

Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report (LAR) 2020

The Law Society of Ontario collects self-identification data through the Lawyer Annual Report Filing. This snapshot is based on data collected from the 2020 Annual Report and reveals the changes in the profession over time and in comparison to the Ontario population.

Comparisons to the Ontario population are based on the most recently available, 2016 Canadian Census. An update using the 2021 Census will be possible in 2023.

Contents

Table 1: **Indigenous and Racialized Lawyers** | 3

Table 2: **Year of Call by Indigeneity and Racialization** | 5

Table 3: **Age by Indigeneity and Racialization** | 7

Table 4: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French, and Disability by Age** | 8

Table 5: **Status, Size of Law Firm, and Region by Indigeneity and Racialization** | 10

Table 6: **Status by Gender by Age, and Size of Law Firm and Region by Gender** | 14

Table 7: **Status, Size of Law Firm, and Region by Francophone Identity and Ability to Practise in French** | 15

Table 8: **Status, Size of Law Firm, and Region by Disability** | 17

Table 9: **Status, Size of Law Firm, and Region by Sexual Orientation** | 18

Table 10: **Area of Practice by Indigeneity and Racialization and by Gender** | 19

RESPONSE RATE BY QUESTION, 2020

Response Rate in Percent

Question*	Lawyers
Indigenous	92.0
Racialization	79.5
Sexual Orientation	79.3
Identify as Francophone	90.4
Able to Practise in French	91.5
Have a Disability	83.4
Total Number	49,206

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

TABULATIONS

The tabulations include lawyers who in 2020 were:

- sole practitioners
- law firm partners, associates, and employees
- lawyers working in legal clinics, in-house, or in government
- lawyers in education (who may or may not practise)
- lawyers in “other employment” (*“who work but do not practise law or provide legal services, including lawyers employed in education, in government, or in a corporate position where they do not practise law or provide legal services”*)
- lawyers under the age of 70 who are “retired or not working” (*“who do not engage in any remunerative work and do not engage in the practice of law or provision of legal services”*)
- new licensees

They exclude:

- lawyers whose practice is outside of Ontario
- “legal advisors”
- honorary licensees
- lawyers whose licence is suspended
- lawyers whose fee is “excused” on grounds of disability
- lawyers whose licence is in abeyance when serving on a court or board
- lawyers 70 and older who are “retired or not working”

For an explanation of these categories, see <https://www.iso.ca/lawyers/about-your-licence/annual-reports-fees-and-insurance/fee-categories>

These tabulations are based on responses to the equity survey in licensees’ annual reports. While gender is taken from Law Society of Ontario records, licensees were allowed to decline to answer the questions about Indigeneity, racialization, sexual orientation, Francophone identity, the ability to counsel and represent in French, and disability.

Table 1: **Indigenous and Racialized Lawyers** for Ontario, 2020, compared to the 2016 Ontario Population

Group	Lawyers			2016 Ontario Population		
				Everyone	Persons in the Labour Force, Age 25-69	University Graduates in the Labour Force, Age 25-69
	number	percent	percent Women	percent		
Indigenous						
First Nations	387	0.90	58.4	1.84	1.40	0.54
Inuk	9	0.02	*	0.03	0.02	0.01
Métis	215	0.50	56.3	0.94	0.89	0.49
Other and Multiple Indigenous				0.10	0.07	0.04
Total Indigenous	611	1.42	57.8	2.91	2.38	1.08
Racialized						
Arab	505	1.3	53.5	1.56	1.12	1.89
Black	1,477	3.8	61.9	4.20	4.00	2.91
Chinese	1,699	4.3	59.0	5.41	5.44	9.05
Filipino	150	0.4	58.0	2.24	2.75	3.43
Japanese	67	0.2	49.3	0.14	0.15	0.25
Korean	417	1.1	59.2	0.60	0.60	1.04
Latino	276	0.7	55.8	1.42	1.59	1.29
South Asian	3,277	8.4	51.9	8.50	8.35	13.21
Southeast Asian	179	0.5	60.9	0.90	0.89	0.66
West Asian	584	1.5	60.1	1.10	1.03	1.61
Other Visible Minority	426	1.1	58.9	0.71	0.70	0.45
More than one Racialized Group				0.74	0.54	0.66
Racialized and White	742	1.9	60.6	1.76	0.79	1.16
Total Racialized	9,799	25.1	56.8	29.28	27.95	37.61
White	28,725	73.5	47.4	67.82	69.65	61.32
Not Indigenous, Declined Racialization Question	3,914		40.6			
Declined Indigenous and Racialization Questions	6,157		29.6			
Total		100.0	46.6	100.00	100.00	100.00
Number	49,206			12,998,640	5,810,371	1,962,679

Sources: 2020 Lawyer Annual Report and 2016 Canadian Census Public-Use Master File

* too few in total for a meaningful estimate

Table 1: **Indigenous and Racialized Lawyers** for Ontario, 2020, compared to the 2016 Ontario Population

In the equity survey, 6,157 out of the 49,206 licensees did not answer the questions about Indigeneity and racialization, and another 3,914 answered the Indigeneity question but not the one about racialization. The figures for the distribution of groups in Table 1, which exclude non-response, are therefore biased if the characteristics of non-respondents are not the same as licensees who do answer. Short of making response mandatory, statistical models can be used to predict the answers of the non-respondents. A disadvantage is that these models require assumptions and there is no one way to predict the answers of non-respondents. Analysis of the responses licensees who did not respond in one year's annual report but did so in another year demonstrates that some non-respondents are Indigenous or racialized.

Comparisons to the Ontario population are based on the most recently available 2016 Canadian Census. An update using the 2021 Census will be possible in 2023.

