

# Environmental Scanning Labour Market Information Project 2009

## Environmental Scan

Prepared for the Police Sector Council



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## EXECUTIVE SUMMARY

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To state that the world is constantly evolving would be an understatement.

An increase in the complexity of all social phenomena seems to be at play, along with increased interrelations between various demographic, social and economic trends. Canadian police work together with one another against this backdrop of significant social change.

In this context, the 2009 Police Sector Council Environmental Scan offers a snapshot of Canadian society and global issues that are relevant to the policing community. Throughout the report, emphasis is placed on gathering feedback about implications for policing in an effort to pull together a more connected and cohesive view of the policing world in Canada.

The themes that are touched on in this document were selected according to the results of the *2008 Web-based and Email Survey* conducted on behalf of the Police Sector Council (PSC). Police sector stakeholders were asked what they would like to see in an Environmental Scan produced by the PSC. Based on their suggestions, the document highlights Demographics and Public Safety & Security and introduces Society and Human Resource Management sections to the list of topics.

Each broad topic selected was then analyzed on the basis of specific themes to enhance the utility of the provided information. When relevant, those themes are explored first globally, highlighting international trends and statistics, before focusing specifically on the Canadian context and finally on provincial/regional peculiarities. Highlighted below is a summary of the key trends explored in this report.

**The world population, like the Canadian population, is constantly growing.** Canada relies more and more on international migration to increase its population and renew its workforce. Canadians are aging, and with one in three Canadians considered a baby-boomer, the country faces the reality of mass retirement. There will be new challenges for the Canadian policing community, as workers retire while today's youth show only moderate interest in policing as a career.

While, on the world scale, Canada is economically advantaged, **poverty remains an issue for several sub-populations.** The **current economic uncertainty** is also causing greater levels of insecurity for some. Homeless and poor populations, as well as Aboriginal populations, continue to be overrepresented in the justice system as both victims and perpetrators. The policing world will have to adapt to new realities in the near future, in particular if, as some attest, socio-economic disadvantage is linked to greater crime rates.

**The proportion of Canadians with a post-secondary education is increasing,** along with the level of computer- and technology-literacy. **Technology represents a double-edged sword for police,** however, as on the one hand it can be used to solve and prevent crimes along with gathering and storing information, but on the other it is increasingly used to support a range of white collar crimes including fraud, identity theft and related predatory actions.

**Malls, gated communities and other new forms of property blur the distinction between public and private places,** requiring that police further collaborate with private security forces. Blurred boundaries and jurisdiction over crimes in cyberspace is another challenging dimension that will require further international coordination by police.

**Diversity in culture, lifestyle, and moral codes is now posing greater challenges to politicians and the policing world alike,** as Canadian society struggles to find a middle ground encompassing acceptance of diversity and a fair interpretation of the law.

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## SECTION 1: BACKGROUND

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This Environmental Scan is the result of a literature review and survey on environmental scans among police forces in Canada, conducted in 2008. Research was conducted by R.A. Malatest & Associates Ltd. on behalf of the Police Sector Council. The objective of the research was to determine the level of interest and support the Police Sector Council (PSC) might receive in developing a regular environmental scan of the industry.

The PSC distributed a survey to over 300 organizations, from small regional police forces to colleges with policing courses, and all levels in between. The short survey gathered 48 responses. Findings are based on the feedback of those participating organizations.

It was found that, out of the 48 organizations, 22 already produce an environmental scan of their own. They are:

Barrie Police Service	Regina Police Service
Brantford Police Service	Safety Division – Ontario Ministry of
Calgary Police	Community Safety and Correctional
Cornwall Community police Service	Services
Edmonton Police Service	Service de police de la Ville de Gatineau
Fleming College of Law, Justice and	Service de police de la Ville de Laval
Community Services	Service de police de la Ville de Trois-
Guelph Police Service	Rivières.
Hamilton Police	Sûreté du Quebec
Halton Regional Police Service	Toronto Police Service
Mnjikaning Police Service	Vancouver Police Service
Niagara Regional Police Service	Waterloo Regional Police Service
Ontario Provincial Police	York Regional Police

Eight of the Scans produced by organizations are publicly available; most are used internally for strategic development. One third of respondents used survey data to enrich their scans, while other sources included Census data, online information, community consultations, the use of hired specialists and collaboration with administrative services. Over half of the respondents reported using scans produced by other policing organizations, particularly the RCMP Environmental Scan.

All of the organizations mentioned that they would be interested in a scan produced by the PSC. The nature of a useful scan, however, was a matter for debate. In March 2009, a workshop of key stakeholders in the policing community gathered to decide upon the most useful direction for an environmental scan.

**SECTION 2: GENERAL CONCERNS**

**Demographics**

**1. Population Growth**

Globally:

- The world population is approximately 6.77 billion with a growth rate of about 1.3% yearly.<sup>1</sup>
- The developing world accounts for 80% of the world population. A vast proportion of the population growth worldwide occurs in less-developed regions.<sup>2</sup>
- Between 2001 and 2006, Canada had the highest population growth rate of all G8 countries.<sup>3</sup>
- The United Nation’s world population prospects predict continued growth (see sidebar).

UN's WORLD POPULATION PROSPECTS	
YEAR	POPULATION
1950	2,529,346
1955	2,763,453
1960	3,023,358
1965	3,331,670
1970	3,685,777
1975	4,061,317
1980	4,437,609
1985	4,846,247
1990	5,290,452
1995	5,713,073
2000	6,115,367
2005	6,512,276
2010	6,908,688
2015	7,302,186
2020	7,674,833
2025	8,011,533
2030	8,308,895
2035	8,570,570
2040	8,801,196
2045	8,996,344
2050	9,149,984

At the national level<sup>4</sup>:

- On May 16<sup>th</sup>, 2006, there were 31,612,897 people in Canada.
- Overall population growth was greater between 2001 and 2006 than previously – a 5.4% increase compared with 4% for 1996-2001. According to the Census 2006 Analysis Series, this increase is mostly due to international migration.
- Fertility is currently below the replacement rate, at about 1.5 children per woman. “According to population projections, new immigration may become the only source of population growth by about 2030.”<sup>5</sup>
- Canada’s Aboriginal population growth is almost double the national average.

At the regional/provincial level<sup>6</sup>:

- Alberta and Ontario were responsible for two thirds of the Canadian population’s increase between 2001 & 2006.
- The greatest relative population increase occurred in Alberta (10.6%), closely followed by Nunavut (10.2%).
- Saskatchewan and Newfoundland-Labrador were the only two provinces to suffer population decreases of 1.1% and 1.5% respectively.
- While BC’s population growth rate (+5.3%) is close to Canada’s overall rate (+5.4%), the province’s population increase relied heavily on international immigration.

**Population Growth; Implications for Police Sector**

- Diversity in policing will not only lead to a deeper understanding of society’s needs, but will help police reach out to more communities with fewer cultural and linguistic barriers.
- **This is just an example. Leave your thoughts in the remaining blank “Implications” boxes.**

## 2. Shifts in Demographics

Globally<sup>7</sup>:

- Population aging is observed throughout the industrialized world.
- While the population aging trend is noticeable in most countries, more developed countries have older populations. One fifth of their population is currently aged over 60, but in less developed countries this proportion falls to approximately 8%.

*“Population aging is profound, having major consequences and implications for all facets of human life. In the economic area, population aging will have an impact on economic growth, savings, investments, consumption, labour markets, pensions, taxation and intergenerational transfers. In the social sphere, population aging influences family composition and living arrangements, housing demand, migration trends, epidemiology and the need for health-care services. In the political arena, population aging may shape voting patterns and political representation.”*

United Nations Department of Economic and Social Affairs, Population Division, “Executive Summary” in World Population Aging 2007

At the national level<sup>8</sup>:

- Overall, the median age of the Canadian population (both sexes) is 39.5 years old. It has been rising steadily in the past years, and is expected to reach 44 years old by 2031.
- Nearly 1 in 3 Canadians is a baby boomer (born between 1946 and 1965).
- The number of seniors (persons aged 65 or over) continued to rise (11.5% increase between 2001 and 2006), while the number of youth (persons aged 15 and under) fell (2.5% decrease between 2001 and 2006)<sup>9</sup>.
- Experts have identified two main factors behind population aging in Canada: the fertility rate is below the replacement level, and people are living longer.<sup>10</sup>

At the regional/provincial level<sup>11</sup>:

- Nunavut was by far the youngest province/territory, with a median population age of 23.1 years. The Maritimes were the oldest region, with a median population age exceeding 41 years.
- The young median ages reported in the territories are related to high fertility rates, especially among the Inuit population, and a lower life expectancy.<sup>12</sup>
- Saskatchewan has both the highest proportion of seniors (15.4%) and the highest proportion of children (excluding the territories) (19.4%). The province has a higher fertility rate than the Canadian average and a very high life expectancy (in comparison with Canadian totals). The relatively low proportion of young adults in Saskatchewan has to do with a significant number of young adults migrating out of the province (primarily to Alberta) for education or employment.<sup>13</sup>

Rural/urban comparison:

- Youth and immigrants gravitate to urban centres; “Canada’s urban areas had a much larger young working-age population (aged 20 to 44) than rural areas, which were generally older. The differences are due primarily to internal migration of young adults, who often leave the rural areas in their late teens or early twenties to pursue

- their education or find work in urban areas, and to international immigration, which is heavily concentrated in large urban centres.”<sup>14</sup>
- The higher proportion of seniors and lower proportion of working-age adults may cause some problems in the fields of health and home-care services for rural areas in the future.<sup>15</sup>

***Shift in Demographics - Implications for Police Sector:***

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**3. Urbanization<sup>16</sup>**

At the national level:

- 4 out of 5 Canadians live in urban areas.
- Just under 20% of Canadians currently live in rural areas, decreasing by 1% since 2001.

