly, 13.7% of sheriffs and bailiffs who use English regularly at work resided in Gatineau, compared to 8.9% of Anglophone sheriffs and bailiffs overall.

The share of Anglophone sheriffs and bailiffs using English at least regularly in the workplace also varies across the province: 77.8% in Gatineau, 51.6% in Montreal and 33.3% in the rest of Quebec.

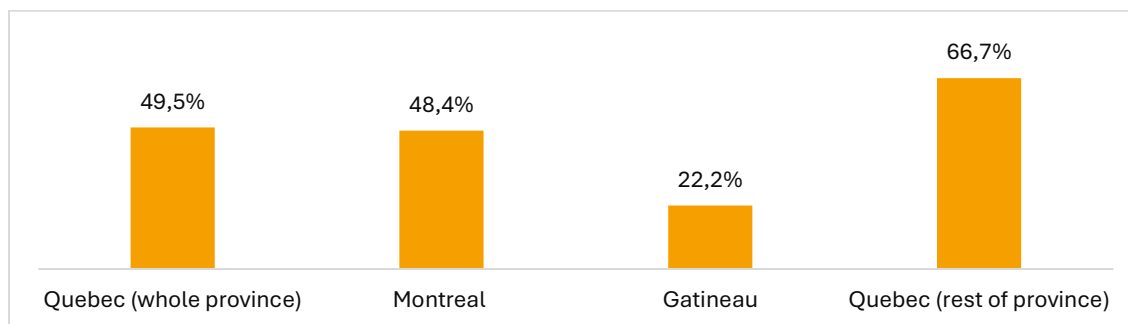
TABLE 8: GEOGRAPHIC DISTRIBUTION OF SHERIFFS AND BAILIFFS

Region	Sheriffs and Bailiffs (Total)		Anglophone Sheriffs and Bailiffs (as per KOL)		Anglophone Sheriffs and Bailiffs using English at Least Regularly		Share of Anglophone Sheriffs and Bailiffs using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	795	100%	505	100%	255	100%	50.5%
Montreal	385	48.4%	310	61.4%	160	62.7%	51.6%
Gatineau	60	7.5%	45	8.9%	35	13.7%	77.8%
Quebec (rest)	350	44.0%	150	29.7%	50	19.6%	33.3%

Linguistic Potential of Sheriffs and Bailiffs

In 2021, the linguistic potential of Anglophone sheriffs and bailiffs in Quebec was 49.5%, indicating that this share of Anglophone sheriffs and bailiffs (as per KOL) does not use English at least regularly at work, even while they could have the ability to do so. The linguistic potential reaches 66.7% for these professionals in the rest of Quebec (excluding Montreal and Gatineau).

FIGURE 30: LINGUISTIC POTENTIAL OF SHERIFFS AND BAILIFFS IN QUEBEC



Paralegals and Related Occupations

This NOC code includes several legal support roles. Paralegals prepare legal documents and conduct research to support lawyers or other professionals. They are employed by law firms and legal departments in public and private sectors. Independent paralegals, usually self-employed, may provide legal services directly to the public as permitted by legislation; they may also provide paralegal services on contract to law firms or other establishments. Notaries public administer oaths, take affidavits, sign legal documents and perform related activities. They may be employed by the public or private sector or be self-employed. Trademark agents advise clients on intellectual property matters.

The total number of paralegals in Quebec increased from 4,925 in 2016 to 5,365 in 2021. The number of Anglophone paralegals (as per KOL) also rose from 3,585 in 2016 to 3,975 in 2021. The share of Anglophone paralegals increased from 72.8% in 2016 to 74.1% in 2021. However, the share of Anglophone paralegals using English at least regularly in the workplace decreased from 69.3% in 2016 to 57.1% in 2021.

FIGURE 31: PARALEGALS AND RELATED OCCUPATIONS IN QUEBEC

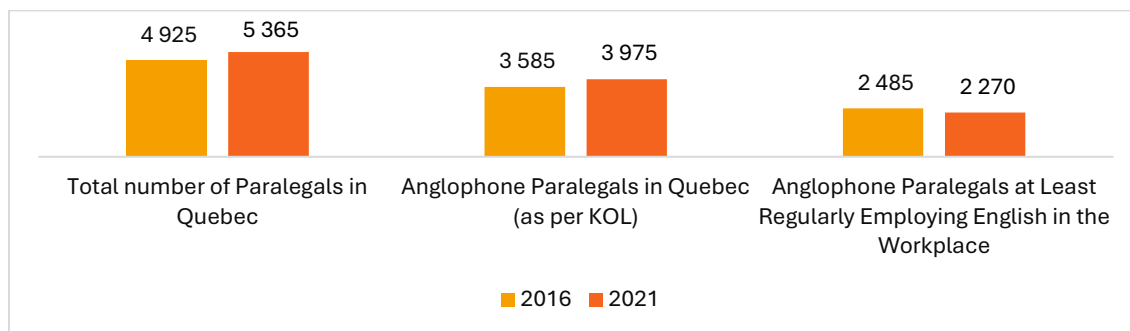
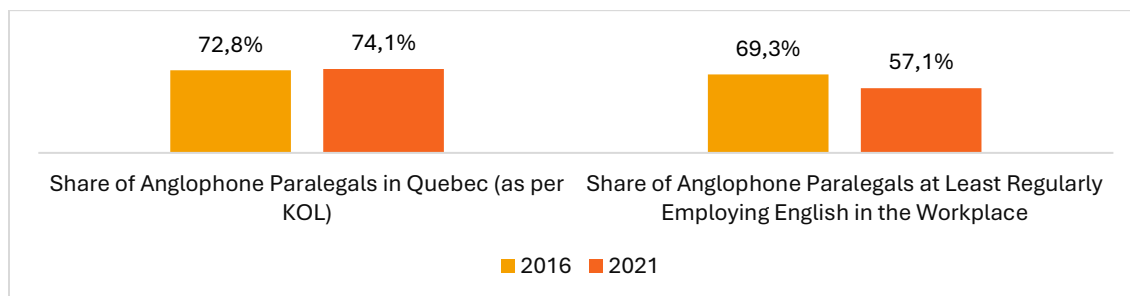


FIGURE 32: REPRESENTATION OF ANGLOPHONE PARALEGALS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Paralegals and Related Occupations

In 2021, 82.5% of Anglophone paralegals were women, 15.3% were immigrants, 1.8% identified as Indigenous, and 16.5% were members of a racialized community/visible minority group. Women are heavily overrepresented in this profession across all age groups.

FIGURE 33: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE PARALEGALS (AS PER KOL) IN QUEBEC IN 2021

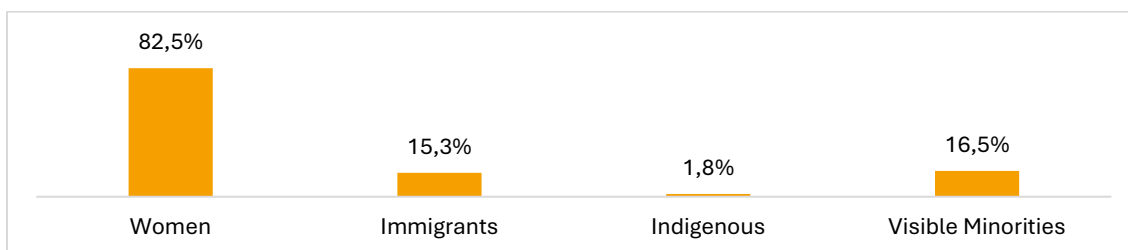
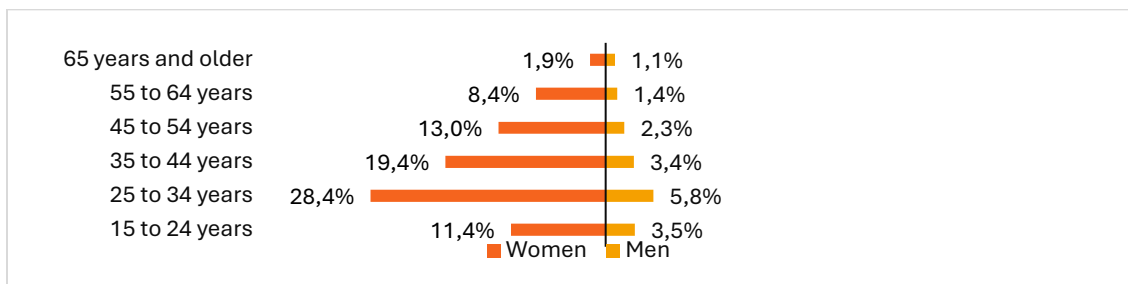


FIGURE 34: GENDER AND AGE OF ANGLOPHONE PARALEGALS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Paralegals and Related Occupations

Anglophone paralegals (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau. In 2021, 66.5% of Anglophone paralegals resided in Montreal, compared to 74.9% of those who use English at least regularly in the workplace. Similarly, 9.0% of paralegals who use English regularly in the workplace resided in Gatineau, compared to 6.2% of Anglophone paralegals overall.