1. 1.42% of lawyers are Indigenous, compared to 2.91% of the 2016 Ontario population, 2.38% of the labour force age 25-69 and 1.08% of university graduates in the labour force age 25-69.
2. Racialized Ontarians, following Statistics Canada practice of excluding Indigenous persons, account for 25.1% of lawyers, compared to 29.3% of the 2016 Ontario population, 28.0% of the labour force age 25-69 and 37.6% of university graduates in the labour force age 25-69. The totals include 1.1% of lawyers who identify with two or more racialized groups or with a racialized group not listed on the survey form (such as non-Canadian Indigenous people) and 1.9% who identify as racialized *and* white.
3. 73.5% of Ontario lawyers are white, compared to 67.8% of the 2016 Ontario population, 69.7% of the Ontario labour force age 25-69 and 61.3% of Ontario university graduates in the labour force age 25-69.
4. 56.3% of Indigenous lawyers are women, along with 56.8% of racialized lawyers, compared to 47.4% of white lawyers. Table 3 shows that this is partly because non-white lawyers are younger, on average.
5. Black lawyers account for 3.8% of all licensees, compared to 4.2% of the 2016 Ontario population, 4.0% of the Ontario labour force age 25-69 and 2.9% of university graduates in the labour force age 25-69. All the other racialized groups have a smaller percentage of lawyers than their representation among Ontario university graduates in the labour force age 25-69, but the groups vary dramatically. 9.1% of Ontario university graduates in the labour force age 25-69 identify as Chinese, compared to 4.3% of lawyers; for Latinos the comparable figures are 1.3% and 0.7%; and for Filipinos 3.4% and just 0.4%. By a wide margin, Filipinos have the fewest lawyers relative to population. After that, the Arab, Chinese, Latino and South Asian groups are the most under-represented groups, with about 40% to 50% as many lawyers as their percentage of employed university graduates.

Table 2a: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2020, numbers

Year Since Call	0	1	2-4	5-9	10-14	15-19	20-24	25-29	30-39	40+	
Year of Call	2020	2019	2016-2018	2011-2015	2006-2010	2001-2005	1996-2000	1991-1995	1981-1990	Before 1981	Total
	number										
Indigenous											
First Nations and Inuk	25	26	55	67	49	70	52	28	20	4	396
Métis	18	11	40	47	31	26	16	16	8	2	215
Total Indigenous	43	37	95	114	80	96	68	44	28	6	611
Racialized											
Arab	46	67	106	97	72	63	24	10	17	3	505
Black	122	107	265	308	229	224	116	74	28	4	1,477
Chinese	141	139	317	385	240	186	122	82	71	16	1,699
Filipino	12	9	29	34	29	17	9	6	5	0	150
Japanese	1	0	0	3	12	10	17	10	8	6	67
Korean	28	30	83	85	69	56	39	19	8	0	417
Latino	29	23	64	81	34	26	12	4	3	0	276
South Asian	362	275	691	800	464	371	193	80	34	7	3,277
Southeast Asian	13	9	37	49	30	23	9	4	4	1	179
West Asian	58	53	133	189	77	43	21	7	3	0	584
More than one Racialized Group	42	37	67	110	71	47	32	11	9	0	426
Racialized and White	53	62	162	183	103	83	48	28	16	4	742
Total Racialized	907	811	1,954	2,324	1,430	1,149	642	335	206	41	9,799
White	1,151	1,175	3,143	4,468	3,557	3,664	2,730	2,530	4,138	2,169	28,725
Not Indigenous, Declined Racialization Question	174	160	435	627	428	527	363	371	566	263	3,914
Declined Indigenous and Racialization Questions	176	165	606	966	782	787	664	610	935	466	6,157
Total	2,451	2,348	6,233	8,499	6,277	6,223	4,467	3,890	5,873	2,945	49,206

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 2b: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2020, percentages

Year Since Call	0	1	2-4	5-9	10-14	15-19	20-24	25-29	30-39	40+	
Year of Call	2020	2019	2016-2018	2011-2015	2006-2010	2001-2005	1996-2000	1991-1995	1981-1990	Before 1981	Total
	percent, excluding missing										
Indigenous											
First Nations and Inuk	1.2	1.3	1.1	1.0	1.0	1.4	1.5	1.0	0.5	0.2	1.0
Métis	0.9	0.5	0.8	0.7	0.6	0.5	0.5	0.6	0.2	0.1	0.5
Total Indigenous	2.0	1.8	1.8	1.7	1.6	2.0	2.0	1.5	0.6	0.3	1.6
Racialized											
Arab	2.2	3.3	2.0	1.4	1.4	1.3	0.7	0.3	0.4	0.1	1.3
Black	5.8	5.3	5.1	4.5	4.5	4.6	3.4	2.5	0.6	0.2	3.8
Chinese	6.7	6.9	6.1	5.6	4.7	3.8	3.5	2.8	1.6	0.7	4.3
Filipino	0.6	0.4	0.6	0.5	0.6	0.3	0.3	0.2	0.1	0.0	0.4
Japanese	0.0	0.0	0.0	0.0	0.2	0.2	0.5	0.3	0.2	0.3	0.2
Korean	1.3	1.5	1.6	1.2	1.4	1.1	1.1	0.7	0.2	0.0	1.1
Latino	1.4	1.1	1.2	1.2	0.7	0.5	0.3	0.1	0.1	0.0	0.7
South Asian	17.2	13.6	13.3	11.6	9.2	7.6	5.6	2.8	0.8	0.3	8.4
Southeast Asian	0.6	0.4	0.7	0.7	0.6	0.5	0.3	0.1	0.1	0.0	0.5
West Asian	2.8	2.6	2.6	2.7	1.5	0.9	0.6	0.2	0.1	0.0	1.5
More than one Racialized Group	2.0	1.8	1.3	1.6	1.4	1.0	0.9	0.4	0.2	0.0	1.1
Racialized and White	2.5	3.1	3.1	2.6	2.0	1.7	1.4	1.0	0.4	0.2	1.9
Total Racialized	43.2	40.1	37.6	33.7	28.2	23.4	18.7	11.5	4.7	1.9	25.0
White	54.8	58.1	60.5	64.7	70.2	74.6	79.4	87.0	94.6	97.9	73.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Tables 2 and 3 for Year of Call and Age by Indigeneity and Racialization

Seeming inconsistencies between Tables 2 and 3, respectively based on year of call and age, result from group differences in age at call, age-related withdrawal from the profession and age at retirement. The figures for year of call allow finely detailed study of new lawyers, but not too much emphasis should be placed on comparisons between single years.