At the regional/provincial level:

- 13.9 million Canadians live in the Montréal census metropolitan centre, the Vancouver census metropolitan centre or the Greater Golden Horseshoe (Southern Ontario)<sup>17</sup>. That’s almost half of the population in and around the country’s three biggest cities.
- The population of Alberta, among other things, is booming: “Eight mid-size urban centres had a growth rate of more than 10%, about twice as high as the rate for Canada as a whole. Seven of the eight were in Alberta.”<sup>18</sup>

***Urbanization - Implication for Police Sector***

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#### 4. Visible Minorities and Immigration<sup>19</sup>

At the national level:<sup>20</sup>

- Over 200 ethnic groups were reported in the 2006 Canadian Census.<sup>21</sup>
- Just over 5 million Canadians identify as a visible minority; that constitutes 16.2% of the population.
- Between 2001 and 2006 the number of people belonging to visible minorities in Canada grew about 5 times faster than Canada's overall population growth rate.
- Three out of four recent immigrants identify as visible minorities.
- There were 6.1 million first generation immigrants (who were born outside of Canada) living in Canada in 2006; they make up 23.9% of the population aged 15 and over.<sup>22</sup>
- The top five ethnic origins of first generation immigrants were Chinese (15%), East Indian (10%), English (8.9%), Italian (6.0%) and German (5.8%).<sup>23</sup>
- Both the South Asian and the Chinese minority groups comprised over 1 million members in 2006. In 2006, South Asians<sup>1</sup> surpassed Chinese as the largest visible minority group in Canada for the first time.<sup>24</sup>
- The median age of visible minorities (33 years old) is lower than that of all Canadians (39.5 years old).

At the regional/provincial level:

- In the Maritime Provinces, visible minorities account for only 2.6% of the population, compared with 16.2% for all of Canada.<sup>25</sup>
- Ontario is home to 38.5% of the total population, and 54.2% (2.75M) of all visible minorities in Canada. South Asian was the visible minority most often reported in 2006, and comprised 28.9% of all of the province's visible minorities.<sup>26</sup>
- While the Prairie Provinces all reported visible minority proportions lower than the Canadian average, Alberta has the highest proportion of self-identified visible minorities in the Prairies (13.9%). "The largest visible minority group in both Alberta and Saskatchewan was Chinese, which accounted for 26.5% of all visible minorities in Alberta and 28.0% in Saskatchewan."<sup>27</sup>
- British Columbia is the province with the highest proportion of visible minorities to the total provincial population, at 24.8% (1M out of 4M). Over 8 in 10 visible minorities in B.C. reside in the Vancouver census metropolitan area. Chinese is the province's most prevalent visible minority group, and it makes up 40.4% of the visible minority population.<sup>28</sup>

Urban/rural comparison:

- Over 95% of visible minorities reside in urban areas, compared with just over 68% of the Canadian population. About 60% of visible minorities resided in either the Toronto or the Vancouver census metropolitan areas.<sup>29</sup>

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<sup>1</sup> South Asian, as defined by the Census, includes Bangladeshi, Bengali, East Indian, Goan, Gujarati, Kashmiri, Nepali, Pakistani, Punjabi, Sinhalese, Sri Lankan, Tamil and those from the region not included elsewhere.

***Visible Minorities and Immigration; Implications for Police Sector***

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**5. Languages<sup>30</sup>**

At the national level<sup>31</sup>:

- There are just over 18 million anglophones in Canada; numbers are up 3% since 2001, but their overall proportion in Canada has dropped from 59.1% in 2001 to 57.8% in 2006. Over 6 million francophones live in Canada. This group displays a 1.6% increase since 2001, though francophones now make up 22.1% of the Canadian population, down from 22.9% in 2001.
- Of the 1.1 million immigrants who moved to Canada between 2001 and 2006, 80% are allophones (whose mother tongue is neither French nor English).
- Over 1 million people identified Chinese as their mother tongue in the 2006 Census.

At the regional/provincial level:

- Over 85% of allophones live in metropolitan areas.<sup>32</sup>
- Toronto is the census metropolitan area where the highest number of allophones reside. Over 40% of the population lists that their mother tongue is neither English nor French.<sup>33</sup> A slightly lower proportion is reported for the Vancouver census metropolitan area.
- A decline in the relative importance of the French language was noted in Quebec, as Quebec residents now report French as their mother tongue in less than 80% of cases. Allophone immigration and small Anglophone migration are the main causes of this decrease.<sup>34</sup>

***Languages – Implications for Police Sector:***

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## 6. Aboriginal population

Globally:

- “In 2006, Aboriginal people, First Nations, Métis and Inuit, accounted for almost 4% of the total population of Canada. Internationally, the share of Aboriginal people in Canada’s population is second only to New Zealand where the Maori accounted for 15% of the population. Indigenous people made up just 2% of the population of Australia and of the United States.”<sup>35</sup>

At the national level:

- The Aboriginal population has grown significantly faster than the overall Canadian population in recent years. In the last decade, the Aboriginal population has grown 45%, compared with 8% for the non-Aboriginal population.<sup>36</sup>
- Aboriginal children are more likely to live with a lone parent than non-Aboriginal children: just under one in three Aboriginal children lived with a lone mother, compared to 14% of non-Aboriginal children.<sup>37</sup>
- “In 2006, 28% of First Nations people lived in a home in need of major repairs, compared with just 7% of the non-Aboriginal population.”<sup>38</sup>

At the regional/provincial level:<sup>39</sup>

- 8 out of 10 Aboriginal people live in Ontario and the western provinces. However, the greatest Aboriginal population increases were observed in the Maritimes, as Nova Scotia had a 95% increase, New Brunswick, a 67% increase, and Newfoundland and Labrador, a 65% increase. This increase, however, could reflect greater self-reporting or Aboriginal ancestry rather than a significant increase in Aboriginal populations.
- The Aboriginal population is becoming increasingly urban – in 2006, 54% of them lived in urban settings (whether large cities, census metropolitan areas or smaller urban agglomerations), compared with 50% in 2001. The largest Aboriginal population (in real numbers) was found in Winnipeg; other significant Aboriginal populations were reported in Edmonton (52,100) and Vancouver (40,310).
- The Aboriginal population is statistically younger than the non-Aboriginal Canadian population. While almost half of Aboriginal people are aged 24 and under, this proportion falls to 31% for non-Aboriginal people.
- It is estimated that 2 out of 5 First Nations people lived on-reserve in 2006, and that 3 out of 5 lived off-reserve; approximately three quarters of those who lived off-reserve lived in urban areas.
- Aboriginal children who live on-reserve were also more likely to live with a lone mother. 35% of them did so, compared to 26% of Aboriginal children living off-reserve.

### ***Aboriginal Population - Implications for Police Sector:***

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## 7. Vulnerable populations<sup>40</sup>

Globally:

- UNHCR estimates there are over 31.6 million “persons of concern” worldwide.<sup>41</sup> “Persons of concern” include refugees and people in similar-situations, asylum-seekers, returned refugees, internally displaced people and stateless persons.

At the national level:<sup>42</sup>

- A person or group is considered vulnerable when support is needed to enable their independent living and their safe and active participation in society.
- Wage-based discrimination in the workforce is still an issue for Canadian women; “In 2005, young women entering the labour market and employed on a full-time full-year basis earned 85 cents for each dollar earned by their male counterparts. In 1980, this ratio was 75 cents.”
- Recent immigrants earn less than Canadian-born workers, and the divide is growing; “In 1980, recent immigrant men who had some employment income earned 85 cents for each dollar received by Canadian-born men. By 2005, the ratio had dropped to 63 cents. The corresponding numbers for recent immigrant women were 85 cents and 56 cents, respectively.”
- For more information on vulnerable populations, check the police-specific topic areas on p. 24 and p. 25.

### ***Implications for Police Sector:***

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## Society

### 1. Poverty

Globally:

- Approximately 1.4 billion people live on less than \$1.25 US dollars a day, down from 1.9 billion in 1981.<sup>43</sup>
- Globally poverty is declining, but progress is geographically uneven and difficult to measure.
- Falling poverty rates in China account for the majority of the change (from 85% in 1981 to 15.9% in 2005). The poverty rate stayed at around 50% in Sub-Saharan Africa during the same period.<sup>44</sup>
- Lags in data availability mean the sharp rise in food and fuel prices since 2005 are not yet reflected in poverty measurements.<sup>45</sup>
- The poorest 40 percent of the world's population accounts for 5 percent of global income. The richest 20 percent accounts for three-quarters of world income.<sup>46</sup>
- Poverty seriously affects health. Falling infant mortality rates (from 87 per 1,000 live births in 1980 to 54 in 2006) and increased life-expectancy (from 60 to 66 between 1980 and 2006) in low- and middle-income countries reflect better living circumstances.<sup>47</sup>

At the national level:

- In Canada, there is no consensus on how to measure poverty. Low-income cut-off (LICO) rates determined by Statistics Canada are often considered 'unofficial' poverty lines.<sup>2</sup>
- In 2006 about 10.5% of Canadians lived below LICO rates. A higher proportion of children and youth (11.3%) lived under the low-income cut-off.<sup>48</sup>
- Poverty rates have fluctuated over the past two decades. The overall poverty rate has fallen steeply since the peak year of 1996 from 15.7% to 10.5% in 2006.
- Social mobility is higher in Canada than in other countries.
- Canada has a significant homeless population estimated anywhere between 150,000 and 300,000.