The share of Anglophone workers in paralegal and related occupations using English at least regularly in the workplace also varies across the province, reaching 83.7% in Gatineau, 64.3% in Montreal and 33.2% in the rest of Quebec.

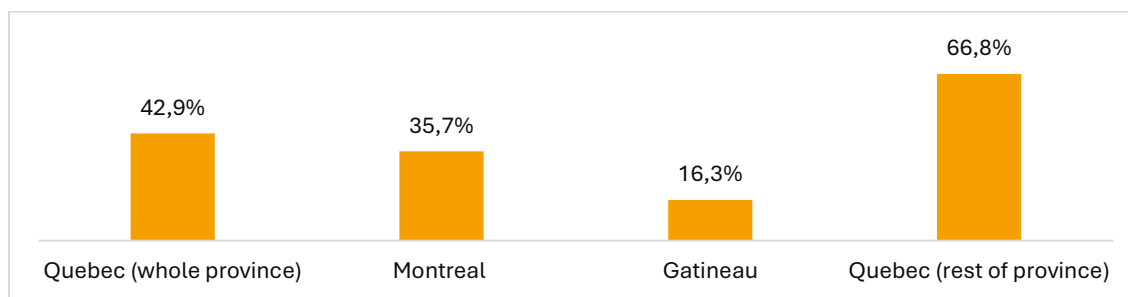
TABLE 9: GEOGRAPHIC DISTRIBUTION OF PARALEGALS AND RELATED OCCUPATIONS

Region	Paralegals and Related Occupations (Total)		Anglophone Paralegals and Related Occupations (as per KOL)		Anglophone Paralegals and Related Occupations using English at Least Regularly		Share of Anglophone Paralegals and Related Occupations using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	5,365	100%	3,975	100%	2,270	100%	57.1%
Montreal	3,220	60.0%	2,645	66.5%	1,700	74.9%	64.3%
Gatineau	250	4.7%	245	6.2%	205	9.0%	83.7%
Quebec (rest)	1,895	35.3%	1,085	27.3%	360	15.9%	33.2%

Linguistic Potential of Paralegals and Related Occupations

In 2021, the linguistic potential of Anglophone workers in paralegal and other related occupations in Quebec was 42.9%. This means that 42.9% of Anglophone paralegals (as per KOL) do not use English at least regularly in the workplace, even though they may have the ability to do so. The linguistic potential is higher (66.8%) outside Montreal and Gatineau.

FIGURE 35: LINGUISTIC POTENTIAL OF PARALEGALS AND RELATED OCCUPATIONS IN QUEBEC



Legal Administrative Assistants

Legal administrative assistants perform a wide range of secretarial and administrative tasks in legal settings. They may work in law offices, legal departments of large firms, real estate companies, land title offices, municipal, provincial and federal courts and in government.

The number of legal administrative assistants in Quebec decreased from 6,880 in 2016 to 6,545 in 2021, while the number of Anglophone legal administrative assistants (as per KOL) decreased slightly, from 4,520 in 2016 to 4,450 in 2021. As a result, the share of Anglophone legal administrative assistants rose from 65.7% in 2016 to 68.0% in 2021. On the other hand, the share of Anglophone legal administrative assistants using English at least regularly in the workplace decreased from 76.8% in 2016 to 59.1% in 2021.

FIGURE 36: LEGAL ADMINISTRATIVE ASSISTANTS IN QUEBEC

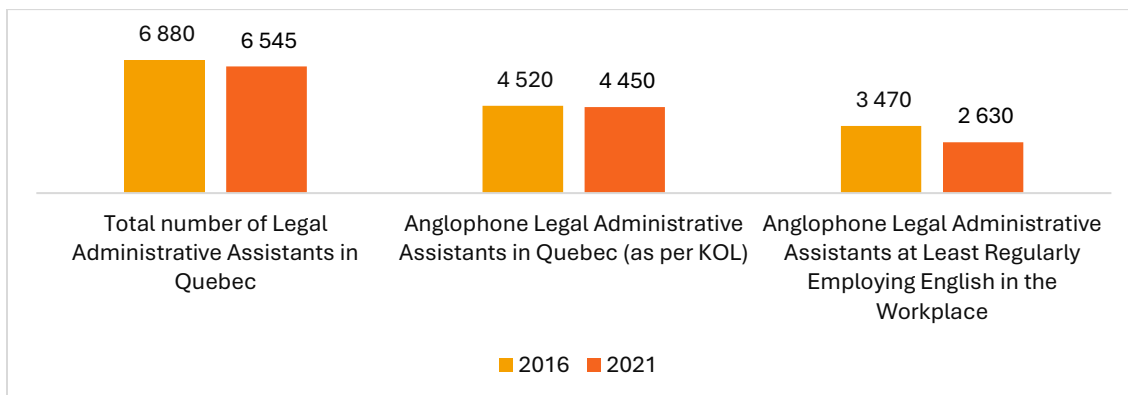
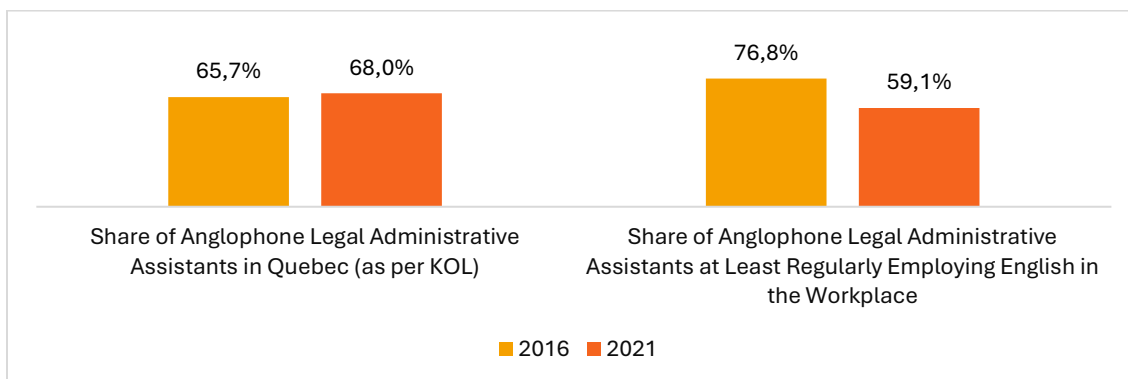


FIGURE 37: REPRESENTATION OF ANGLOPHONE LEGAL ADMINISTRATIVE ASSISTANTS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Legal Administrative Assistants

In 2021, 93.5% of Anglophone legal administrative assistants were women, 15.2% were immigrants, 1.9% identified as Indigenous, and 16.7% were members of a racialized community/visible minority group.

Women are heavily overrepresented in this profession across all age groups. Approximately one in four Anglophone legal administrative assistants is aged 55 or older. If current trends continue, this profession may face a shortage of trained workers in the near future.

FIGURE 38: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE LEGAL ADMINISTRATIVE ASSISTANTS (AS PER KOL) IN QUEBEC IN 2021

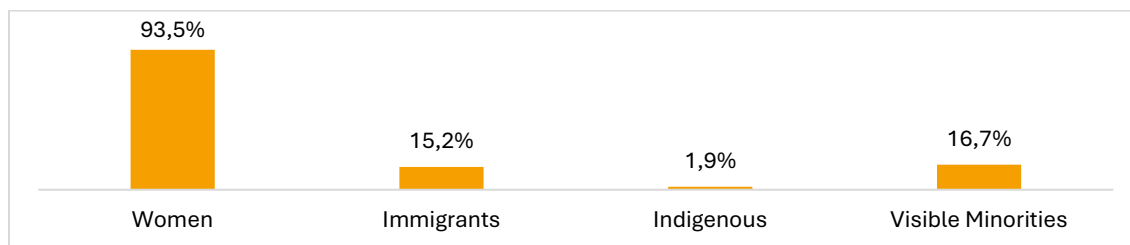
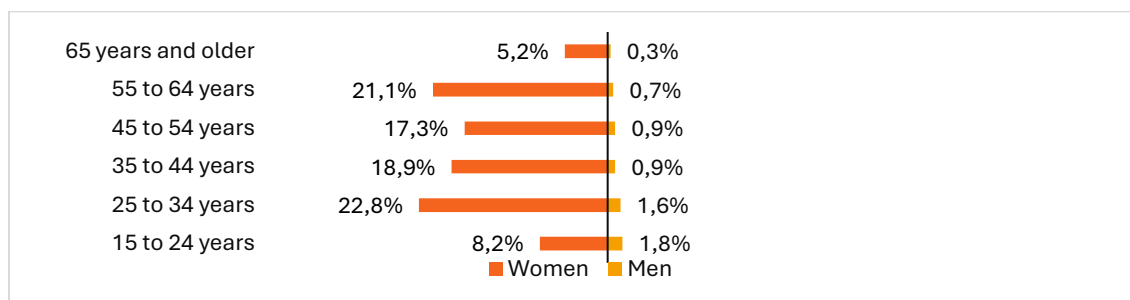


FIGURE 39: GENDER AND AGE OF ANGLOPHONE LEGAL ADMINISTRATIVE ASSISTANTS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Legal Administrative Assistants

Anglophone legal administrative assistants (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau than Anglophone legal administrative assistants overall. In 2021, 71.6% of Anglophone legal administrative assistants resided in Montreal, compared to 78.9% of those who use English at least regularly in the workplace. Similarly, 9.5% of legal administrative assistants who use English regularly in the workplace resided in Gatineau, compared to 7.3% of Anglophone legal administrative assistants overall.