Table 1 gives the number of Inuk lawyers, but due to their small number it is inappropriate to report their years of call and ages in detail. Instead, Inuk lawyers are combined with First Nations lawyers in Tables 2 and 3.

Table 2: **Year of Call by Indigeneity and Racialization** for Ontario Lawyers, 2020

1. Just 0.3% of lawyers called before 1981 were Indigenous, rising to 2.0% for years of call 1996-2000. After steady gains between 1981 and 2000, however, the proportion of Indigenous lawyers, roughly 2.0% of all licensees called in 2020, has not increased.
2. The proportion of racialized lawyers reached its highest-ever figure of 43.2% for the 2020 year of call, up from 40.1% for lawyers called in 2019, 37.6% for 2016-18, 33.7% for 2011-2015 and 28.2% for 2006-2010. There has been remarkable, uninterrupted growth, from a base of just 1.9% racialized licensees called before 1981.
3. The representation of the Arab, Black, Chinese, South Asian groups increased substantially in recent years, reaching 2.2%, 5.8%, 6.7%, and 17.2% in 2020, respectively. This partly reflects the changing numbers of young people potentially able to attend university and then law school.

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2020

Group	Under 35	35-44	45-54	55-64	65 or more	Under 35	35-44	45-54	55-64	65 or more
	number					percent, excluding missing				
Indigenous										
First Nations and Inuk	90	107	111	71	17	0.9	1.0	1.3	1.1	0.5
Métis	64	69	49	22	11	0.6	0.6	0.6	0.3	0.3
Total Indigenous	154	176	160	93	28	1.5	1.6	1.9	1.5	0.8
Racialized										
Arab	233	165	71	31	5	2.3	1.5	0.9	0.5	0.1
Black	352	506	394	187	38	3.5	4.7	4.8	2.9	1.0
Chinese	667	538	302	142	50	6.6	5.0	3.6	2.2	1.3
Filipino	27	59	43	15	6	0.3	0.6	0.5	0.2	0.2
Japanese	3	11	28	16	9	0.0	0.1	0.3	0.3	0.2
Korean	147	141	99	28	2	1.5	1.3	1.2	0.4	0.1
Latino	87	118	58	10	3	0.9	1.1	0.7	0.2	0.1
South Asian	1,270	1,066	661	216	64	12.6	9.9	8.0	3.4	1.7
Southeast Asian	64	65	30	15	5	0.6	0.6	0.4	0.2	0.1
West Asian	251	251	58	22	2	2.5	2.3	0.7	0.3	0.1
More than one Racialized Group	148	162	87	25	4	1.5	1.5	1.1	0.4	0.1
Racialized and White	293	265	127	53	4	2.9	2.5	1.5	0.8	0.1
Total Racialized	3,542	3,347	1,958	760	192	35.2	31.2	23.6	12.0	5.2
White	6,370	7,204	6,162	5,498	3,491	63.3	67.2	74.4	86.6	94.1
Not Indigenous, Declined Racialization Question	798	1,012	857	794	453					
Declined Indigenous and Racialization Questions	1,063	1,523	1,444	1,336	791					
Total	11,927	13,262	10,581	8,481	4,955	100.0	100.0	100.0	100.0	100.0

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 3: **Age by Indigeneity and Racialization** for Ontario Lawyers, 2020

1. 1.5% of lawyers under 35 are Indigenous, compared to 1.6% of lawyers 35-44 and 1.9% of lawyers 45-54.
2. Just 5.2% of Ontario lawyers 65 and older are racialized, rising to 23.6% of lawyers 45-54 and 35.2% of lawyers under 35.
3. Comparing the 45-54, 55-64 and 65 and older groups, reveals major increases in the representation of *every* racialized group; starting around 1990. Under age 45 the groups diverge, with the Arab, Chinese, South Asian and West Asian groups making more progress in recent years. Black lawyers account for 3.5% of lawyers under 35, 4.7% of lawyers 35-44 and 4.8% of lawyers 45-54. This contrasts with Table 2, based on year of call, which shows a slow, but continuing increase in the representation of Black lawyers.

Table 4a: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2020

Group	Under 35	35-44	45-54	55-64	65 or more	Total
	number					
Gender						
Women	6,664	6,930	5,196	3,305	843	22,938
Men	5,263	6,332	5,385	5,176	4,112	26,268
Sexual Orientation						
LGBT2Q	701	542	323	245	57	1,868
Not LGBT2Q	9,111	10,129	8,019	6,167	3,712	37,138
Declined to Answer	2,115	2,591	2,239	2,069	1,186	10,200
Identify as Francophone						
Yes	815	785	613	331	106	2,650
No	10,289	11,289	8,869	7,091	4,270	41,808
Declined to Answer	823	1,188	1,099	1,059	579	4,748
Able to Practise in French						
Can Counsel and Represent	1,106	1,300	1,005	554	195	4,160
Can Counsel But Not Represent	374	632	495	340	163	2,004
Neither	9,394	10,297	8,195	6,782	4,198	38,866
Declined to Answer	1,053	1,033	886	805	399	4,176
Have a Disability						
Yes	344	432	380	365	179	1,700
No	9,431	10,118	7,992	6,203	3,600	37,344
Declined to Answer	1,566	2,015	1,916	1,747	931	8,175
All Lawyers	11,927	13,262	10,581	8,481	4,955	49,206