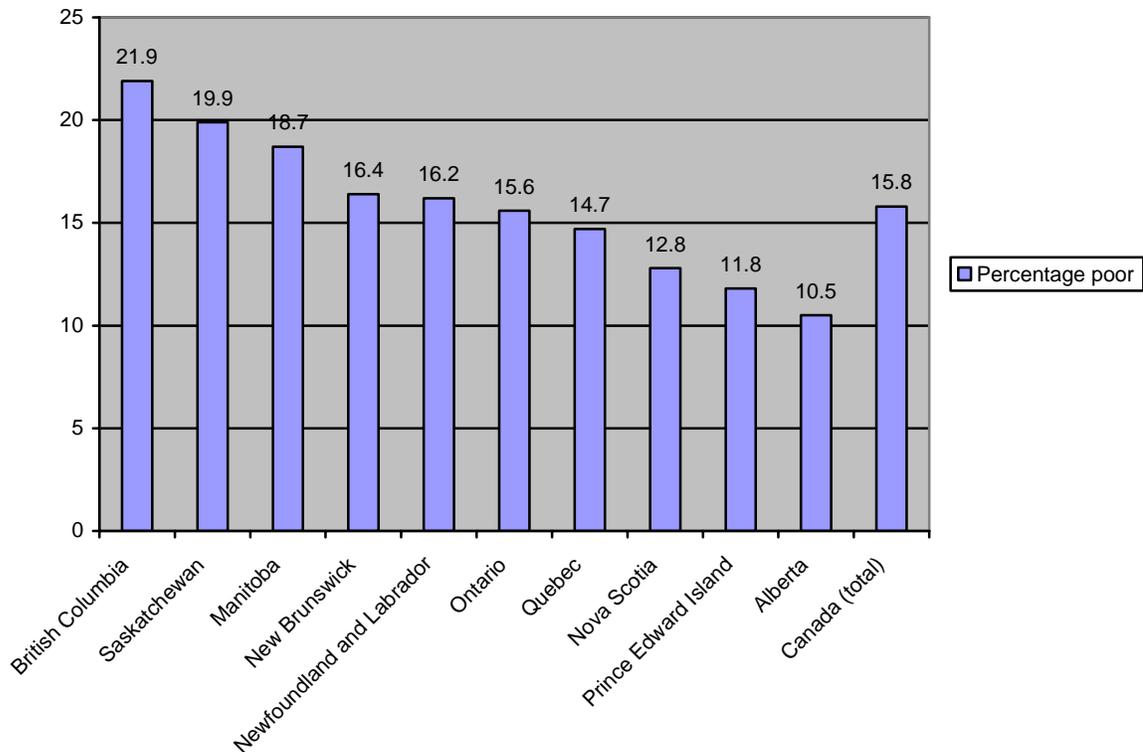
At the local/provincial level:

- Aboriginal youth are over-represented in the homeless population, particularly in many Canadian cities, such as Vancouver, Edmonton, Prince Albert, Saskatoon, Winnipeg, Toronto and Ottawa.<sup>49</sup>
- In 2006, BC had the highest poverty rate (16.1%) and child poverty rate (21.9%) of all the provinces for the 5<sup>th</sup> year in a row.<sup>50</sup> This likely reflects British Columbia's high housing costs relative to most other regions in Canada.
- Alberta's fast-paced economic boom pushed the cost of housing up quickly, creating what is dubbed the "working poor" – those who have jobs but can't afford a place to live.

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<sup>2</sup> The "LICO" approach essentially tries to estimate an income at which families will spend 20 percentage points more than the average family on food, shelter and clothing. Rates are determined for different family types, in different regions, for different years. In 2006, the LICO rate for a family of four living in an urban area with a population over 500,000 was \$33,221.

**Child Poverty Rates by Province, 2006 (Before Tax)**



Source: Statistics Canada - Income Trends in Canada 1976-2006, Table 802, Cat no: 13F0022X

**Poverty - Implications for Police Sector:**

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**2. Education**

Globally:

- Progress in education has accelerated, but significant disparities exist between developing and developed countries.
- Between 1999 and 2005, the global primary school completion rate rose from 83 percent to 88 percent.<sup>51</sup>

- Adult literacy has also improved, though serious gender disparities remain. Male adult literacy (% ages 15 and over) rose from 77% to 86% in low- and middle-income countries between 1990 and 2004. Female literacy rates rose from 60% to 74%.<sup>52</sup>

At the national level:

- Canada ranks sixth amongst OECD (Organisation for Economic Co-operation and Development) countries in proportion of adults aged 25-64 with a university degree and first in proportion of adults aged 25 to 64 with a university or college degree/diploma.<sup>53</sup>
- More than six out of every 10 (61%) adults in Canada aged between 25 and 64 have completed some form of post-secondary education.<sup>54</sup>
- Recent immigrants are more than twice as likely as are Canadian-born individuals to have a university degree (51% versus 20%).<sup>55</sup>
- The number of adults aged 25 to 64 with a university degree is on the rise, with the greatest percentage increase in the attainment of Master's degrees. This has much to do with the high levels of education amongst recent immigrants.<sup>56</sup>
- Despite their better education, recent immigrants demonstrate lower English/French literacy skills than their Canadian counterparts and this is one possible explanation for reduced success in the labour market.<sup>57</sup>
- There has been growth in the percentage of Aboriginal individuals with a university degree (6% in 2001 and 8% in 2006), but this growth has not kept pace with the growth of university credential attainment of the non-Aboriginal population.<sup>58</sup>
- Education rates in Canada have been increasing over time, however, Aboriginal education attainment rates are only 60% that of Canada's non-Aboriginal population.<sup>59</sup>
- Individuals who attain higher education levels are likely to have higher incomes.

At the regional/provincial level:

- In 2006, of all provinces and territories Ontario had the highest proportion with a university degree or above (26.0%), followed by British Columbia (24.1%), the Yukon Territory (22.2%), Alberta (22.0%) and Quebec (20.8%). Nunavut (12.8%), Newfoundland and Labrador (14.0%) have the lowest proportions.<sup>60</sup>
- In Manitoba and Saskatchewan, First Nations who live off-reserve and Métis adults in urban areas performed at much lower levels of proficiency in literacy tests than the non-aboriginal populations of those cities.<sup>61</sup>

***Education - Implications for Police Sector:***

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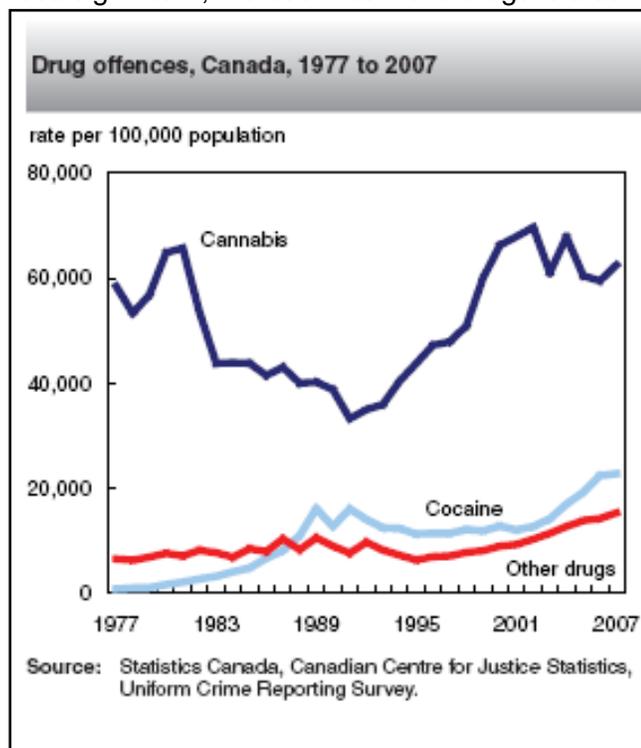
### 3. Drug Use

Globally:

- In 2007, approximately 5% of the world's population, or 208 million people, used illegal drugs at least once over the course of the previous twelve months.
- Problem drug use was reported among 0.6% of the world population (aged 15-64).<sup>62</sup>
- Cannabis continues to be the most prevalent of illegal drugs used, followed by amphetamines.<sup>63</sup>
- Drug treatment demand rates are highest in North America, but treatment as a whole is under-resourced in much of the world. Globally, only about 1 in 5 heavily drug dependent people are treated for their problem.

At the national level:

- Compared to global levels a disproportionately large number of Canadians use cannabis, while rates of use of heroin, amphetamines and ecstasy are roughly on par with international averages.<sup>64</sup>
- Use of Cannabis has increased dramatically in the last two decades, and while much less significant, the use most hard drugs is also increasing slowly.



- Lifetime use of most illicit drugs doubled over the 10 years between 1994 and 2004. The proportion of heavy drinking also increased.<sup>65</sup>
- The majority of Canadians perceive use of alcohol and all drugs to be a very or somewhat serious problem in Canada, their province and their community.<sup>66</sup>
- The average age at which youth started drinking alcohol and using cannabis was 15.6 years.<sup>67</sup>
- Almost 1 in 10 (8.2%) Canadian youth (age 15-24) uses marijuana on a daily basis.

At the regional level:

- The types and intensity of drug use vary from province to province. For example, heavy drinking was low in British Columbia (6%) and high in Newfoundland and Labrador (11.5%), while illicit drug use of Cannabis as well as other illicit drugs was highest in British Columbia and low in Atlantic provinces.<sup>68</sup>
- Residents of British Columbia, Ontario and Quebec were far more likely than the average Canadian to perceive injection drug use as a serious problem in their province.<sup>69</sup>

- After increasing through the 1990s, methamphetamine use among teenaged students in Ontario declined markedly by 72% between 1999 and 2007.<sup>70</sup>
- In the United States, methamphetamine use is most common in the Western states.

***Drug Use - Implications for Police Sector:***

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#### **4. Racism and Xenophobia**

*"If we can find common ground and unite around a common purpose with courage and determination, we can end cycles of violence and discrimination and we can do justice to the individual and collective assertion of human rights for people of all races, all religions, and all ethnicities."*

-Navanethem Pillay, UN High Commissioner for Human Rights, October 6, 2008

Globally:

- Racism is a distinction based on physical characteristic differences, and xenophobia is distinction based on the idea that the other is foreign or ideologically different.
- An increase in racist and xenophobic violence in the 1990s has been tied to new migration patterns that have developed along with the internationalization of labour markets. In receiving countries, angry outbursts sometimes result when newcomers are seen as competitors for jobs and public services.
- Increase in racist/xenophobic acts are also connected to increased globalization, where increased competition between states has led them to cut services in areas of social welfare, education and healthcare.<sup>71</sup>
- Since the terrorist attacks of September 11<sup>th</sup>, 2001, there have been numerous reports of heightened racial and cultural tensions around the world, especially affecting Arab and/or Muslim cultural groups.
- A rise of anti-immigrant parties and platforms in some European states has drawn international notice.