The share of Anglophone legal administrative assistants using English at least regularly in the workplace also varies across the province: 76.9% in Gatineau, 65.1% in Montreal and 34.2% in the rest of Quebec.

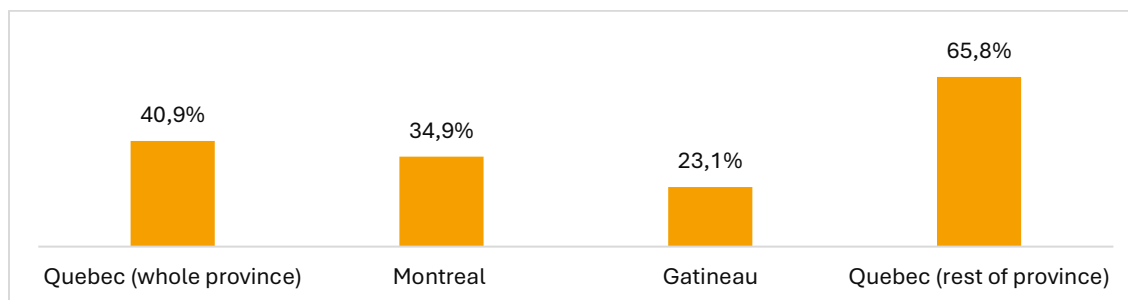
TABLE 10: GEOGRAPHIC DISTRIBUTION OF LEGAL ADMINISTRATIVE ASSISTANTS

Region	Legal Administrative Assistants (Total)		Anglophone Legal Administrative Assistants (as per KOL)		Anglophone Legal Administrative Assistants using English at Least Regularly		Share of Anglophone Legal Administrative Assistants using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	6,545	100%	4,450	100%	2,630	100%	59.1%
Montreal	3,985	60.9%	3,185	71.6%	2,075	78.9%	65.1%
Gatineau	350	5.3%	325	7.3%	250	9.5%	76.9%
Quebec (rest)	2,205	33.7%	935	21.0%	320	12.2%	34.2%

Linguistic Potential of Legal Administrative Assistants

In 2021, the linguistic potential of Anglophone legal administrative assistants in Quebec was 40.9%, indicating that this share of Anglophone legal administrative assistants (as per KOL) does not use English at least regularly at work, even while they may have the ability to do so. The linguistic potential increases to 65.8% for the rest of Quebec, once Montreal and Gatineau are excluded.

FIGURE 40: LINGUISTIC POTENTIAL OF LEGAL ADMINISTRATIVE ASSISTANTS IN QUEBEC



Commissioned Police Officers

Commissioned police officers plan, organize, direct, control and evaluate police operations and administrative functions. They oversee activities related to law enforcement, crime prevention and maintaining public order. They are employed by municipal, provincial and federal governments. This category includes officers from the rank of staff sergeant up to police commissioner, including railway commissioned officers.

The number of commissioned police officers in Quebec increased from 970 in 2016 to 1,000 in 2021. Over the same period, the number of Anglophone commissioned police officers (as per KOL) decreased slightly from 740 in 2016 to 725 in 2021. As a result, the share of Anglophone commissioned police officers declined from 76.3% in 2016 to 72.5% in 2021. The proportion of Anglophone commissioned police officers using English at least regularly in the workplace also declined from 51.4% in 2016 to 33.1% in 2021.

FIGURE 41: COMMISSIONED POLICE OFFICERS IN QUEBEC

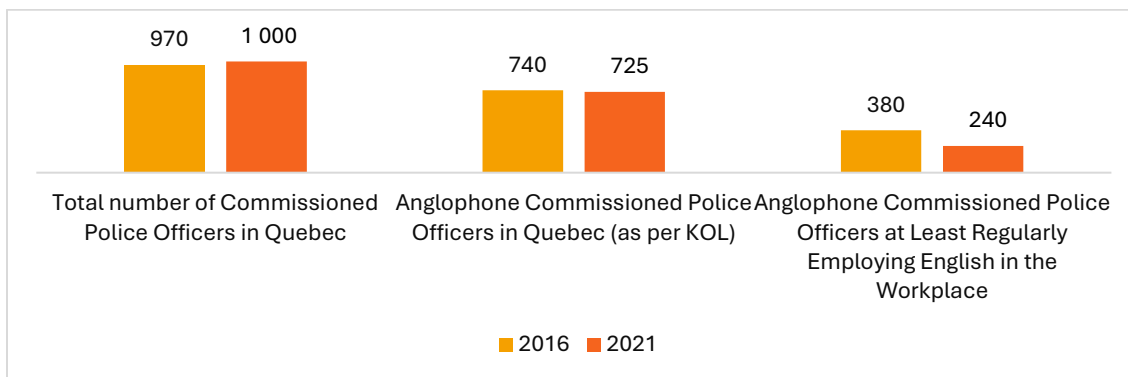
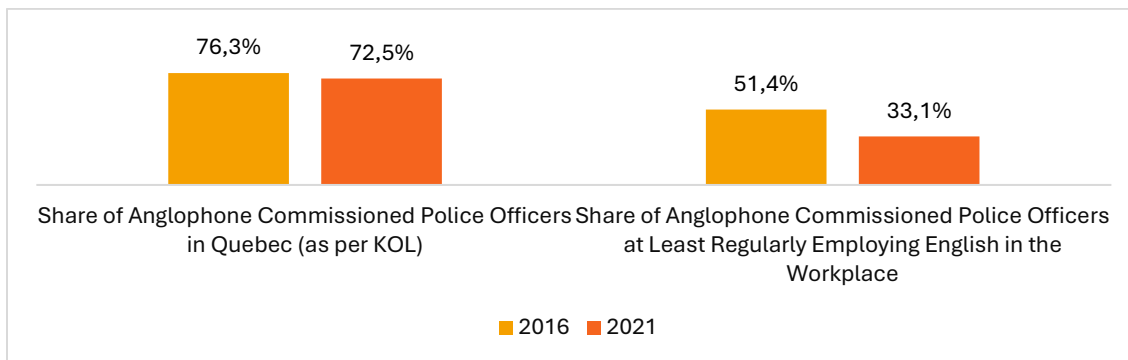


FIGURE 42: REPRESENTATION OF ANGLOPHONE COMMISSIONED POLICE OFFICERS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Commissioned Police Officers

In 2021, 20.0% of Anglophone commissioned police officers were women, 4.8% were immigrants, 6.9% identified as Indigenous, and 3.4% were members of a racialized community/visible minority group. Men are overrepresented in this profession across all age groups.