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 4b: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2020

Group	Under 35	35-44	45-54	55-64	65 or more	Total
	percent in each age group, excluding missing					
Gender						
Women	55.9	52.3	49.1	39.0	17.0	46.6
Men	44.1	47.7	50.9	61.0	83.0	53.4
Sexual Orientation						
LGBT2Q	7.1	5.1	3.9	3.8	1.5	4.8
Not LGBT2Q	92.9	94.9	96.1	96.2	98.5	95.2
Identify as Francophone						
Yes	7.3	6.5	6.5	4.5	2.4	6.0
No	92.7	93.5	93.5	95.5	97.6	94.0
Able to Practise in French						
Can Counsel and Represent	10.2	10.6	10.4	7.2	4.3	9.2
Can Counsel But Not Represent	3.4	5.2	5.1	4.4	3.6	4.5
Neither	86.4	84.2	84.5	88.4	92.1	86.3
Have a Disability						
Yes	3.5	4.1	4.5	5.6	4.7	4.4
No	96.5	95.9	95.5	94.4	95.3	95.6
All Lawyers	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 4c: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2020

Group	Under 35	35-44	45-54	55-64	65 or more	Total
<i>group percentage distribution of age</i>						
Gender						
Women	29.1	30.2	22.7	14.4	3.7	100.0
Men	20.0	24.1	20.5	19.7	15.7	100.0
Sexual Orientation						
LGBT2Q	37.5	29.0	17.3	13.1	3.1	100.0
Not LGBT2Q	24.5	27.3	21.6	16.6	10.0	100.0
Identify as Francophone						
Yes	30.8	29.6	23.1	12.5	4.0	100.0
No	24.6	27.0	21.2	17.0	10.2	100.0
Able to Practise in French						
Can Counsel and Represent	26.6	31.3	24.2	13.3	4.7	100.0
Can Counsel But Not Represent	18.7	31.5	24.7	17.0	8.1	100.0
Neither	24.2	26.5	21.1	17.4	10.8	100.0
Have a Disability						
Yes	20.2	25.4	22.4	21.5	10.5	100.0
No	25.3	27.1	21.4	16.6	9.6	100.0
All Lawyers	24.2	27.0	21.5	17.2	10.1	100.0

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 4: **Gender, Sexual Orientation, Francophone Identity, Ability to Practise in French and Disability by Age**
for Ontario Lawyers, 2020

Regarding the measurement of disability, please see the note for Table 8.

1. Table 4 shows the remarkable growth in the representation of women, from 17.0% of lawyers over 65 to 52.3% of lawyers age 35-44, with a further small increase to 55.9% of lawyers under 35. Gender differences in age groups are affected by women's higher rate of withdrawal from the profession and earlier retirement.
2. The third panel of Table 4 shows male lawyers are markedly older: 15.7% are 65 and older, compared to just 3.7% of women; and 19.7% are between 55 and 64, compared to 14.4% of women. 29.1% of women lawyers are under 35 and 30.2% are 35-44, considerably more than 20.0% and 24.1% of men in these age groups.
3. 7.1% of lawyers under 35 identify as LGBT2Q, compared to 5.1% for ages 35-44, about 3.8% for ages 45-64 and 1.5% for age 65 or more. Around one-fifth of licensees do not answer this question.
4. Considerably more lawyers are able to practise in French than identify as Francophone, though the age patterns are similar. There is a dramatic increase in the proportion of lawyers identifying as Francophone, from 2.4% of lawyers over 65 to 7.3% of lawyers under 35. Over the same age range, lawyers able to counsel and represent in French increased from 4.3% to 10.2%. Counting lawyers who say they can counsel but not represent in French, the figures increase by about one-third. Assuming that lawyers who do not answer the questions about Francophone identity and practising in French are non-Francophone and English-only practitioners, would decrease the percentages of Francophone and French practising lawyers by about ten percent.
5. 3.5% of lawyers under 35 have a disability, rising to 4.5% for ages 45-54 and 5.6% for ages 55-64. The lower proportion with a disability for ages 65 or more, 4.7%, suggests that disability leads to earlier retirement. About 15% of licensees do not answer the question.

Table 5a: **Status* by Indigeneity and Racialization** for Ontario Lawyers, 2020

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	percent											
Indigenous												
First Nations and Inuk	27	8	11	2	2	10	17	2	10	11	100	386
Métis	19	8	19	4	3	8	19	3	7	10	100	210
Total	24	8	14	3	3	9	17	2	9	10	100	596
Racialized												
Arab	18	9	24	3	3	13	15	1	5	8	100	498
Black	30	6	15	4	3	12	16	2	5	8	100	1,453
Chinese	17	7	25	3	1	18	12	1	5	11	100	1,656
Filipino	31	9	18	3	1	15	13	1	5	5	100	150
Japanese	10	19	7	0	1	19	19	0	10	12	100	67
Korean	14	9	23	4	1	17	16	0	6	10	100	404
Latino	18	7	22	4	3	19	12	1	7	8	100	274
South Asian	27	8	20	3	2	12	10	1	5	10	100	3,196
Southeast Asian	22	7	23	3	3	10	11	1	8	12	100	177
West Asian	24	6	27	4	2	13	8	1	5	10	100	573
More than one Racialized Group	18	7	20	3	3	11	18	1	8	10	100	410
Racialized and White	12	7	26	3	2	16	18	2	7	8	100	718
Total	23	7	21	3	2	14	13	1	6	9	100	9,576
White	17	16	20	3	1	13	14	1	6	9	100	28,304
Not Indigenous, Declined Racialization Question	23	15	17	4	1	13	11	1	7	10	100	3,859
Declined Indigenous and Racialization Questions	24	17	15	3	1	11	12	1	5	9	100	6,094
Total	19	15	19	3	1	13	13	1	6	9	100	48,429