At the national level:

- For information regarding the ethnic and demographic make-up of the Canadian society, please see the Demography section, p. 1.
- Nearly one quarter of visible minority Canadians felt out of place in Canada because of their ethno-cultural characteristics all, most or some of the time, which was three times the rate among non-visible minorities.<sup>72</sup>
- About one fifth (20%) of visible minorities in Canada reported experiencing discrimination or unfair treatment due to their ethnicity, culture, race, skin colour,

- language, accent or religion. Of all groups, Blacks were more likely to experience discrimination (32%).
- The most common setting for experiencing discrimination was in the workplace, followed by stores, banks or restaurants, and on the street.
  - Approximately 18% of visible minorities reported experiencing discrimination when dealing with the police or courts.<sup>73</sup>
  - Research completed for Canadian Heritage suggests that Muslim/Arabic Canadians feel strongly that they are specifically targeted due to the use of the “no fly list” and security certificates that almost exclusively apply to Canadians of Arabic/Muslim characteristics.<sup>74</sup>

***Implications for Police Sector:***

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## **5. Religious Intolerance**

Globally:

- Display of religious symbols is contentious, but the approach to the issue varies from one country to the next.
- Increasing diversity and political pressures have brought Muslim dress issues to a front in many western countries.
- The bomb attacks in London and Madrid, and the murder of filmmaker Theo Van Gogh by a radical Islamist in the Netherlands opened the way for public discussion on religious intolerance against Muslims in many European countries.
- Several European countries are setting tougher immigration standards, and the rules seem directed at limiting immigration from non-western countries. For example, the Netherlands’ recent approach to integration policy requires that prospective non-Western family-immigrants must pass an integration exam from their home country. The exam covers Dutch language comprehension and tests for compatibility with Dutch liberal values.
- There are fears that public critiques of Islam might encourage

### ***The “veil” in Europe***

*In Europe, a debate rages on whether girls can wear headscarves in state schools.*

- *The Dutch government introduced a total ban on wearing burqas and other Muslim face veils in public.*
- *France has banned headscarves in schools since 2004.*
- *German regions have banned the wearing of the veil in schools*

*Critics of the veil argue that face-coverings mask a person's identity, are a public security concern, and might isolate females in the educational system/workplace.*

false perceptions that all Muslims are violent, and result in prejudice and intolerance.

At the national level:

- Canada is often depicted as an increasingly secularized society, and between 1985 and 2004 the percentage of Canadians reporting no religious affiliation increased from 12% to 19%. The picture, however, is not straightforward. While about one-third (32%) of adult Canadians attend religious services at least monthly, more than one-half (53%) participate in private religious activities at least monthly.<sup>75</sup>
- In 2006, one quarter of hate-crimes were motivated by religion.<sup>76</sup>
- The small Quebecois town of Hérouxville made international headlines when they drew up a set of municipal “standards” to give to newcomers. The document dictates that no women should veil their faces except at Halloween, that Sikh schoolboys not bring a kirpan (ceremonial dagger always worn on the belt) to school, that Christmas trees and carols are the norm, and that there would be no stoning or burning alive of women within the town limits.

***Implications for Police Sector:***

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## 6. Connectivity and Journalism

Globally:

- Information and communication technologies continue to spread throughout the world, and more people have access to the Internet and mobile phones every year.
- In the developing world, mobile phones have revolutionized telecommunication; they reached an average 61 per cent penetration rate at the end of 2008.<sup>77</sup>
- Only 1 of 13 people in developing countries have internet access.<sup>78</sup>
- Information and communication technologies have huge potential impacts on social and economic development
- New forms of information gathering and interactive media like digital news, personal blogs, social networking sites, and digital image capturing by the public have become critical in modern media.

*Connectivity and networking websites can now be used to fight crime. An 18-year old Manitoba man was arrested in March 2009 after the RCMP linked real-life graffiti to pictures found on Facebook.*

-CBC News, March 9<sup>th</sup>, 2009, “Manitoba Man Arrested after Posting Graffiti on Facebook”

At the national level:

- Most Canadians (89%) keep up with the news daily or several times a

week.<sup>79</sup>

- In 2003, most Canadians followed the news on TV followed by print journalism. Use of the internet to follow current affairs was most common among Canadians aged 19-24 (42%).<sup>80</sup>

At the regional level:

- Different news and new media sources are most accessible to English speakers. Canadians in Quebec and the Atlantic provinces, as well as Canadians who lived in rural places, accessed fewer sources than other Canadians.
- Metropolitan centres are seeing a rise in multicultural media outlets. At least eight daily newspapers and 23 radio stations serve Toronto's ethno-racially diverse population.

***Implications for Police Sector:***

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## Economy

### 1. Recent Economic Downturn

- Statistics Canada announced in early March 2009 that Canada's gross domestic product (GDP) had decreased at an annual rate of 3.4% in the last quarter of 2008, the worst economic performance since 1991.<sup>81</sup>
- Some believe that the lowering of interest rates (as announced in early March 2009) and increased government spending (such as the 33 billion dollars to be spent in 2009-2010 on ready-to-go projects by the federal government<sup>82</sup>) could pull Canada out of the slump it has fallen into by the end of 2009.<sup>83</sup>
- Serious monetary measures might be taken by the federal government, such as the lowering of interest rates down to all-time lows, but the future of Canada's economy remains dependent on a recovery in global markets and improved US financial health.<sup>84</sup>

### 2. Employment

- Canada experienced job losses that amount to 295,000 between February 2009 and October 2008, bringing the unemployment rate up to 7.7%. This data represents *total* job loss. All job losses were full-time, while there has been a marginal gain in part-time employment.<sup>85</sup>
- Analysts argue, "the year-over-year employment change in Canada (-.5%) is still relatively better than in the United States (-2.5%), but that is partly due to a 6-month time lag"<sup>86</sup>.
- Public sector employment accounted for 3.4 million jobs in the last quarter of 2008 – it represented 19.2% of the total number of employed people in the labour force. The proportion increased since 2007, when it was 18.8%.<sup>87</sup>
- Local governments and the federal government grew faster than provincial general governments, at rates of 4.7% and 3.5% respectively, compared with 2.2% for their provincial counterparts.<sup>88</sup>
- The recent economic downturn has yet to affect public sector employment.

### 3. Potential Regional Impacts

- The recent drop in demand and gas prices may affect petrol- and natural-gas-producing regions of Canada, but explicit data were not available at press time. "In Alberta, the drop in oil and gas activity has grown so dire that the provincial government yesterday [March 3<sup>rd</sup>] offered those who are drilling and producing wells a massive loyalty discount in hopes of prodding more oil-patch-related activity".<sup>89</sup>

### 4. Potential Consequences for the Funding of Police and Emergency Services

- Police services may not represent a large portion of provincial budgets, but the same cannot be said of smaller entities such as municipalities. In Vancouver, for example, police protection constitutes the largest expenditure (189M out of 1.2B of total expenditures, or 18%) listed on its Consolidated Statement of Financial Activities.<sup>90</sup> The impact of the current economic downturn on the provision and funding of emergency services could not be clearly outlined at press time, but potential changes in the funding of such services by various levels of government could be expected in

- the next years. Furthermore, cuts to key partners in health and housing areas will also be felt by police, though indirectly.
- In the context of declining government revenues and deficits at all levels of government, it can be expected that there will be significant pressure for governments to limit tax increases. Funding for a range of social programs including policing will likely be curtailed. This situation is aggravated by the increased health care costs of Canada's aging population.

***Economy - Implications for Police Sector:***

## Politics and Government

### 1. National Security<sup>91</sup>

- Canada adopted its first national security policy, “Securing an Open Society”, in 2004. Several measures were subsequently implemented:
  - An Integrated Threat Assessment Centre was created within the Canadian Security Intelligence Service (CSIS)
  - A National Security Advisory Council was created by the government
  - A Cross-Cultural Roundtable on Security (CCRS), an advisory committee composed of members of various cultural and religious communities, was created. Since the CCRS was put in place, other government bodies have taken steps toward equality and fair treatment. Amongst other initiatives, Canada Border Service Agency’s Fairness Initiative and the RCMP’s Bias-Free Policing Policy can be cited as examples.
  - “The testing and auditing of federal departments’ key security responsibilities and activities” was rendered the responsibility of the new Department of Public Safety and Emergency Preparedness.<sup>92</sup>

### 2. Structure

- The Charter of Rights and Freedoms, within the Canadian Constitution, sets forth the fundamental rights of everyone who lives in Canada. Amongst other freedoms, the charter protects freedom and expression and religion, freedom of movement and language rights, and democratic rights.
- The constitution underpins the structure of Canadian policing because establishes a federal government structure with considerable autonomy delegated to the province. This means that local governments have a great deal of control over policing in each province, and even at the municipal level. The RCMP maintains the responsibilities for policing the Territories and can be subcontracted to provide police services at the provincial/municipal level.<sup>93</sup>

### 3. Legal Environment

- The current trend is towards the implementation of a more punitive legal system. New legislation targeting auto theft, property crime<sup>94</sup>, violent crime, organized crime<sup>95</sup> and serious drug crimes<sup>96</sup> were adopted in 2008. The Youth Criminal Justice Act (YCJA), originally dating back to 1996, was also reviewed in 2008, and the revisions leaned towards greater repressive measures.<sup>97</sup>
- The Canadian judicial system operates in the country’s two official languages; French and English. Access to French language judicial services, however, can be challenging for French speakers who live outside of Quebec or other French-speaking communities.
- Canada has two legal systems; the **civil code** applies in the province of Quebec, and British **common law** the basis for federal law and all other provincial/territorial laws. This difference in legal systems results in some different policing procedures between Quebec and the rest of the country.