FIGURE 43: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE COMMISSIONED POLICE OFFICERS (AS PER KOL) IN QUEBEC IN 2021

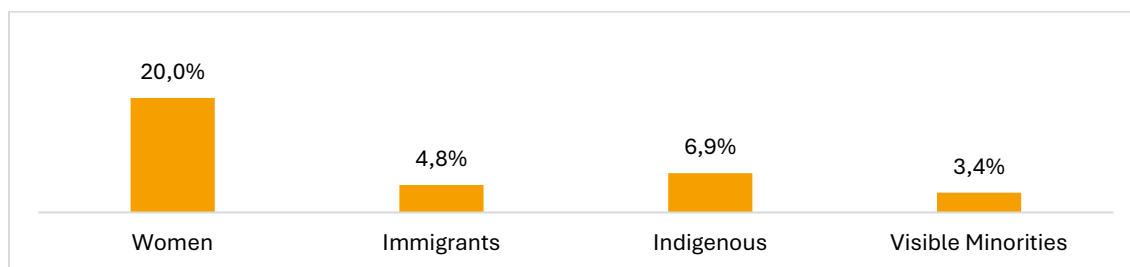
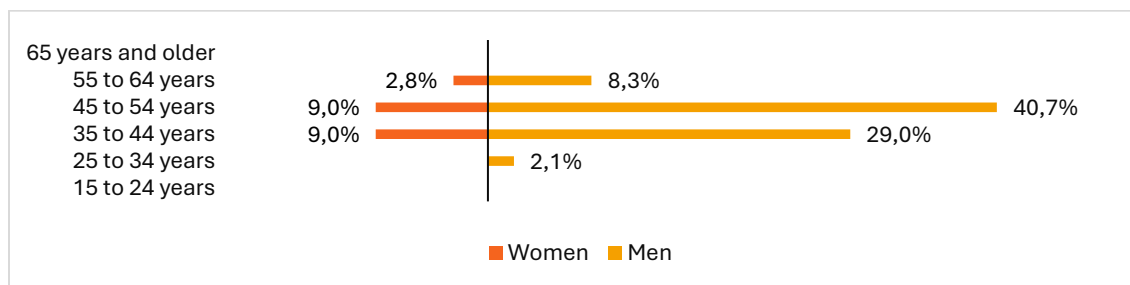


FIGURE 44: GENDER AND AGE OF ANGLOPHONE COMMISSIONED POLICE OFFICERS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Commissioned Police Officers

Anglophone commissioned police officers (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau than Anglophone commissioned police officers overall. In 2021, 56.6% of Anglophone commissioned police officers resided in Montreal, compared to 60.4% of those who use English at least regularly in the workplace. Similarly, 16.7% of commissioned police officers who use English regularly in the workplace resided in Gatineau, compared to 6.9% of Anglophone commissioned police officers overall.

The share of Anglophone commissioned police officers using English at least regularly in the workplace also varies across the province: 80.0% in Gatineau, 35.4% in Montreal and 20.0% in the rest of Quebec.

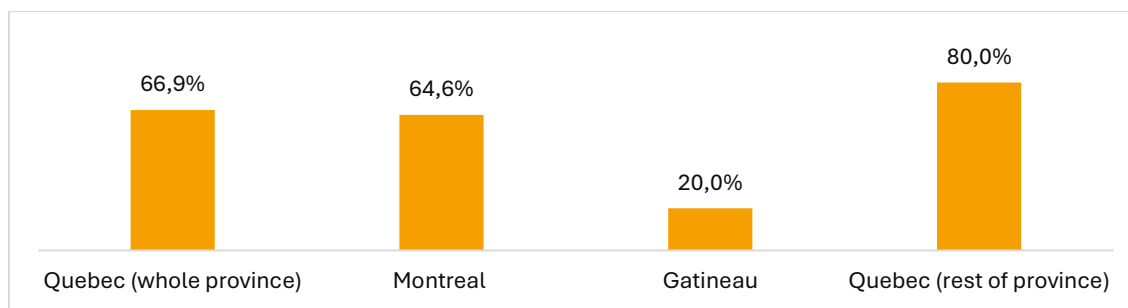
TABLE 11: GEOGRAPHIC DISTRIBUTION OF COMMISSIONED POLICE OFFICERS

Region	Commissioned Police Officers (Total)		Anglophone Commissioned Police Officers (as per KOL)		Anglophone Commissioned Police Officers using English at Least Regularly		Share of Anglophone Commissioned Police Officers using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	1,000	100%	725	100%	240	100%	33.1%
Montreal	505	50.5%	410	56.6%	145	60.4%	35.4%
Gatineau	50	5.0%	50	6.9%	40	16.7%	80.0%
Quebec (rest)	435	43.5%	275	37.9%	55	22.9%	20.0%

Linguistic Potential of Commissioned Police Officers

In 2021, the linguistic potential of Anglophone commissioned police officers in Quebec was 66.9%, indicating that this share of Anglophone professionals (as per KOL) does not use English at least regularly in the workplace, even while they could have the ability to do so.

FIGURE 45: LINGUISTIC POTENTIAL OF COMMISSIONED POLICE OFFICERS IN QUEBEC



Police Officers

Police officers protect the public, detect and prevent crime and perform other activities directed at maintaining law and order. They are employed by municipal and federal governments as well as some provincial and regional governments. This category excludes commissioned police officers.

The number of police officers in Quebec declined from 17,970 in 2016 to 16,435 in 2021. Over the same period, the number of Anglophone police officers (as per KOL) also decreased from 13,095 in 2016 to 12,730 in 2021. Given that the decrease in Anglophone police officers was smaller than the decrease in the overall number of police officers, the share of Anglophone police officers rose from 72.9% to 77.5% over the same period. However, the share of Anglophone police officers using English at least regularly in the workplace declined from 65.8% in 2016 to 51.5% in 2021.

FIGURE 46: POLICE OFFICERS IN QUEBEC

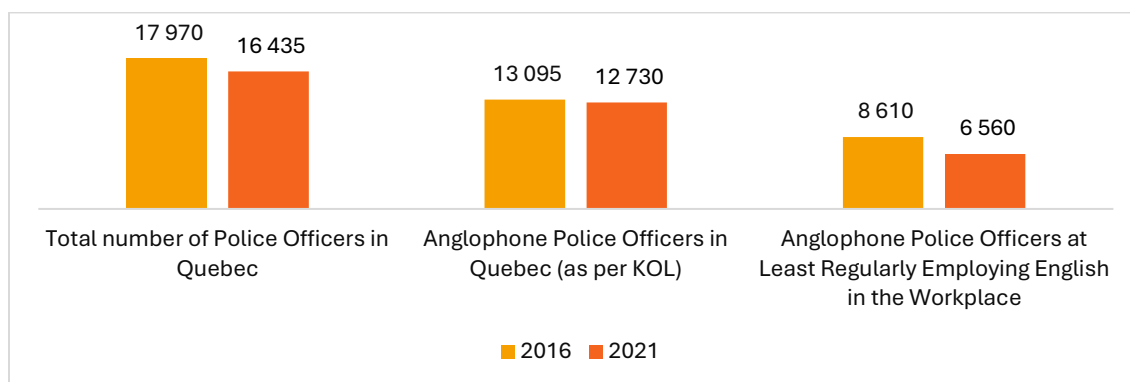
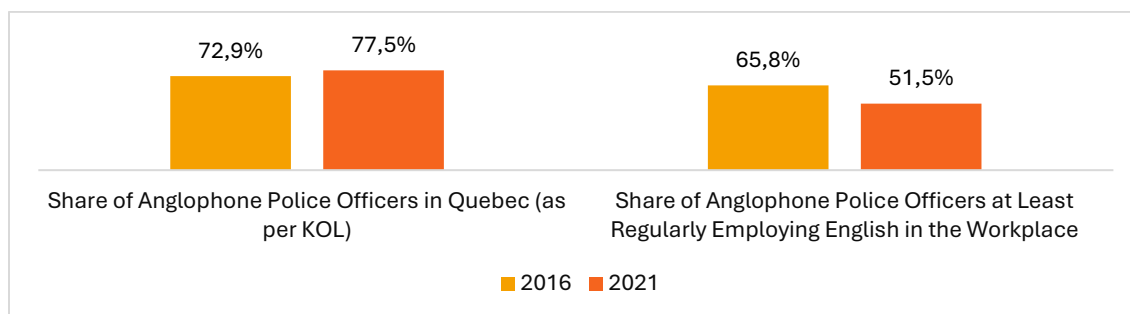


FIGURE 47: REPRESENTATION OF ANGLOPHONE POLICE OFFICERS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Police Officers

In 2021, 26.9% of Anglophone police officers were women, 4.4% were immigrants, 3.6% identified as Indigenous, and 5.1% were members of a racialized community/visible minority

group. Professionals of both genders are concentrated in the 25-to-34, 35-to-44, and 45-to-54-year-old age groups. Men are overrepresented across all age groups.