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 5b: **Size of Law Firm by Indigeneity and Racialization** *for Ontario Lawyers, 2020*

Group	Size of Law Firm, based on Partners, Associates and Employees								
	fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
Indigenous									
First Nations and Inuk	30	7	26	14	2	2	19	100	81
Métis	41	17	20	9	3	2	9	100	66
Total Indigenous	35	12	23	12	3	2	14	100	147
Racialized									
Arab	34	14	14	9	7	4	18	100	184
Black	36	13	13	8	3	5	20	100	348
Chinese	27	15	11	8	6	6	27	100	573
Filipino	43	7	14	14	2	2	18	100	44
Japanese	22	6	22	22	6	11	11	100	18
Korean	30	16	10	9	3	9	23	100	147
Latino	44	17	14	9	2	5	9	100	88
South Asian	44	14	12	6	3	4	16	100	1,010
Southeast Asian	38	19	10	3	3	5	21	100	58
West Asian	34	14	19	8	6	4	15	100	212
More than one Racialized Group	27	10	21	10	6	5	21	100	124
Racialized and White	31	12	14	9	5	7	23	100	264
Total Racialized	36	14	13	8	4	5	20	100	3,070
White	24	13	15	11	5	9	23	100	11,104
Not Indigenous, Declined Racialization Question	30	15	15	9	5	8	18	100	1,360
Declined Indigenous and Racialization Questions	31	15	16	9	5	7	17	100	2,189
Total	28	14	15	10	5	8	21	100	17,870

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 5c: **Region** by Indigeneity and Racialization** for Ontario Lawyers, 2020

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Indigenous										
First Nations and Inuk	6	10	27	10	10	18	15	4	100	365
Métis	7	4	34	7	10	10	24	4	100	194
Total Indigenous	6	8	30	9	10	15	18	4	100	559
Racialized										
Arab	8	2	46	18	1	0	24	0	100	476
Black	3	3	59	21	2	1	11	1	100	1,388
Chinese	1	2	69	21	1	0	7	0	100	1,580
Filipino	3	6	62	22	1	0	6	0	100	143
Japanese	2	3	67	14	2	0	10	3	100	63
Korean	2	3	71	16	1	1	6	0	100	380
Latino	7	5	56	19	2	1	9	2	100	258
South Asian	1	3	51	36	1	0	6	1	100	3,105
Southeast Asian	1	7	56	24	0	1	10	1	100	165
West Asian	1	2	65	23	1	0	7	0	100	548
More than one Racialized Group	2	2	64	16	1	0	13	1	100	395
Racialized and White	3	4	62	12	2	2	15	1	100	679
Total Racialized	2	3	58	25	1	1	9	1	100	9,180
White	6	6	55	11	4	3	13	3	100	27,048
Not Indigenous, Declined Racialization Question	4	5	58	18	3	2	9	1	100	3,711
Declined Indigenous and Racialization Questions	6	6	51	16	4	3	12	2	100	5,819
Total	5	5	55	15	3	2	12	2	100	46,317

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 5: **Status, Size of Law Firm and Region by Indigeneity and Racialization** for Ontario Lawyers, 2020

Licensee status—especially the distinction between partners and associates, but true across the board—differs substantially for Indigenous, racialized and white lawyers. This is partly because white lawyers are older, on average.

The figures for location partly reflect the total population; lawyers and law firms are concentrated in Toronto, but so is the Ontario population, although to a lesser extent.

1. 27% of First Nations and Inuk lawyers and 19% of Métis lawyers are sole practitioners, compared to 17% of white lawyers; 17% of Indigenous lawyers work for government, compared to 14% of white lawyers and 3% work in legal clinics, compared to just 1% of white lawyers. Indigenous lawyers are much less likely to be law firm partners—8% versus 16% for white lawyers—and they are somewhat less likely to be law firm associates, or practice in-house. Indigenous lawyers tend to work at smaller firms.
2. Compared to white lawyers, racialized lawyers are somewhat more likely to be sole practitioners. Just 7% of racialized lawyers are law firm partners, compared to 16% of white lawyers. In contrast, 21% of law firm associates are racialized, compared to 20% of white associates, which portends considerable growth in the percentage of racialized partners.
3. There are complex differences in the workplaces of the eight racialized groups, with Black, Filipino and Japanese lawyers most distinctive. Notably, there are low numbers of Black licensees at law firms, combined with a high level of sole practice.
4. 15% of Indigenous lawyers work in the North, compared to just 2% of non-Indigenous lawyers. Then Indigenous lawyers are much more likely to practise in the Central North, Eastern Ontario and Ottawa. Racialized lawyers are concentrated in Toronto, except for the concentration of Arab lawyers in Ottawa and South Asian lawyers in (the combined area of) Durham, Halton, Peel and York. Chinese lawyers are concentrated in Toronto.