***Politics & Government - Implications for Police Sector:***

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## SECTION 3: POLICE-SPECIFIC TOPICS

### Public Safety and Security

#### 1. Global Conflicts

Globally:

- The number of ongoing conflicts has declined worldwide since the early 1990s. That decline has recently ended.
- Intrastate conflict is by far the most common form of armed conflict. Conflict between states is significantly less prevalent.<sup>98</sup>
- In 2007, there were an estimated 26 million internally displaced peoples (IDPs). States with serious ongoing conflict, like Sudan (5.8 million IDPs), Colombia (4 million IDPs), Iraq (2.5 million IDPs), Democratic Republic of the Congo (1.4 million IDPs) and Uganda (1.3 million IDPs), were the countries most affected.<sup>99</sup>
- In 2008, the bombing of the Marriott Hotel in Islamabad killed or injured over 300 people and drew attention to the substantial unrest in Pakistan.
- Conflict between Taliban militias and foreign forces in Afghanistan is the most intense it's been since 2003.<sup>100</sup>

*“The success of SPVM [Service de police de la Ville de Montreal] officers deployed to Haiti is due in large part to their experience and knowledge of the Haitian community, established in Montreal since 1967”, says Montreal Police Director, Mr Yvan Delorme. “For the past 40 years, we have developed our skills, our knowledge and a good relationship with the Montreal Haitian community, which have allowed us to contribute positively to peace missions in Haiti since our first participation in 1995. When our police officers come back from missions, they are more sensitive to Haitian community values, bringing better multicultural communications to the Greater Montreal Area.”*

*-Montreal Police Director, Yvan Delorme  
(February 2009)*

At the national level:

- Canadian police have been contributing to international peace operations for 20 years, acting on technical missions and as police trainers and mentors in international missions.<sup>101</sup>
- Approximately 2,000 police officers from the RCMP and other Canadian police services have served on 52 missions in 29 countries since 1989.<sup>102</sup>
- The RCMP’s International Peace Operations Branch (IPOB) manages the deployment of Canadian police personnel to countries such as Afghanistan, Sudan, the Palestinian territory, Lebanon, East Timor and the Ivory Coast.

At the regional level:

- The largest numbers of Canadian police are positioned in Haiti, mandated as advisors to the Haitian National Police. Almost 80% of those police officers are from the province of Quebec.<sup>103</sup>
- The 2010 Winter Olympics, based out of Vancouver and Whistler in British Columbia, is drawing significant attention to national security issues. Safely hosting major events like the Olympics comes at a high price and requires cooperation between security forces and communities. The RCMP is leading the 2010 Integration Security Unit, an amalgamation of local municipal police departments and the Canadian Forces, and the Unit works to build relationships with local communities, First Nations and other stakeholders. The unit demonstrates the trend towards integrated

policing for major events, organized crime, and other high-level security/policing issues.

***Global Conflicts - Implications for Police Sector:***

## **2. Terrorism**

Globally:

- Rarely does a week go by without an act of terrorism taking place somewhere in the world, and the victims are most commonly innocent civilians.
- Approximately 14,000 terrorist attacks occurred worldwide in 2007, resulting in over 22,000 deaths.<sup>104</sup>
- 87% of reported terrorist attacks that killed 10 or more people occurred in the Near East and South Asia.
- In 2006, Member States of the United Nations agreed to a common framework to fight terrorism.
- In 2006, 12% of recorded incidents of terror could be linked to Islamic fundamentalist groups.<sup>105</sup>
- The terrorist attacks of September 11, 2001 killed almost 3000 people. As a result of this tragic event, police worldwide have heightened attention to public security and safety and are focusing on seamless cooperation across the policing sector.

At the national level:

- With the exception of the U.S., there are more terrorist groups active in Canada than in any other country in the world.<sup>106</sup>
- Al Qaeda has identified Canada as a potential target for terrorist attack.
- Though some Canadians have been victims of large-scale terrorist attacks – like the 1985 bombing of Air India flight 182 from Toronto and the 2001 destruction of the World Trade Centre twin towers in New York City – Canada has not been targeted specifically for attack.
- The federal government is using counter-radicalization techniques to prevent al-Qaeda-inspired terrorists from emerging within Canada. Measures include intervention with at-risk youth, arrests and incarceration, outreach and a “whole of government approach”.<sup>107</sup>
- Canadian law enforcement is collaborating in the largest historical international investigation to find and dismantle terrorist support networks.
- In 2008, the first two convictions were made under Canada’s Anti-Terrorism Act; one was a member of the Toronto 18 terrorist group.

- Later that year, an Ottawa man born in Canada was found guilty of five charges of financing and facilitating terrorist activities in London, England and Ottawa.

***Terrorism - Implications for Police Sector:***

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### **3. Radicalization**

Globally:

- Domestic radicalization, or “homegrown terrorism”, is a relatively recent trend where individuals born in democratic, westernized countries adopt extremist or radical philosophies that guide them towards committing violent or terrorist acts, often in their country of residence.
- The stages of radicalization, especially for youth, can include moral outrage with local or international circumstances, feelings of alienation, perceptions of persecution and the unfairness of the social order, and a sense of acceptance brought by connections with extremist networks.<sup>108</sup>
- Cyberspace is an important external factor in radicalization and acts as both an ideological platform but also a functional tool for training new recruits.<sup>109</sup>

At the national level:

- Canadian Security Intelligence Service (CSIS) considers the issue of radicalization a serious problem and a direct threat to Canada’s security.

At the regional level:

- The most famous case of radicalization in Canadian history is based in Toronto. Members of the “Toronto 18”, mostly young Muslim men, were arrested in 2006 on accusations of planning mass destruction and murder of Canadian political leaders.

***Radicalization - Implications for Police Sector:***

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#### 4. Critical infrastructure

Globally:

- As the world becomes more interconnected, there is increasing concern over the security of key infrastructure in sectors like transportation, communication and information technology, energy and utilities, finance, health care, food and water.
- Critical infrastructure has been the target of terrorist groups. The London bombings of 2005 targeted rapid transit in the heart of the world's 6<sup>th</sup> largest city economy.
- Contingency plans are an imperative part of international security operatives.

At the national level:

- In a country as geographically dispersed as Canada, the connections facilitated by transportation and communication infrastructures are critical to daily life and the national economy.
- Canada's energy network might be at risk because it is largely managed by private companies.
- Oil platforms are in distant and relatively isolated places, thus vulnerable to attack and with little monitoring.
- Emergency preparedness requires cooperation across all jurisdictions including all levels of the government, the private sector, non-governmental organizations and all police forces.
- Health epidemics are another threat, particularly the H5N1 strain of the bird flu virus. First response workers (law enforcement, paramedics, etc) would be most affected.
- Two EnCana sour-gas pipelines in Northern BC were deliberately bombed in 2008. The RCMP classified the explosions as acts of vandalism, not terrorism.
- In 2006, Transport Canada announced an investment of \$254 million over 2 years to "bolster air, rail transit and marine security, as well as public transit...to increase Canada's ability to detect and respond to potential terrorist attacks."<sup>110</sup>

#### ***Critical Infrastructure - Implications for Police Sector:***

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#### 5. Organized Crime: Gang Violence

Globally:

- The FBI estimates that organized crime worldwide nets profits close to one trillion US dollars per year.<sup>111</sup>
- The globalization of organized crime continues, as networks sprawl international borders and multiple types of criminal offences.

- Organized crime often exploits conditions caused by political instability and war; for example, kidnappings, trafficking humans, and smuggling weapons, oil or diamonds.
- Between 2006 and 2007, there was a 13% increase in the number of police killings and injuries worldwide.<sup>112</sup>

At the national level:

- The Canadian criminal intelligence community identified about 900 organized crime groups in 2008. The groups operated in both rural and urban communities.<sup>113</sup>
- Contrary to homicides overall, gang-related homicides are on the rise and in 2007 accounted for about one in five homicides in Canada 2007 (see graph on next page).<sup>114</sup>
- Vulnerable youth are often targets for gang-recruitment.
- Aboriginal organized crime and gangs are an understudied phenomenon in Canadian criminology. Available research suggests that aboriginal organized crime is a serious issue with a unique set of operations and motivations.<sup>115</sup>

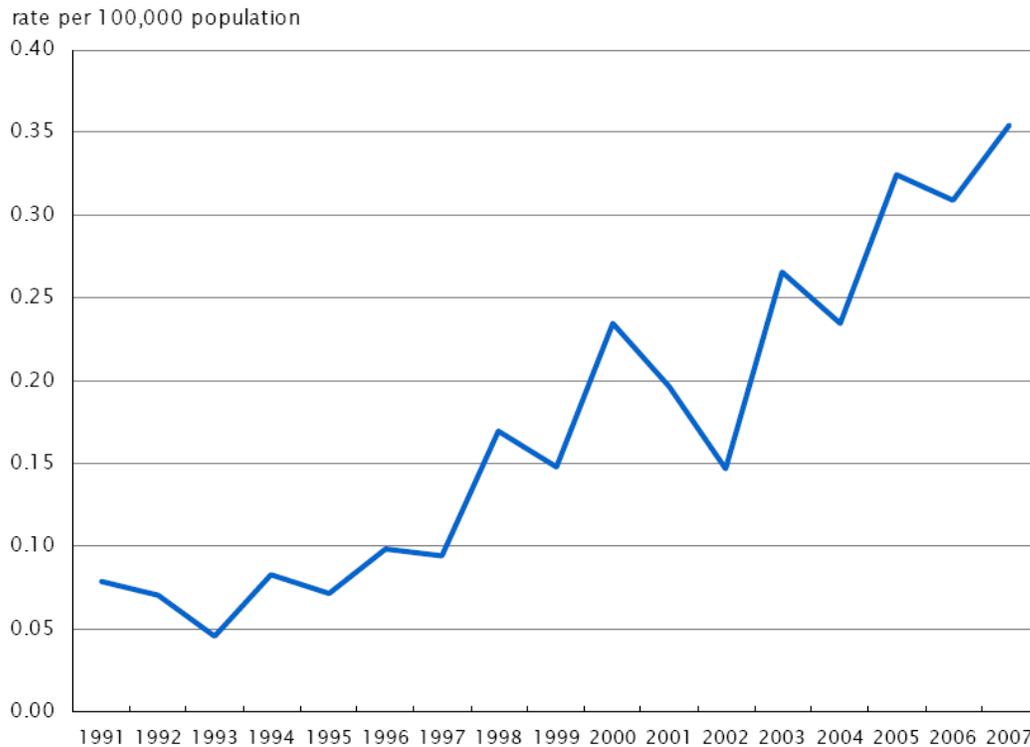
At the provincial/regional level:

- Saskatchewan reported the highest proportion gang-related homicides in 2007 (9 of the 30 homicides).<sup>116</sup>
- The 9 largest metropolitan areas in Canada accounted for 60% of the homicides in 2007, but over 75% of the gang homicides.<sup>117</sup>
- In 2006, of all the Central Metropolitan Areas, Edmonton had the highest rate of gang-related homicides in Canada.<sup>118</sup>
- In the early 2000s, criminal groups in the Akwesasne Mohawk Nation (where traditional territory spans the international border between Canada and the United States) were charged with smuggling contraband goods like liquor, drugs, weapons, gems, tax-free cigarettes, and human migrants.<sup>119</sup>
- Greater Vancouver has witnessed a marked increase in gang-related violence in the last two years, as there have been numerous “public” shootings throughout the Lower Mainland. Between the January 8<sup>th</sup> and March 15<sup>th</sup> of 2009, nearly 14 people have been killed and 34 wounded. Calgary has also experienced public gang shootings.