FIGURE 48: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE POLICE OFFICERS (AS PER KOL) IN QUEBEC IN 2021

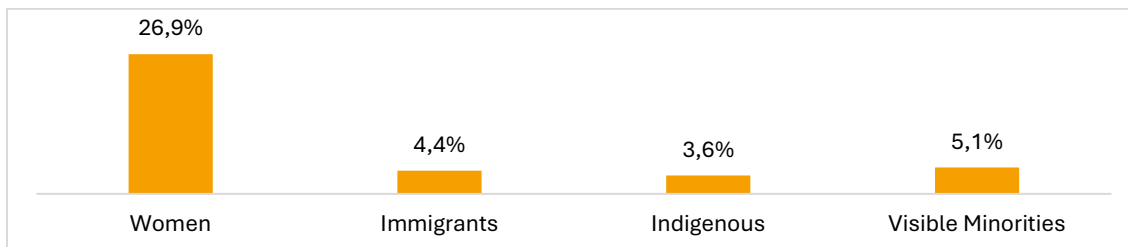
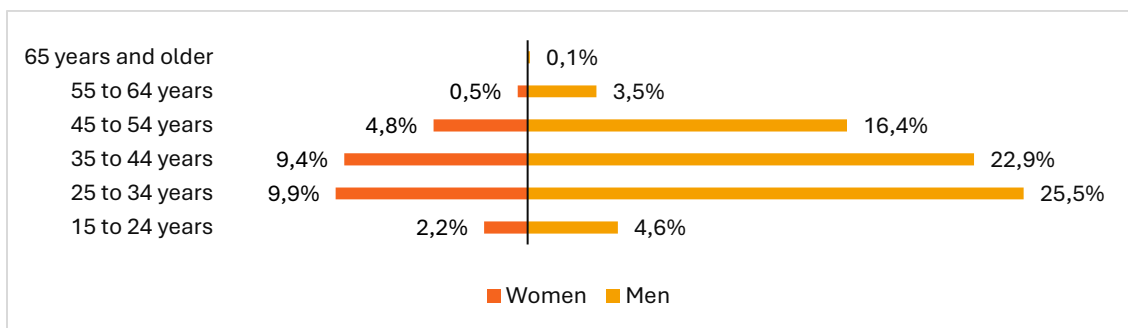


FIGURE 49: GENDER AND AGE OF ANGLOPHONE POLICE OFFICERS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Police Officers

Anglophone police officers (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal and Gatineau than Anglophone police officers overall. In 2021, 56.4% of Anglophone police officers resided in Montreal, compared to 64.1% of those who use English at least regularly in the workplace. Similarly, 11.0% of police officers who use English regularly in the workplace resided in Gatineau, compared to 7.5% of Anglophone police officers overall.

The share of Anglophone police officers using English at least regularly in the workplace also varies across the province: 75.8% in Gatineau, 58.6% in Montreal and 35.6% in the rest of Quebec.

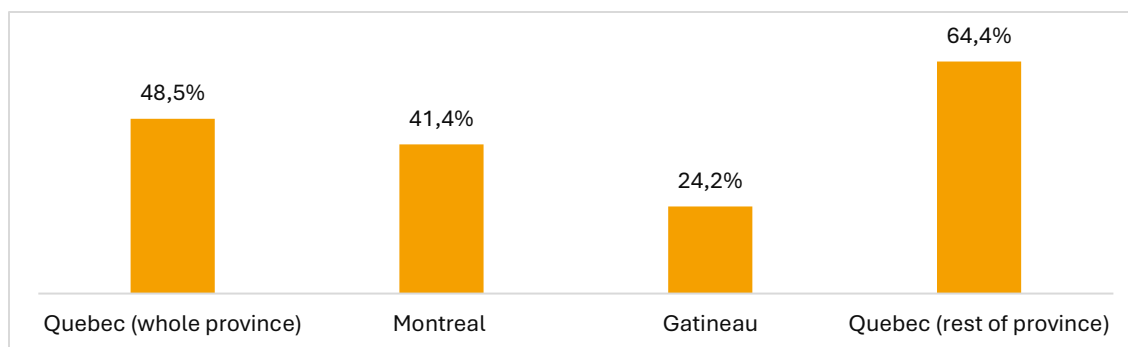
TABLE 12: GEOGRAPHIC DISTRIBUTION OF POLICE OFFICERS

Region	Police Officers (Total)		Anglophone Police Officers (as per KOL)		Anglophone Police Officers using English at Least Regularly		Share of Anglophone Police Officers using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	16,435	100%	12,730	100%	6,560	100%	51.5%
Montreal	8,465	51.5%	7,180	56.4%	4,205	64.1%	58.6%
Gatineau	1,010	6.1%	950	7.5%	720	11.0%	75.8%
Quebec (rest)	6,955	42.3%	4,595	36.1%	1,635	24.9%	35.6%

Linguistic Potential of Police Officers

In 2021, the linguistic potential of Anglophone police officers in Quebec was 48.5%, indicating that this share of Anglophone police officers (as per KOL) does not use English at least regularly at work, even while they could have the ability to do so. The linguistic potential increases to 64.4% once Montreal and Gatineau are excluded.

FIGURE 50: LINGUISTIC POTENTIAL OF POLICE OFFICERS IN QUEBEC



Correctional Service Officers

Correctional service officers are responsible for guarding offenders and detainees and maintaining order in correctional institutions and detention facilities. They are employed by federal, provincial and municipal governments. Correctional service officers who are supervisors are also included in this group.

The number of correctional service officers increased from 4,500 in 2016 to 4,705 in 2021. The number of Anglophone correctional service officers (as per KOL) also rose over the same period, from 2,570 in 2016 to 2,780 in 2021. The share of Anglophone correctional service officers increased from 57.1% in 2016 to 59.1% in 2021. However, the share of Anglophone correctional service officers who use English at least regularly in the workplace declined from 73.3% in 2016 to 48.6% in 2021.

FIGURE 51: CORRECTIONAL SERVICE OFFICERS IN QUEBEC

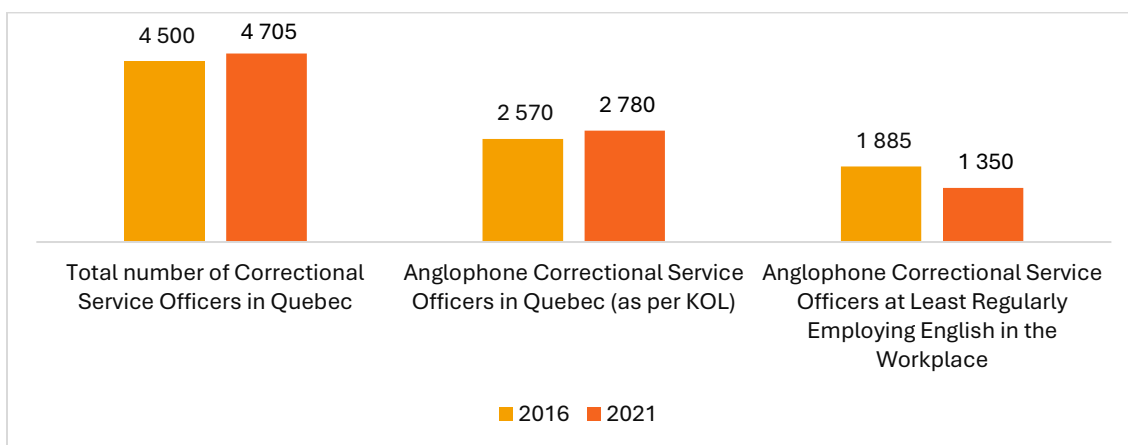
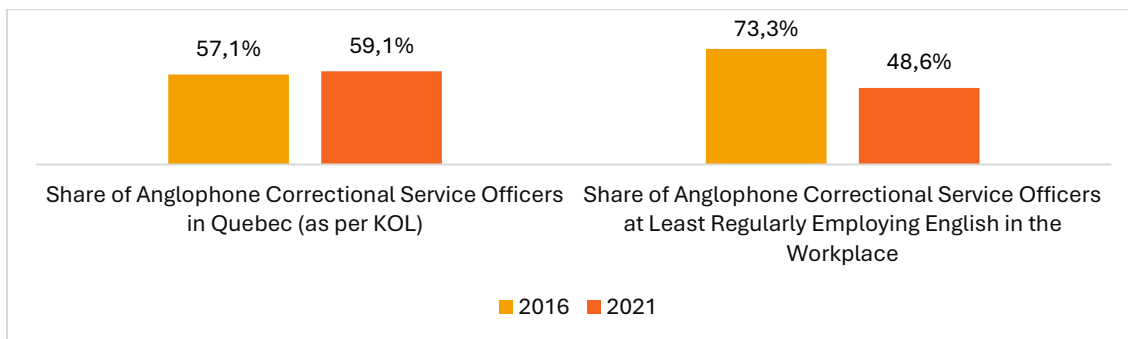


FIGURE 52: REPRESENTATION OF ANGLOPHONE CORRECTIONAL SERVICE OFFICERS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Correctional Service Officers

In 2021, 32.9% of Anglophone correctional service officers were women, 11.5% were immigrants, 5.4% identified as Indigenous, and 10.8% were members of a racialized community/visible minority group. With respect to age, the workforce is concentrated in the 25-to-34, 35-to-44 and 45-to-54 age groups.