Table 6a: **Status* by Gender by Age** for Ontario Lawyers, 2020

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number	Percentage by Age
	percent												
Women													
under 35	7.4	1.6	43.9	4.8	2.4	9.9	12.6	0.5	5.4	11.4	100.0	6,353	28.2
35-44	12.3	8.0	18.8	3.2	2.2	18.0	16.9	1.5	6.9	12.3	100.0	6,885	30.5
45-54	16.5	13.0	6.4	2.0	1.3	18.0	22.3	2.6	7.5	10.4	100.0	5,182	23.0
55-64	20.8	13.0	3.8	2.5	1.8	11.8	17.0	2.3	8.4	18.8	100.0	3,300	14.6
65 or more	36.0	13.1	3.9	2.4	1.9	5.8	8.6	2.5	6.1	19.8	100.0	842	3.7
Total	14.0	8.3	20.3	3.2	2.0	14.4	16.6	1.6	6.8	12.8	100.0	22,562	100.0
Men													
under 35	11.7	3.0	48.0	5.4	0.8	9.9	10.0	0.5	4.3	6.4	100.0	4,958	19.2
35-44	17.2	13.8	24.8	3.3	1.0	16.8	12.1	0.9	5.7	4.3	100.0	6,267	24.2
45-54	21.0	26.6	6.8	2.4	0.4	15.7	13.8	1.5	7.1	4.6	100.0	5,368	20.8
55-64	29.0	29.9	4.1	1.8	0.5	8.9	9.7	1.2	6.6	8.2	100.0	5,165	20.0
65 or more	48.4	28.7	6.0	2.0	0.5	3.1	3.2	0.7	3.3	4.1	100.0	4,109	15.9
Total	24.2	20.0	18.4	3.0	0.7	11.5	10.2	1.0	5.5	5.5	100.0	25,867	100.0

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 6b: **Size of Law Firm by Gender** (based on Partners, Associates and Employees) for Ontario Lawyers, 2020

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
Women	29.9	12.9	14.0	9.9	5.6	6.8	21.0	100.0	7,164
Men	26.0	14.2	15.1	10.2	4.9	8.3	21.2	100.0	10,706
Total	27.5	13.7	14.6	10.1	5.2	7.7	21.2	100.0	17,870

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 6c: **Region** by Gender** for Ontario Lawyers, 2020

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Women	4.8	4.7	55.5	14.5	3.1	2.0	13.4	2.0	100.0	21,101
Men	5.2	6.2	54.6	15.5	3.3	2.5	10.6	2.2	100.0	24,529
Total	5.0	5.5	55.0	15.0	3.2	2.3	11.9	2.1	100.0	45,630

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 6: **Status by Gender by Age, and Size of Law Firm and Region by Gender** for Ontario Lawyers, 2020

1. Men are more much likely to be sole practitioners, 24.2% versus 14.0% of women, and law firm partners, 20.0% of men versus 8.3% of women. There are more women in all the other categories, including employment in-house, at clinics, in government, and in education. While women lawyers are younger than men, on average, this does not account for the dramatic gender difference in partners. In the 45-54, 55-64 and 65 and older age groups, respectively 13.0%, 13.0% and 13.1% of women are partners, compared to 26.6%, 29.9% and 28.7% of men. Although the comparison does not exactly account for age—so women in, say, the 45-54 age group, could on average be younger than men in that age range. The stability of this gender difference from age 45 suggests it arises from deep institutional factors.
2. The much lower representation of women among law firm partners than associates suggests that women associates are much less likely to become partners. This is consistent with other research based on the annual reports that show women are more likely than men to leave law firms for employment in government, education and in-house and outside of law practice. “Retired, or not working” lawyers, account for 12.8% of all women licensees, 5.5% of men.
3. Gender differences in geographical location are small.

Table 7a: **Status* by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2020

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	percent											
Identify as Francophone												
Yes	13.4	10.2	16.3	3.1	2.1	11.3	26.9	2.0	6.2	8.5	100.0	2,605
No	19.4	14.6	20.0	3.1	1.3	13.0	12.3	1.3	6.2	8.8	100.0	41,126
Total	19.1	14.3	19.8	3.1	1.3	12.9	13.2	1.3	6.2	8.8	100.0	43,731
Able to Provide Service in French?												
Yes, Represent and Counsel	14.5	10.3	14.6	2.8	2.3	11.9	27.9	2.0	5.3	8.5	100.0	4,093
Counsel, but not Represent	18.7	11.7	15.5	2.3	2.4	12.7	24.6	1.6	3.8	6.8	100.0	1,978
Neither	20.5	15.6	20.3	3.3	1.2	13.0	10.9	1.1	5.9	8.4	100.0	38,250
Total	19.9	14.9	19.6	3.2	1.3	12.9	13.1	1.2	5.7	8.3	100.0	44,321

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 7b: **Size of Law Firm by Francophone Identity and Ability to Practise in French***(based on Partners, Associates and Employees) for Ontario Lawyers, 2020*

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
Identify as Francophone									
Yes	34.3	11.5	15.1	9.2	3.0	4.4	22.5	100.0	773
No	27.0	13.8	14.5	10.2	5.3	7.9	21.3	100.0	15,496
Total	27.4	13.7	14.6	10.1	5.2	7.7	21.4	100.0	16,269
Able to Provide Service in French?									
Yes, Represent and Counsel	33.7	12.1	13.5	9.0	3.3	4.5	23.9	100.0	1,132
Counsel, but not Represent	28.5	11.5	14.2	10.3	5.0	6.2	24.4	100.0	583
Neither	27.3	14.0	14.9	10.4	5.3	7.9	20.3	100.0	14,973
Total	27.7	13.7	14.8	10.3	5.1	7.6	20.7	100.0	16,688

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 7c: **Region** by Francophone Identity and Ability to Practise in French** for Ontario Lawyers, 2020

Group	South West	Central South	Toronto	Durham, Hamilton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Identify as Francophone										
Yes	2.5	1.9	28.2	5.1	0.8	7.9	48.2	5.5	100.0	2,253
No	5.0	5.7	56.9	15.6	3.3	1.9	9.7	1.8	100.0	39,608
Total	4.9	5.5	55.4	15.0	3.1	2.2	11.8	2.0	100.0	41,861
Able to Provide Service in French?										
Yes, Represent and Counsel	2.1	2.0	31.2	6.0	1.0	5.4	47.7	4.5	100.0	3,416
Counsel, but not Represent	3.4	3.1	47.5	7.7	1.4	2.6	32.2	2.1	100.0	1,843
Neither	5.6	6.0	57.2	16.4	3.6	2.0	7.4	1.9	100.0	37,250
Total	5.2	5.6	54.7	15.1	3.3	2.3	11.7	2.1	100.0	42,509