***Organized Crime - Implications for Police Sector:***

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Chart 6 Gang-related homicides on the increase



Source: Statistics Canada, Canadian Centre for Justice Statistics, Homicide Survey.

## 6. Drug industry

Globally:

- The illicit drug market shows long-term stabilization.<sup>120</sup>
- The global trade of drugs has profound effects on the economies of source countries, receiving countries, and transit countries.
- Afghanistan is the world's primary source of opium and heroin.<sup>121</sup>
- Approximately 165.6 million individuals worldwide use cannabis.<sup>122</sup>
- Illicit drugs are a main catalyst for conflicts all over the world.<sup>123</sup>
- There has been a strong increase in cocaine seizures made by Central American countries, and seizures are increasingly being made closer to the source country. In 2006, the large seizures of cocaine in Panama accounted for much of the regional growth.<sup>124</sup>
- In 2006, seizures of cocaine counted highest in Colombia (26% of world total), the U.S. (21%), Spain (7%), Venezuela (6%) and Panama (5%).<sup>125</sup>
- The drug crisis on the Mexican-U.S. border has raged for years. A surge in drug-gang killings to 6,300 in 2008 has brought new urgency to Mexico's drug crisis, as well as the smuggling of weapons and drugs across the U.S. border.

At the national level:

- In 2007, there were about 101,000 drug offences reported to police in Canada.<sup>126</sup>

- In Canada, drug offences were among the few crimes to increase in 2007. Canadian police services reported a 7% decline in crime, but a 4% increase in cannabis possession and a 3% increase in impaired driving charges.<sup>127</sup>
- In 2006, the total value of potential proceeds of drug seizures came to about \$2.3 billion.<sup>128</sup>
- Drug crime rates fluctuate from year to year depending on the local enforcement initiatives and available resources.
- “In September 2006, the largest marihuana seizure in Canadian history was discovered in Adamsville, New Brunswick near Moncton, where police seized close to 30,000 marihuana plants. The seizure of the grow operations resulted in the arrests of five people.”<sup>129</sup>
- In 2006, the majority of cocaine seized in Canada came over land through the United States. Asian organized crime groups were prominent in the smuggling.<sup>130</sup>
- New types of drugs are always being made. For example, “budder”, a cannabis derivative, emerged in the Vancouver area in 2004. The substance has THC levels ranging from 82 % to 99.6 %. Another dangerous new street drug is “cheese”, a deadly mix of black tar heroin and night time cold medicine that has been blamed for more than a dozen deaths in the U.S.<sup>131</sup>
- For a time, air passenger couriers were associated with smuggling shipments of methamphetamines from Canada to Japan and New Zealand.



**Source: US Coast Guard, March 21, 2007. Largest drug bust of cocaine in U.S. history (20 tons), off the coast of Panama.**

At the regional level:

- Drug offences are most prevalent in British Columbia, especially cannabis.<sup>132</sup>
- Khat (Catha Edulus), is an illegal drug chewed, smoked or infused that is consumed mostly by middle-aged men in the Somali, Yemeni, Ethiopian and Kenyan

- communities. The use of stimulant extracted from the plant is an ancient tradition for these communities. Demand is strongest in the Greater Toronto Area.
- Canada is a major production and export country for MDMA/Ecstasy.
  - Ecstasy has moved out of the declining “rave” scene and grown popular for use in clubs, private parties, high schools and universities.
  - Drug use can seriously impair driving (see text box on “driving high”).<sup>133,134,135</sup>

*Driving “high” in Canada:*

- Most Canadian drivers worry about drivers using marijuana, cocaine or methamphetamine (85%). Young drivers especially felt that while most youth disapprove of drinking and driving, they do not generally disapprove of driving “high”.
- Because it is difficult to measure the presence and amount of cannabinoids in the system, it is hard to track who is “driving high”. It is very clear, however, that a moderate or higher dose of cannabis impairs driver performance, especially affecting attention, tracking, and psychomotor skills.
- A study of Ontario students found that 19.3% of drivers in high school reported driving “within an hour of using cannabis”
  - -Transport Canada “Impaired Driving Survey ” (2007) & “Impacts of cannabis on driving.” (2003)

***Drug Industry - Implications for Police Sector:***

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**7. Counterfeiting and intellectual property**

Globally:

- The underground economy of fakes and knock-offs is huge around the world.
- Most counterfeit goods are sourced to China, but other major source countries include Russia, India, Pakistan, South Korea, Hong Kong, Pakistan, Mexico, Malaysia, Switzerland and Thailand.
- Counterfeiters are often involved in other criminal activities like drug offences or identity theft. They may also become involved in terrorist financing.
- The diversity of counterfeit products is growing and new electrical, automotive, food, medical and beauty products can involve serious, even potentially deadly, health and safety risks.<sup>136</sup>

At the national level:

- Canada is among the global hotspots for selling and distributing counterfeit trademarked goods.<sup>137</sup>
- The RCMP estimates that Canada loses billions per year because of counterfeiting.
- The total value of counterfeit currency passed and seized in 2006 was in excess of \$4 million. That is a significant drop from the amount of counterfeit currency passed and seized in 2004 (\$17 million).<sup>138</sup>
- Counterfeit currency in Canada is in a state of decline, much in part to a new-series of bank notes that have state-of-the-art security features, dedicated counterfeit enforcement teams and increased public/retailer awareness.<sup>139</sup>
- Counterfeiting currency rates fluctuate significantly year to year, but dropped by 54% between 2006 and 2007.<sup>140</sup>
- Counterfeit banknotes in Canada are mostly made on inkjet printers.
- The Bank of Canada provides no protection for someone who accepts a counterfeit banknote, so consumers and retailers suffer the loss. Many businesses increase their prices to make up the loss.
- There is a shift towards more professional counterfeiters in Canada, sometimes involved in organized crime syndicates.

*"The nature of the counterfeit goods trade has changed...Previously consumers would knowingly purchase counterfeit clothing, video recordings or luxury items such as designer watches and purses at flea markets. Now consumers often do not realize that the goods are counterfeit".*

*-Sgt. Michael Harvey, RCMP  
Cornwall Detachment*

At the regional level:

- Ontario accounted for 44% of counterfeiting currency in Canada in 2006, followed by Quebec (32%), the Pacific region (16%) and the North West region (3-4%) and the Atlantic region (less than 1%).<sup>141</sup>
- Toronto, Montreal and Vancouver are the hubs for counterfeit currency.
- In the pacific and northwest regions, the trend is for illegal drug distributors to be also making or selling counterfeit currency. Methamphetamine users especially sell counterfeit currency to support their drug habits.
- Organized crime has close ties to counterfeiting in Ontario, but not so much in British Columbia and Quebec.
- In Quebec, a new trend hit the streets in 2006 when high-quality counterfeit \$1 and \$2 coins were distributed.<sup>142</sup>

**Counterfeiting and Intellectual Property - Implications for Police Sector:**

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## 8. Illegal population movements

Globally:

- Every year hundreds of thousands of migrants are moved illegally by international smuggling and trafficking groups.<sup>143</sup>
- The number of countries to take steps towards implementing international agreements in this area has doubled in the last few years. However, many countries, especially in Africa, still lack the necessary legal instruments to join international agreements.
- The number of convictions is increasing but not in proportion to the growing size and awareness of the problem.
- Sexual exploitation is by far the most commonly identified type of human trafficking (79%), followed by forced labour (18%). Other forms of trafficking, like the emerging phenomenon of babies trafficked for illegal adoption, are under-reported.<sup>144,145</sup>
- Most trafficking is national or regional, where victims and perpetrators are of the same nationality.
- Europe is the destination for victims from the widest range of origins. Victims from Asia are trafficked to the widest range of destinations.<sup>146</sup>
- Female perpetrators play a key role in human trafficking. In Europe, women made up a larger share of those convicted for the offence.<sup>147</sup>
- In 2006, over 21,400 victims of trafficking were identified.<sup>148</sup>
- Trade or trafficking in human beings started in the late 1980s but entered the mainstream in the 1990s.<sup>149</sup>
- Illegal migration is hard to track because many people enter a country legally but overstay their visas.<sup>150</sup>
- Political restructuring, wars, terrorism, domestic abuse and environmental crises are just some of the events that force people to leave their home country.
- Countries like the Philippines and Thailand stimulate their local economies through the remittances sent by nationals working abroad. Many legal migrants remit to their home countries, and overseas employment for many has become a way of gaining social status and improving their financial situation. The official encouragement to move, however, has made more people vulnerable to offers from smugglers or traffickers.
- Illegal migration from Africa to member states of the European Union (EU) is a growing concern.
- Spain and Italy are two popular destination countries for migrants from West Africa who are searching employment. It is estimated that about 25,000 illegal migrants have moved to these countries.<sup>151</sup>

### ***The different forms of illegal movement:***

- *Trafficking implies the use of fraud, coercion or abuse to force the illegal movement of a person. Trafficking often involves organized crime syndicates, and is frequently connected to movement of women and children. It does not necessarily involve crossing a border.*
- *“Smuggling” refers to the voluntary exchange of money or goods for illegal entry into a state in which the migrant is not a national or permanent resident.*
- *Undocumented migrants move without the necessary documents for migration and often file for refugee status upon arrival in the new country.*

- The International Labour Organization has launched a series of joint-efforts with governments throughout South East Asia to tackle human trafficking and child labour.<sup>152</sup>
- The trafficking offence under the Immigration and Refugee Protection Act (IRPA) holds severe penalties: fines of up to \$1 million and imprisonment for life.