FIGURE 53: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE CORRECTIONAL SERVICE OFFICERS (AS PER KOL) IN QUEBEC IN 2021

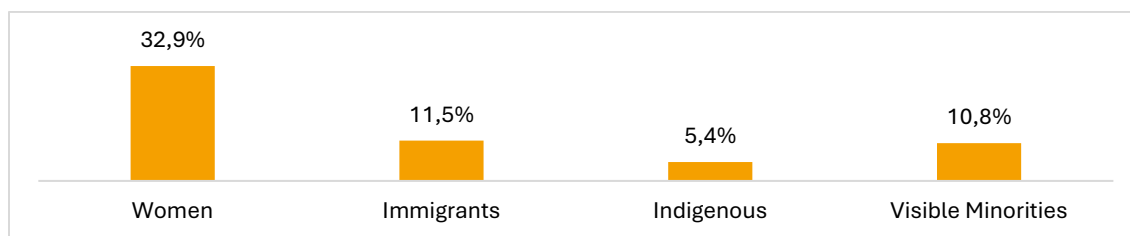
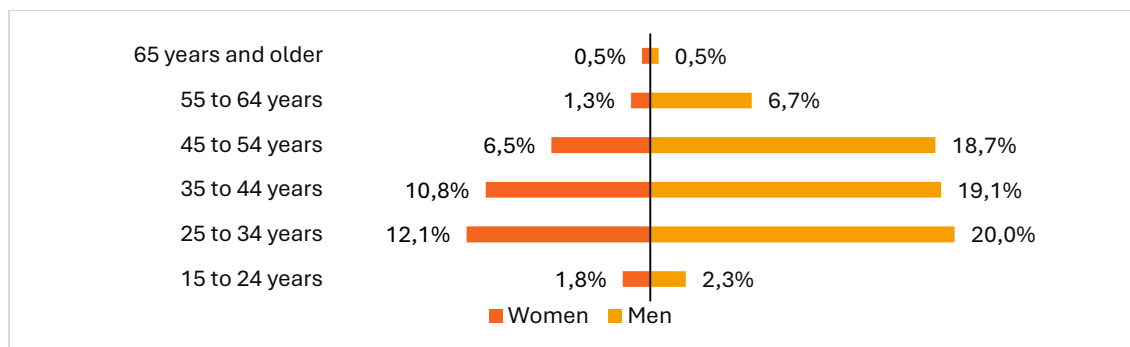


FIGURE 54: GENDER AND AGE OF ANGLOPHONE CORRECTIONAL SERVICE OFFICERS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Correctional Service Officers

The concentration of professionals who use English at least regularly in the workplace is less pronounced in this profession. In 2021, 50.4% of Anglophone correctional service officers (as per KOL) in Quebec resided outside Montreal and Gatineau, as did 47.4% of those who used English at least regularly at work.

The share of Anglophone correctional service officers who use English at least regularly in the workplace nevertheless varies across the province, reaching 64.7% in Gatineau, compared to similar levels in Montreal (49.8%) and the rest of Quebec (45.7%).

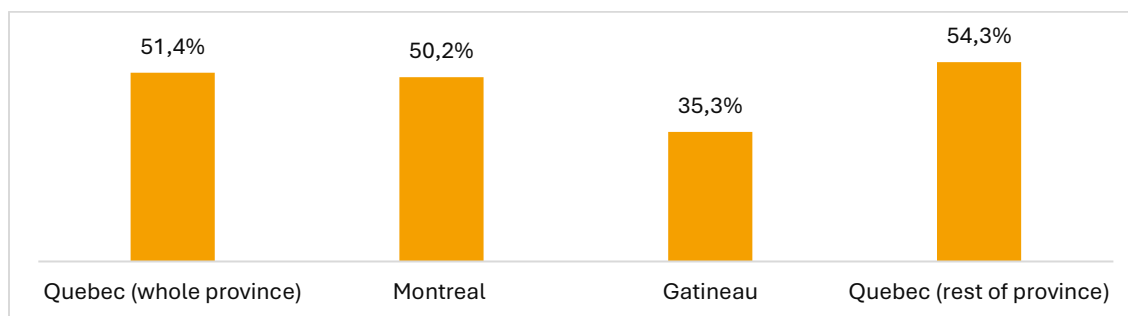
TABLE 13: GEOGRAPHIC DISTRIBUTION OF CORRECTIONAL SERVICE OFFICERS

Region	Correctional Service Officers (Total)		Anglophone Correctional Service Officers (as per KOL)		Anglophone Correctional Service Officers using English at Least Regularly		Share of Anglophone Correctional Service Officers using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	4,705	100%	2,780	100%	1,350	100%	48.6%
Montreal	1,865	39.6%	1,205	43.3%	600	44.4%	49.8%
Gatineau	205	4.4%	170	6.1%	110	8.1%	64.7%
Quebec (rest)	2,635	56.0%	1,400	50.4%	640	47.4%	45.7%

Linguistic Potential of Correctional Service Officers

In 2021, the linguistic potential of Anglophone correctional service officers in Quebec was 51.4%, indicating that this share of Anglophone correctional service officers (as per KOL) does not use English at least regularly at work, even while they may have the ability to do so. The linguistic potential of this professional group is lowest in Gatineau (35.3%).

FIGURE 55: LINGUISTIC POTENTIAL OF CORRECTIONAL SERVICE OFFICERS IN QUEBEC



Probation and Parole Officers and Related Occupations

Probation officers monitor the conduct and behaviour of individuals serving probation terms. Parole officers oversee the reintegration of criminal offenders who are serving the remainder of their sentences while conditionally released into the community on parole. Classification officers assess inmates and develop rehabilitation programs for individuals incarcerated in correctional facilities. These professionals are employed by federal and provincial governments and work both in the community and in correctional facilities.

Between 2016 and 2021, the total number of probation and parole officers in Quebec increased from 970 to 1,170. The number of Anglophone probation and parole officers (as per KOL) also increased over the same period, from 660 in 2016 to 845 in 2021. The share of Anglophone probation and parole officers increased from 68.0% in 2016 to 72.2% in 2021. However, the proportion of Anglophone probation and parole officers who use English at least regularly in the workplace declined from 66.7% in 2016 to 48.5% in 2021.

FIGURE 56: PROBATION AND PAROLE OFFICERS IN QUEBEC

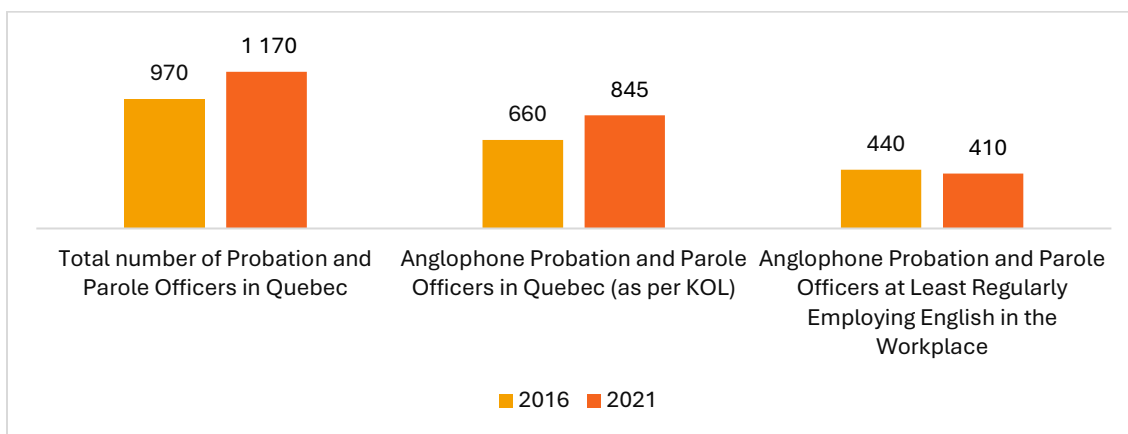
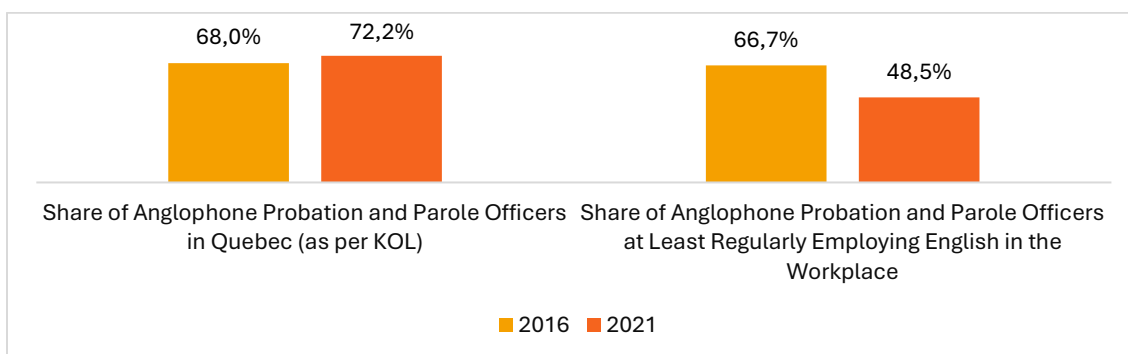


FIGURE 57: REPRESENTATION OF ANGLOPHONE PROBATION AND PAROLE OFFICERS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone Probation and Parole Officers

In 2021, 78.1% of Anglophone probation and parole officers were women, 7.1% were immigrants, 8.3% identified as Indigenous, and 11.2% were members of a racialized community/visible minority group. Women are overrepresented in this profession, particularly in the 25-to-34 and 35-to-44-year age groups.