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 7: **Status, Size of Law Firm and Region by Francophone Identity and Ability to Practise in French**
for Ontario Lawyers, 2020

1. Francophone lawyers and the considerably larger number of lawyers able to practise in French are roughly twice as likely to work in government and five times more likely to work in Ottawa. Fully 48.2% of Francophone lawyers are in Ottawa and 26.9% of Francophone lawyers work in government; with similar percentages for lawyers able to counsel and represent in French. Just 12.3% of non-Francophone lawyers work in government and 9.7% are in Ottawa. Lawyers able to practise in French are also more likely to work in Eastern Ontario.
2. Their concentration in government employment means that Francophone lawyers and lawyers able to practise in French are less likely to work in all the other sectors, including sole practice and law firm partners, associates and employees.

Table 8a: **Status* by Disability** for Ontario Lawyers, 2020

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	percent											
Has a Disability	21.3	8.1	12.8	2.5	2.9	8.8	19.5	2.8	7.6	13.7	100.0	1,910
No Disability	18.8	14.8	20.3	3.1	1.3	13.3	12.8	1.2	6.1	8.3	100.0	38,179
Total	18.9	14.5	20.0	3.1	1.3	13.0	13.1	1.3	6.2	8.6	100.0	40,089

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 8b: **Size of Law Firm by Disability** (based on Partners, Associates and Employees) for Ontario Lawyers, 2020

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
Has a Disability	27.8	13.9	15.9	11.4	4.5	7.2	19.3	100.0	446
No Disability	26.9	13.6	14.3	10.1	5.2	7.9	21.9	100.0	14,608
Total	26.9	13.6	14.4	10.2	5.2	7.8	21.9	100.0	15,054

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 8c: **Region** by Disability** for Ontario Lawyers, 2020

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
Has a Disability	5.4	6.2	52.7	10.9	3.9	2.6	15.3	3.1	100.0	1,626
No Disability	5.0	5.4	55.7	15.0	3.1	2.2	11.5	2.0	100.0	35,579
Total	5.0	5.4	55.6	14.8	3.2	2.2	11.7	2.1	100.0	37,205

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 8: **Status, Size of Law Firm and Region by Disability** for Ontario Lawyers, 2020

The annual reports do not allow for a full understanding of disability in the profession. First, that would necessitate separating lawyers with a disability when called from those who developed it afterward. In mid-career, a licensee might require accommodation, they may be forced to change employment or retire, but this is different from the barriers to the initial employment of lawyers with a disability. A second problem is that the question does not differentiate among types of disability, or their effects on a lawyer's practice. A third concern is that disability is under-reported, perhaps out of concern it will cast doubt on a lawyer's competence. Gathering better data poses serious, though not insurmountable, concerns about privacy.

1. Disability is significantly related to sector of employment. Most notably, 19.5% of lawyers with a disability work for government, compared to 12.8% without a disability; law firm partners account for 8.1% of lawyers with a disability, compared to 14.8% without, and for law firm associates the corresponding figures are 12.8% and 20.3%. Just over one-eighth of lawyers with a disability are "retired or not working", versus 8.3% for lawyers who do not report a disability.
2. For lawyers at law firms, having a disability is unrelated to firm size.

Table 9a: **Status* by Sexual Orientation** for Ontario Lawyers, 2020

Group	Sole Practitioner	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In-House	Government	Education	Other Employment	Retired or Not Working	Total	Number
	percent											
LBGT2Q	13.9	7.0	21.9	2.8	2.9	12.4	19.6	3.1	6.1	10.3	100.0	1,800
Not LBGT2Q	18.8	14.7	19.9	3.0	1.3	13.2	13.0	1.2	6.2	8.7	100.0	36,532
Total	18.6	14.3	20.0	3.0	1.4	13.2	13.3	1.3	6.2	8.8	100.0	38,332

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

*excludes new licensees

Table 9b: **Size of Law Firm by Sexual Orientation** (based on Partners, Associates and Employees) for Ontario Lawyers, 2020

Group	Less than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Number
	percent								
LBGT2Q	26.8	11.9	13.0	11.6	4.7	8.1	24.0	100.0	571
Not LBGT2Q	26.5	13.7	14.6	10.2	5.3	7.9	22.1	100.3	13,742
Total	26.5	13.5	14.4	10.2	5.3	7.9	22.2	100.0	14,313

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 9c: **Region** by Sexual Orientation** for Ontario Lawyers, 2020

Group	South West	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Number
	percent									
LBGT2Q	3.5	3.7	65.3	8.4	2.3	2.0	13.0	1.9	100.0	1,679
Not LBGT2Q	5.0	5.4	55.2	15.3	3.0	2.2	11.8	2.0	100.0	34,986
Total	4.9	5.4	55.6	15.0	3.0	2.2	11.9	2.0	100.0	36,665

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

**excludes lawyers whose address is outside Ontario

Table 9: **Status, Size of Law Firm and Region by Sexual Orientation** for Ontario Lawyers, 2020

1. 19.6% of LBGT2Q lawyers work for government, compared to 13.0% of non-LBGT2Q lawyers; and 2.9% of LBGT2Q lawyers work in legal clinics, compared to 1.3% of non-LBGT2Q lawyers. LBGT2Q lawyers are slightly less likely to be sole practitioners and half as likely to be law firm partners, though this must in part reflect their younger ages, shown in Table 4.
2. LBGT2Q lawyers are concentrated in Toronto and Ottawa.