At the national level:

- A total 28,523 individuals made a claim for refugee protection in Canada in 2007.<sup>153</sup>
- Canada strengthened the provisions for the protection of victims of human trafficking in 2007 to extend the length of their temporary resident permits and to give them an opportunity to apply for a work permit.<sup>154</sup>
- Canadian borders are perceived as vulnerable to human smuggling and illegal movement. This is in part due to the country's very large land and sea border.
- The networks that facilitate trafficking are well-hidden. The police identified only 4 victims of trafficking in 2006.
- Asia, particularly the Mekong sub-region, and parts of Africa and Eastern Europe are the primary source regions for victims trafficked to Canada.<sup>155</sup>

***Illegal Population Movements - Implications for Police Sector:***

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## **9. Racial profiling**

Globally:

- Racial profiling is the charge that members of some ethnic groups are more likely to be involved in criminal activities than others.
- Racial Profiling is a difficult charge to authenticate.

At the regional level:

- Statistical information on racial profiling is rarely available through primary sources. In 2005, the Toronto Star analysed police statistics to uncover the over-representation of black Canadians in certain offence categories like drug possession and traffic violations that require pull-overs (like driving without a license). The study also suggested that black suspects were held longer before bail hearings while white suspects were more likely to be released at the scene.

- Police statistics in Kingston, Ontario from 2005 found young black and aboriginal men more likely to be stopped than other groups. Police in that area were 3.7 times more likely to pull-over a black person as a Caucasian person.<sup>156</sup>

***Racial Profiling - Implications for Police Sector:***

## 10. Victimization

Globally:

- Most crimes are under-reported and this affects the reliability of victimization stats.
- Based on a 2004 survey of 30 nations (half of which are deemed 'industrialized' and half, 'developing'), about 16 of every 100 people worldwide have been a victim of any common crime. The most common offences were theft of personal property, theft from a car and theft of a bicycle.<sup>157</sup>
- Most countries show a downward trend in the level of victimization since 1995 to 2000.<sup>158</sup>
- Victimization is about 25% higher in main cities than for countries as a whole. Phnom Penh (Cambodia), Maputo (Mozambique) and Buenos Aires (Argentina) are the cities with highest victimization rates (based on available data).<sup>159</sup>
- A worldwide drop in the level of car theft is attributed to the increasing use of anti-theft devices that limit amateur thieves from stealing cars.
- Internationally, victims of serious crimes are under-supported by law enforcement officials. Only 8% of victims received specialized help, while 43% of those who didn't, expressed a need for help.<sup>160</sup>

At the national level:

- In 2004, 17% of Canadians aged 16 and up had been victims of crime.<sup>161</sup>
- The highest victimization rate is for theft from a vehicle. Just 48% of victims of theft report the incident to the police.<sup>162</sup>
- Data from the 2004 General Social Survey showed that immigrants had a lower rate of violent crime victimization than did their Canadian-born counterparts.<sup>163</sup>
- Only about one in ten victims of sexual assault report the offence to police.<sup>164</sup>
- Self-identifying Aboriginals were three times as likely as non-Aboriginals to report being victims of violent victimisation.<sup>165</sup>
- People of Aboriginal descent are much more likely to be victims of homicide than non-Aboriginal people. Between 1997-2000 the homicide rate averaged 8.8 per 100,000 population, compared to 1.3 per 100,000 population for non-Aboriginal people.<sup>166</sup>
- As Canada's population ages, concern around abuse of the elderly is increasing.

At the provincial/regional level:

- Immigrants in Quebec and the Atlantic provinces were less likely to fear crime.<sup>167</sup> Immigrants in Ontario and BC express higher fear than non-immigrants.<sup>168</sup>
- Rates of violent victimization are lowest in Quebec and highest in Alberta and Nova Scotia.<sup>169</sup>

***Victimisation - Implications for Police Sector:***

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## **11. Identity theft**

Globally:

- Identity theft is one of the fastest-growing crimes in Canada and the United States.
- Thieves access personal information via several means: theft of purses/wallets, theft of newly issued cards or credit card applications from mailboxes, rummaging through trash to pick out bank/credit card statements, “shoulder surfing” at ATM machines, using technology to skim personal information data from a card’s magnetic strip, emailing and website “spoofing”, and theft from company or government databases.
- A relatively new form of identity theft is “phishing”, when identify thieves fish for personal information or financial account information from internet users by posing as established, legitimate businesses.

At the national level:

- In 2008, 11,335 Canadians were victim to identity theft.<sup>170</sup>
- Two major Canadian credit bureaus, Equifax and Trans Union, report receiving approximately 1,400 to 1,800 identity theft complaints each month.<sup>171</sup> In 2006, 73% of Canadians polled expressed concerns about becoming victims of identity theft<sup>172</sup>.
- Identity theft in Canada commonly occurs in false mortgage applications (mortgage fraud).<sup>173</sup>

At the regional level:

- Residents of Ontario reported the most cases of identity theft in Canada in 2006, with losses exceeding 7.5 million dollars. This high number is comparable to the frequency of reports in other provinces when we take population size into account.
- The Better Business Bureau rated identity theft as Greater Vancouver’s No. 1 scam.
- Some provinces are introducing high-tech driver’s licences to help stop identity theft and frauds; British Columbia, Alberta, Ontario, Quebec.

- Provinces, police forces and regional banks are cooperating to produce more awareness of identity theft to help prevent such frauds.

***Identity Theft - Implications for Police Sector:***

## Science and Technology

### 1. Supporting Technology

At the national level:

- Total Canadian expenditures on research and development reached \$28 billion in 2006.<sup>174</sup>
- Expenditures on research and development increased on average 4.5% each year between 1990 to 2005, but spending levelled out in 2005/6.<sup>175</sup>
- The federal government spent \$9.5 billion in 2007/2008 – 65% of which went to research and development. This was a decrease in spending from 2006/2007.<sup>176</sup>

At the regional level:

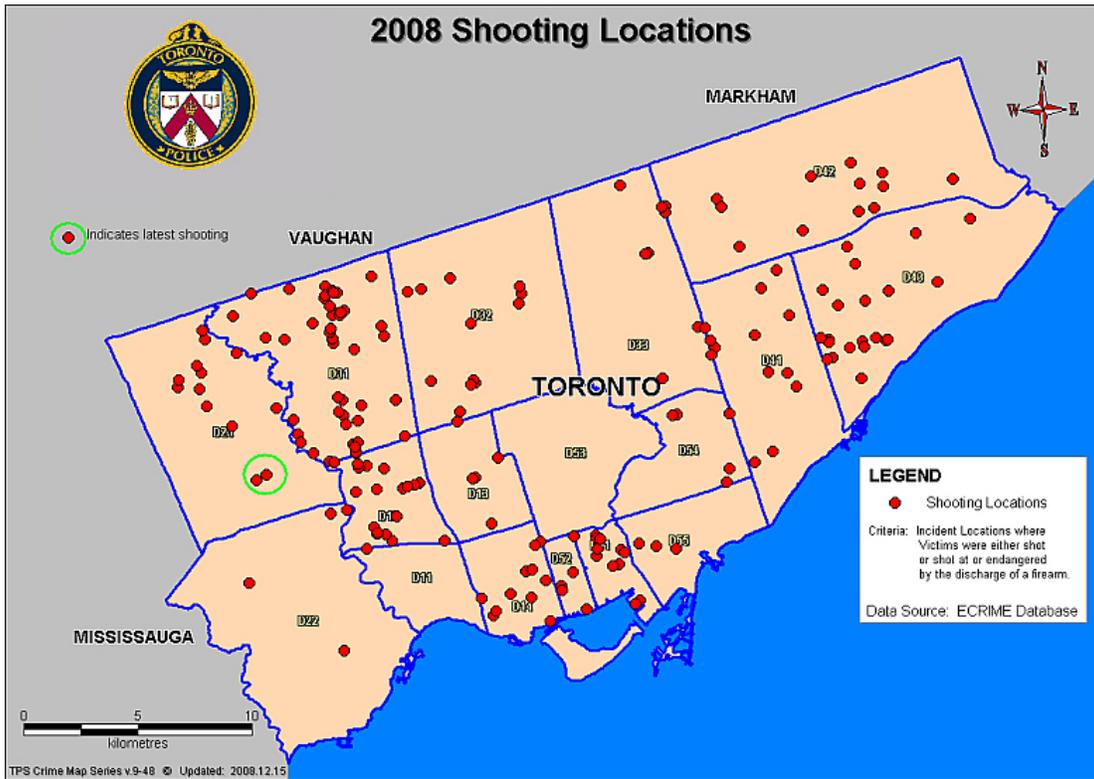
- Provincial expenditures on Science and Technology vary province to province.
- Federal expenditures also differ in each province. Ontario and Quebec receive the most funding.<sup>177</sup>

#### ***Supporting Technology - Implications for Police Sector:***

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### 2. Computing

- Computer technology in policing can efficiently perform what would otherwise be laborious manual processes.<sup>178</sup>
- Investigators use technology to identify bloodstain patterns and shooter trajectory in violent crimes, and analyse blood and urine in impaired-driving cases.
- Computer-aided dispatch, computerized records management, better radio communications and the introduction of mobile workstations are changing the way policing is done in Canada.
- New technology comes with up-front demands in terms of time for training and retraining, but also periodic lags during connection times or waiting for technical support to deal with glitches.
- Municipal police groups are using computers to help make crime statistics more accessible to the public. Crime mapping, for example, can help individuals understand where crime hits their community.