FIGURE 58: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE PROBATION AND PAROLE OFFICERS (AS PER KOL) IN QUEBEC IN 2021

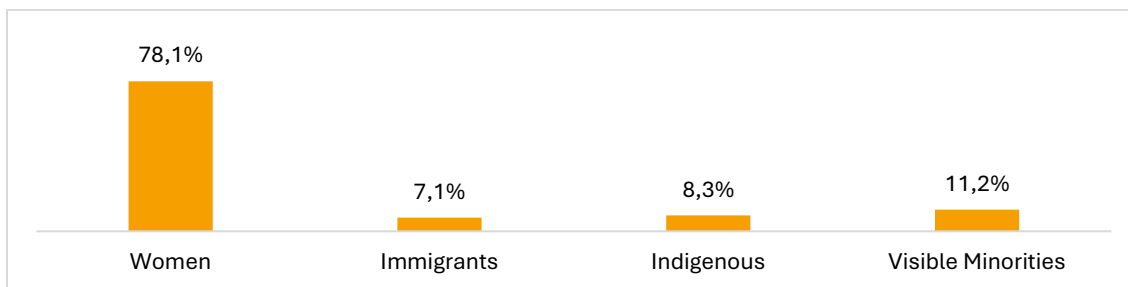
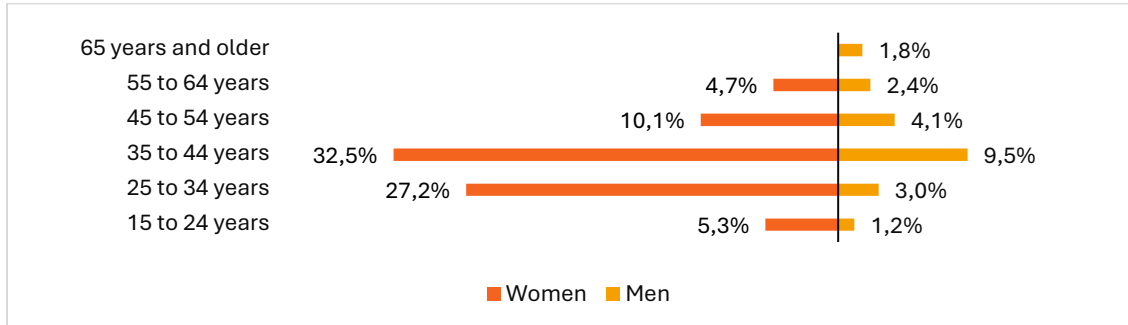


FIGURE 59: GENDER AND AGE OF ANGLOPHONE PROBATION AND PAROLE OFFICERS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of Probation and Parole Officers

Anglophone probation and parole officers (as per KOL) who use English at least regularly in the workplace are more concentrated in Montreal compared to Anglophone probation and parole officers overall. In 2021, 52.1% of Anglophone probation and parole officers were located in Montreal, compared to 59.8% of those who use English at least regularly in the workplace. An opposite pattern is observed in Gatineau, where 3.7% of probation and parole officers who use English regularly in the workplace resided in the region, compared to Gatineau's share of all Anglophone probation and parole officers (5.9%).

The share of Anglophone probation and parole officers using English at least regularly in the workplace also varies across the province: 30.0% in Gatineau, 55.7% in Montreal and 36.6% in the rest of Quebec.

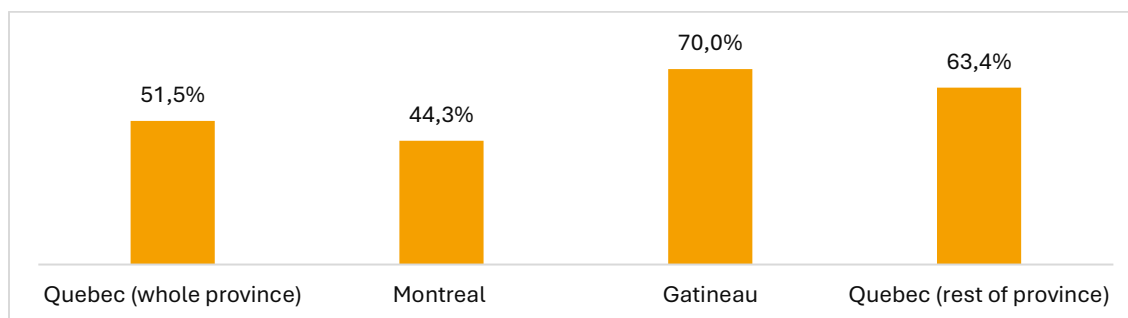
TABLE 14: GEOGRAPHIC DISTRIBUTION OF PROBATION AND PAROLE OFFICERS

Region	Probation and Parole Officers (Total)		Anglophone Probation and Parole Officers (as per KOL)		Anglophone Probation and Parole Officers using English at Least Regularly		Share of Anglophone Probation and Parole Officers using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	1,170	100%	845	100%	410	100%	48.5%
Montreal	525	44.9%	440	52.1%	245	59.8%	55.7%
Gatineau	60	5.1%	50	5.9%	15	3.7%	30.0%
Quebec (rest)	590	50.4%	355	42.0%	130	31.7%	36.6%

Linguistic Potential of Probation and Parole Officers

In 2021, the linguistic potential of Anglophone probation and parole officers in Quebec was 51.5%, which indicates that this share of officers do not use English at least regularly in the workplace, even while they may have the ability to do so. At 70.0%, the linguistic potential of probation and parole officers is highest in Gatineau.

FIGURE 60: LINGUISTIC POTENTIAL OF PROBATION AND PAROLE OFFICERS IN QUEBEC



By-Law Enforcement and Other Regulatory Officers

By-law enforcement and other regulatory officers are employed by provincial and municipal governments and agencies. These professionals enforce by-laws and regulations of provincial and municipal governments.

The number of by-law enforcement officers declined from 2,165 in 2016 to 2,095 in 2021. Since the number of Anglophone by-law enforcement officers (as per KOL) remained roughly even during the same period, their share of all officers increased from 65.1% in 2016 to 67.1% in 2021.

On the other hand, the share of Anglophone by-law enforcement officers who use English at least regularly in the workplace declined from 59.9% in 2016 to 44.5% in 2021.

FIGURE 61: BY-LAW ENFORCEMENT OFFICERS IN QUEBEC

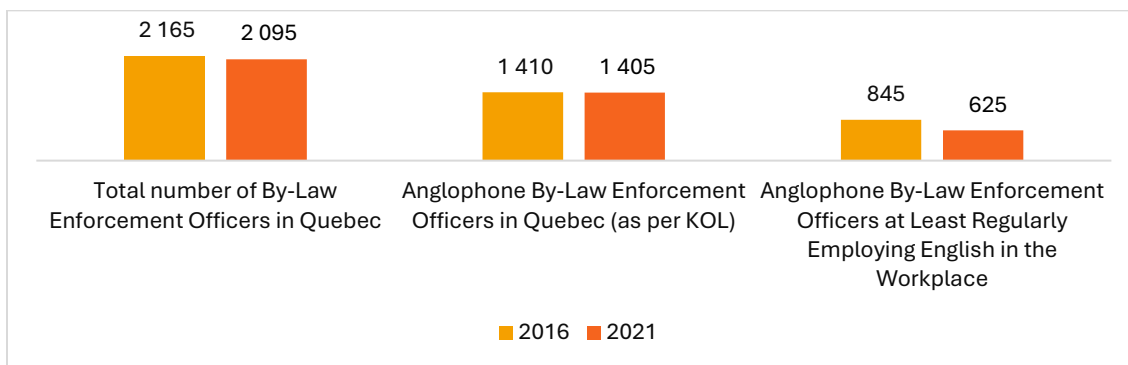
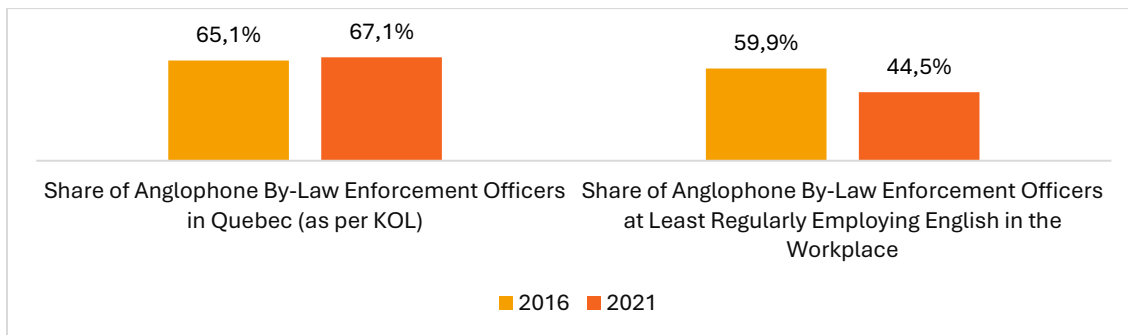


FIGURE 62: REPRESENTATION OF ANGLOPHONE BY-LAW ENFORCEMENT OFFICERS (AS PER KOL) IN QUEBEC



Demographic Characteristics of Anglophone By-Law Enforcement Officers

In 2021, 34.9% of Anglophone by-law enforcement officers were women, 19.2% were immigrants, 2.1% identified as Indigenous, and 16.4% identified as members of a racialized community/visible minority group. Men are overrepresented across all age groups.