Table 10: **Area of Practice* by Indigeneity and Racialization and Gender** for Ontario Lawyers, 2020

Group	Indigenous Law	Environment	Criminal	Family	Health	Immigration	Real Estate	Wills and Estates
	<i>percent of lawyers whose work in the area accounts for at least 30 percent of their total practice</i>							
First Nations and Inuk	28	1	18	22	1	1	5	3
Métis	9	0	18	15	4	2	9	5
Arab	1	1	12	6	1	7	14	4
Black	1	1	14	18	1	11	10	4
Chinese	0	0	5	6	1	3	19	4
Filipino	2	0	12	13	1	13	22	9
Japanese	2	0	12	4	0	2	2	6
Korean	0	0	9	6	1	6	15	3
Latino	1	1	12	12	1	8	11	4
South Asian	1	0	8	12	1	6	26	3
Southeast Asian	0	0	5	10	0	3	24	4
West Asian	1	0	10	9	1	9	16	2
More than one Racialized Group	0	0	13	11	2	7	8	2
Racialized and White	1	1	15	10	1	3	6	4
White	1	1	11	9	1	2	13	6
Not Indigenous, Declined Racialization Question	1	1	10	10	1	3	15	5
Declined Indigenous and Racialization Questions	1	1	12	8	1	2	16	7
Women	1	1	10	13	2	3	10	6
Men	1	1	11	7	1	3	17	6
Total	1	1	11	10	1	3	14	6

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice* by Indigeneity and Racialization and Gender** for Ontario Lawyers, 2020 (continued)

	Civil Litigation – Plaintiff	Civil Litigation – Defendant	Workplace	Employment and Labour	Administrative	ADR	Corporate	Securities
Group	percent of lawyers whose work in the area accounts for at least 30 percent of their total practice							
First Nations and Inuk	5	5	0	5	6	1	11	0
Métis	11	10	0	8	9	1	9	0
Arab	13	10	1	6	5	1	21	4
Black	7	7	0	8	7	1	17	3
Chinese	8	10	0	5	4	0	29	7
Filipino	5	9	0	3	3	1	21	4
Japanese	8	23	0	4	8	0	23	0
Korean	10	11	0	4	4	0	23	9
Latino	12	10	1	9	5	0	22	4
South Asian	10	10	1	6	4	0	18	3
Southeast Asian	8	10	0	5	4	0	21	4
West Asian	13	14	1	6	5	0	17	5
More than one Racialized Group	7	13	1	7	13	0	20	3
Racialized and White	9	10	1	7	7	1	22	3
White	10	13	1	8	6	1	20	5
Not Indigenous, Declined Racialization Question	13	12	0	5	5	1	21	4
Declined Indigenous and Racialization Questions	12	11	1	5	5	0	22	4
Women	8	11	1	8	7	1	19	4
Men	13	12	1	6	4	1	22	5
Total	10	12	1	7	6	1	20	4

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

continued >

Table 10: **Area of Practice* by Indigeneity and Racialization and Gender** for Ontario Lawyers, 2020 (continued)

Group	Taxation	Bankruptcy	Construction	Franchise	Intellectual Property	Municipal Law	Other Law	Number
	<i>percent of lawyers whose work in the area accounts for at least 30 percent of their total practice</i>							
First Nations and Inuk	1	0	0	0	0	0	3	297
Métis	1	0	3	0	1	1	5	159
Arab	2	0	3	1	4	1	5	407
Black	1	0	2	0	2	1	6	1,158
Chinese	3	0	2	0	6	2	5	1,336
Filipino	0	0	1	0	2	1	2	120
Japanese	2	0	2	0	4	2	6	48
Korean	4	1	2	0	3	2	6	316
Latino	2	0	2	0	2	1	5	227
South Asian	1	1	1	0	2	1	4	2,626
Southeast Asian	3	1	1	0	4	0	3	136
West Asian	2	1	0	0	2	1	5	472
More than one Racialized Group	1	1	2	0	3	2	7	320
Racialized and White	3	1	2	0	3	1	6	579
White	2	1	2	0	3	2	5	22,879
Not Indigenous, Declined Racialization Question	2	1	2	0	3	2	5	3,114
Declined Indigenous and Racialization Questions	3	1	2	0	3	2	5	4,965
Women	2	1	1	0	2	2	6	17,120
Men	2	1	2	0	3	2	4	22,039
Total	2	1	2	0	3	2	5	39,159

Source: 2020 Lawyer Annual Report; analysis by Michael Ornstein

Table 10: **Area of Practice* by Indigeneity and Racialization and Gender** for Ontario Lawyers, 2020

* To be counted as specializing in an area in Table 10 at least 30% of a lawyer's practice must be in the area. By this criterion, most lawyers' practice is concentrated in just one of the 23 areas in the Table, although about one fifth spend at least 30% of their time in two or more areas.

1. 28% of First Nations and 9% of Métis lawyers specialize in Indigenous law, compared to just 1% of lawyers overall. First Nations lawyers are also more likely to specialize in criminal and family law and less likely to specialize in civil litigation, corporate law and real estate.
2. The relatively small percentages in many of the areas give rise to random variation that obscures the group differences, although a few are quite large. For example, Black lawyers are more likely to practise family and immigration law, while Chinese lawyers are under-represented in these areas and are concentrated in corporate, real estate and securities law. Generally, lawyers from communities with higher income appear to gravitate towards real estate and different areas of commercial law, while lawyers from poorer communities gravitate towards criminal, family and immigration law.
3. There are notable gender differences in specialization. Civil litigation representing plaintiffs accounts for 8% of women lawyers versus 13% of men, but there is almost no difference for civil litigation representing defendants; 13% of women and 7% of men specialize in family law; 10% of women and 17% of men specialize in real estate; and there is also some greater concentration of men in corporate and securities law, and women in employment and labour, administrative and municipal law.