FIGURE 63: DEMOGRAPHIC CHARACTERISTICS OF ANGLOPHONE BY-LAW ENFORCEMENT OFFICERS (AS PER KOL) IN QUEBEC IN 2021

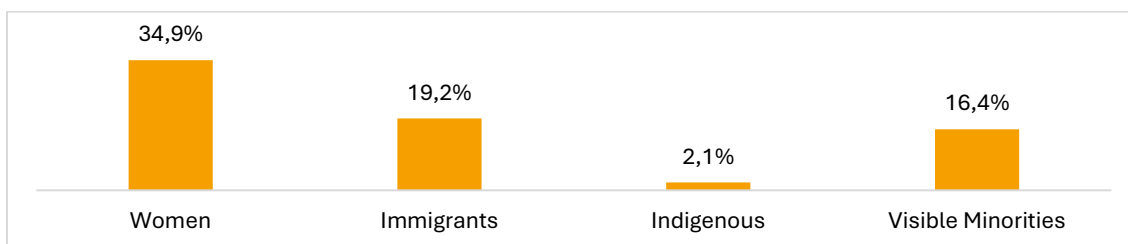
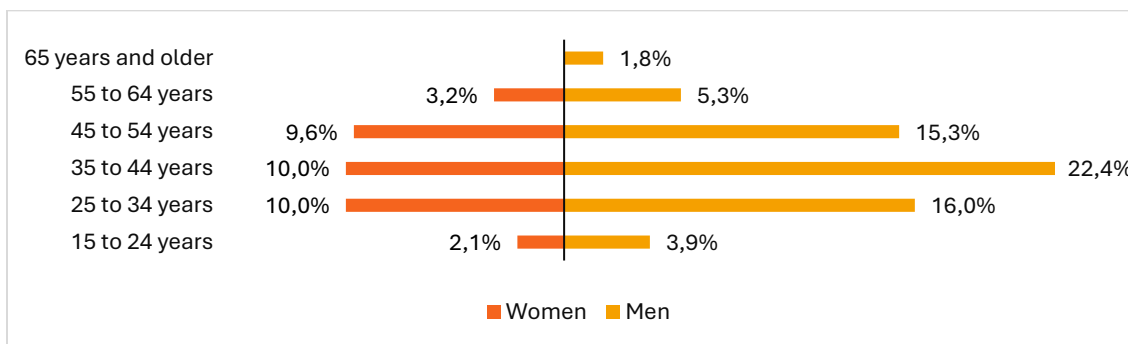


FIGURE 64: GENDER AND AGE OF ANGLOPHONE BY-LAW ENFORCEMENT OFFICERS (AS PER KOL) IN QUEBEC IN 2021



Geographic Distribution of By-Law Enforcement Officers

Anglophone by-law enforcement officers (as per KOL) who use English at least regularly in the workplace are more heavily concentrated in Montreal and Gatineau. In 2021, Montreal accounted for 67.2% of Anglophone by-law enforcement officers who used English at least regularly in the workplace, compared with 60.1% of all Anglophone by-law enforcement officers (as per KOL). A similar pattern is observed in Gatineau, where 8.8% of by-law enforcement officers who used English at least regularly at work resided, compared to 7.1% of Anglophone by-law officers overall.

The share of Anglophone by-law enforcement officers using English at least regularly in the workplace also varies across the province: 55.0% in Gatineau, 49.7% in Montreal and 27.7% in the rest of Quebec.

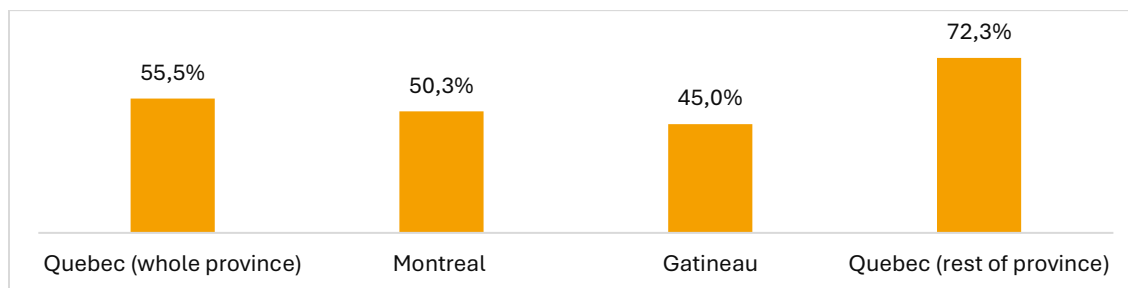
TABLE 15: GEOGRAPHIC DISTRIBUTION OF BY-LAW ENFORCEMENT OFFICERS

Region	By-Law Enforcement Officers (Total)		Anglophone By-Law Enforcement Officers (as per KOL)		Anglophone By-Law Enforcement Officers using English at Least Regularly		Share of Anglophone By-Law Enforcement Officers using English at Least Regularly
	Number (A)	%	Number (B)	%	Number (C)	%	(D=C/B)
Quebec (whole)	2,095	100%	1,405	100%	625	100%	44.5%
Montreal	1,065	50.8%	845	60.1%	420	67.2%	49.7%
Gatineau	110	5.3%	100	7.1%	55	8.8%	55.0%
Quebec (rest)	925	44.2%	470	33.5%	130	20.8%	27.7%

Linguistic Potential of By-Law Enforcement Officers

In 2021, the linguistic potential of Anglophone by-law enforcement officers in Quebec was 55.5%, indicating that this share of Anglophone professionals (as per KOL) does not use English at least regularly in the workplace, even while they could have the ability to do so.

FIGURE 65: LINGUISTIC POTENTIAL OF BY-LAW ENFORCEMENT OFFICERS IN QUEBEC



Summary of Key Findings

The total number of Anglophone legal professionals in Quebec increased from approximately 50,000 in 2016 to 51,660 in 2021. Despite this growth, the share of Anglophone legal professionals who use English at least regularly in the workplace declined from 68.7% in 2016 to 55.6% in 2021. This trend, where the share of professionals using English at least regularly in the workplace decreased, is observed in each one of the 13 professions analyzed. This trend differs from findings in other studies covering all occupations, which have noted an increase in the number of workers using English most often at work.⁷ However, the results are not directly comparable. The analysis in this report focuses on legal professions and measures the use of English at least regularly at work, whereas other studies examine English used most often at work across all occupations. In addition, methodological changes to the 2021 Census language-at-work questions, particularly the change in question order, may have affected reporting patterns and should be considered when interpreting the observed decline.

In general, Anglophone legal professionals who actively use English in their jobs are more heavily clustered in Montreal and Gatineau than Anglophone legal professionals overall. The share of Anglophone legal professionals using English at least regularly in the workplace varies across the province: 77.0% in Gatineau, 63.8% in Montreal and 34.4% in the rest of Quebec. Linguistic potential is therefore generally higher outside Montreal and Gatineau, suggesting a large pool of professionals who may be able to work in English but do not do so regularly.

The workforce shows strong gender segmentation, with legal support roles (legal administrative assistants, paralegals, court reporters, court clerks and court officers) predominantly filled by women and enforcement-related occupations dominated by men, except for probation and parole officers where the majority are also women. Among lawyers and judges, there is a more even distribution of men and women, with a larger share of young women observed among lawyers.

Succession planning is a priority in several professions given the share of Anglophone individuals aged 55 or older, such as 56.5% of judges, 34.0% of court reporters and medical transcriptionists, 27.3% of legal administrative assistants, 24.8% of sheriffs and bailiffs and 26.5% of court clerks. Levels of demographic diversity vary by profession, with some legal support and correctional roles showing higher representation of immigrants, Indigenous peoples, and racialized communities.

⁷ Auclair, N., Frigon, C. & St-Amant, G. (2023). *Key facts on the English language in Quebec in 2021*. Statistics Canada. <https://www150.statcan.gc.ca/n1/en/catalogue/89-657-X2023016>.