Toronto Police's Regional Map of 2008 Shootings, <http://www.torontopolice.on.ca/statistics/stats.php>

**Computing - Implications for Police Sector:**

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### 3. Technological Gaps

Globally:

- Criminal use of technology outpaces police capacity and staying ahead demands constant updating in technology and learning.<sup>179</sup>
- In the past, police have struggled to accept and apply technological systems that will improve efficiency.<sup>180</sup>
- Jurisdiction is a key obstacle to enforcement, especially in cyber crimes of untraceable origins.

- Knowledge turnover is accelerating, and access to continuous learning facilitated by the Internet and better communication technologies is a critical way to keep the police workforce informed.

At the national level:

- There is increasing demand for specialized knowledge in forensics and other information technologies. Better collaboration between forces is needed to support the development of specialized officers.
- Canadian police sectors need better access to internet-based resources for learning.
- At present, hardware and software used by police forces in Canada are not common, so compatibility between systems must be addressed.<sup>181</sup>
- Technology could be leveraged as both an instrument of efficiency and a tool to track the use of policing resources.
- Annual conferences held by Federal, provincial and local police governance bodies help transfer knowledge about new technologies and eliminate problematic gaps.
- The gradual transition from the aggregate Uniform Crime Reporting (UCR) Survey to the incident-based UCR2 survey required that some police service modify their Records Management System, and not all services had that technical capacity.

### ***The Taser Controversy***

*In 2008, Police used a taser on an Polish man at Vancouver's International Airport, the man died. A member of the public captured the controversial incident on video. The video image became a critical part of the judicial hearing, but was also made public by the man who filmed it and at the time of publication, was easily accessed at the free internet video site YouTube.*

*The event has sparked intense debate on the use of conducted energy weapon technologies.*

At the regional level:

- The deployment of surveillance policing technologies differs by region depending on the police's legal powers and access to or control over property.

### ***Technological Gaps - Implications for Police Sector:***

## **4. Information and Communication Technologies**

Globally:

- Police forces across the country are increasingly using new technologies (web-based technologies, instant messaging) to communicate with employees.

- New communication technologies like secure wireless networking, PDAs, digital cameras and recorders can help enhance communication.
- The use of photographs and videos captured by civilians is more and more common in media reporting and criminal investigations.
- The policing sector increasingly relies on technologically sophisticated security professionals. Hired private companies provide many of these technological resources, and yet they operate beyond the view of most Canadians.<sup>182</sup>

At the national level:

- Municipal police forces are going online. The Calgary Police has joined Twitter, an online service that lets people communicate in short updates and subscribe to the “tweets” of others ([www.twitter.com/calgarypolice](http://www.twitter.com/calgarypolice)).
- In 2007, 81.14% of private sector businesses and 100% of public sector businesses in Canada used email at work.<sup>183</sup>

***Information and Communication Technologies - Implications for Police Sector:***

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## 5. Cyber-crimes

Globally:

- Cyber-crime includes offences that once happened in the physical world but now happen over the Internet (like child pornography, criminal harassment, fraud, intellectual property violations or the sale of illegal substances or goods), and offences that involve computers as the object of the crime (sending or creating computer viruses, defacing websites, hacking into systems).<sup>184</sup>
- New technologies that span borders via the Internet pose enormous challenges for policing systems that have traditionally been based within nation states.
- The Council of Europe’s *Convention on Cyber-Crime* attempts to establish common international definitions of cyber-crime.
- Real-life crimes in virtual environments, like the online virtual world Second Life, are an emerging issue. Crimes include property theft of virtual items (that have real life monetary value) and harassment.

At the national level:

- Canada was one of the first countries to enact criminal laws against cyber-crime (started 1985) and is ahead of nearly two-thirds of UN-surveyed countries in enacting such laws.<sup>185</sup>
- Identity theft is one of the fastest growing crimes in Canada and it is largely internet-based. One in fifteen Canadians have been victimized.<sup>186</sup>

- It is a challenge to apply existing legislation to criminal activities involving new technologies.
- Educators reported substantial growth in the number of students enrolled in cybersecurity courses from 2001 to 2003, with an 86.8% increase in the number of students enrolled over this time period. Institutions reported further expected increases in enrolment related to cybersecurity over the 2004 to 2009 time period. Institutions expected to have a total of 4,784 students enrolled annually in cybersecurity courses over this period. According to educators, the top challenge in providing cybersecurity-related courses and programs is that cybersecurity is still an emerging area (64.1% of educators). Other frequently identified challenges included the quickly changing state of the cybersecurity field (59.0%), the cost of technology and software associated with programs and courses (51.3%) and the lack of qualified instructors (48.7%). With respect to current cybersecurity vacancies in Canada, an analysis of survey results suggested that total cybersecurity staff needed for Canada's large establishments was expected to escalate from 104,200 in 2003 to 135,190 in 2008. This represents an increase of almost 30%.<sup>187</sup>

**Cyber-Crimes - Implications for Police Sector:**

## 6. New Developments in Radio-Frequency Identification

- A Radio-Frequency Identification (RFID) tag holds identifying information and when applied to a product, animal or person will track their location using radio waves.
- Several countries use RFID tags in passports (E-passports). The United States introduced them in 2006 as did the Republic of Korea in 2008.
- In the U.S., controversy over RFID passports developed when it became clear that the cards could be used to track travelers. The passport card now comes with an identity stronghold secure sleeve that shields the card.

### **The new tech ID: Biometrics**

- *Biometric technologies help identify humans based on intrinsic physical or behavioural traits. Biotech can use individuals' unique fingerprint, iris, DNA, face, voice or other feature to identify that individual.*
- *Biometric identification is increasingly used across the world. It is now used in British and U.S. passports.*
- *Disney World takes biometric fingerprint information from guests to verify they are who their ticket says they are.*

- In recent years, humans have experimented with implantable RFID chips previously used for animal tagging. People can program the chip to contain personal data like computer log-on information, financial accounts, or even to unlock doors to their cars or homes.
- Security experts warn against the use of implanted RFID chips because of the risk of identity theft.

***New Developments in RFID - Implications for Police Sector:***

## **7. Biotech & nanotech**

- Biotech refers to the use of living organisms or their products to modify human health or the environment. Recent developments in biotech give humans the ability to alter the genetic elements of cells.
- Though popularized to audiences in North America through television programs like CSI and Law & Order, biotechnology has contributed to criminal investigations in real and impacting ways.
- Forensic scientists use biotechnology to collect and analyze trace evidence such as hair, skin, blood or bodily fluids found at the crime scene. Since every individual has unique DNA, finding DNA evidence helps both identify and incarcerate criminals.
- DNA fingerprinting is a forensic breakthrough that altered crime investigation.
- In 1999, antibody analysis was made available to criminal investigators as another tool to help track criminals.
- Nanotech is the study of matter on an atomic and molecular scale.
- Developments in nanotechnology could pose a large-scale threat to human security or safety with the development of untraceable weapons of mass destruction, networked cameras and accelerated weapons development.

At the national level:

- Canada's federal government spent \$921 million on science and technology activities in biotechnology in 2008 (9% of total federal science and technology funding). By far the biggest share (48%) of that funding went towards higher education through the Canadian Institutes of Health Research.<sup>188</sup>
- The number of biotechnology firms grew from 490 in 2003 to 532 in 2005 (up 8%). Canadian biotech firms are on average 14 years old in this relatively new industry.<sup>189</sup>
- In Canada, several older cases have been re-opened to consider the analysis of DNA-evidence. On occasion, convicted individuals have been found not-guilty and released from their prison sentence.

***Biotech & Nanotech - Implications for Police Sector:***

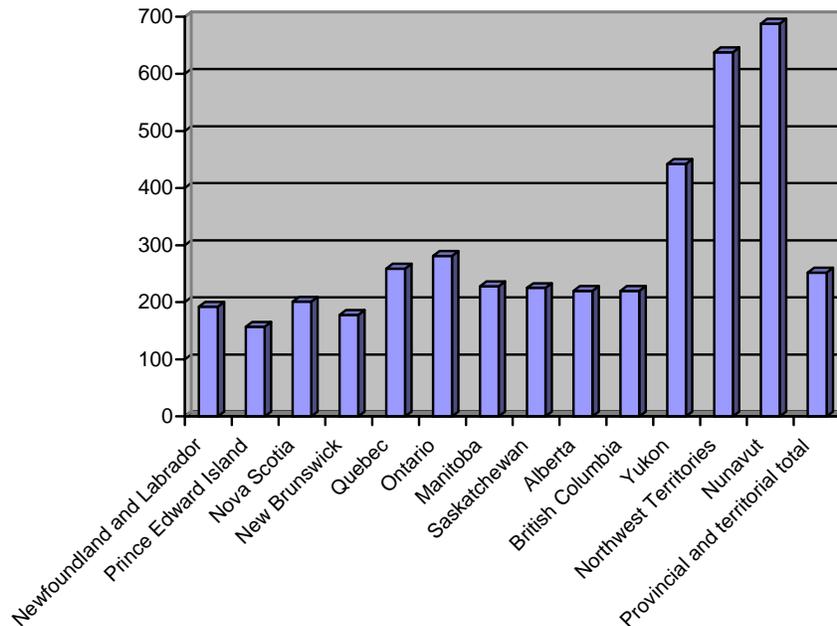
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## Human Resources Management

### 1. Finance

- Overall, 10.5 billion dollars were spent in Canada on policing in 2007, which amounts to \$320 per capita, a 6.7% increase from the previous year.<sup>190</sup>
- Police forces are increasingly asked to explain their resource allocations, forcing the provision of police services to operate on a ‘business model’.<sup>191</sup>
- Some argue the provision of police resources should not apply a ‘quantity’ framework (where increased resources solve problems) but an ‘optimal allocation’ framework, where funding the right programs and working with limited resources is key.
- Northwest Territories and Nunavut had the highest per capita policing costs, with \$638 and \$688 per capita respectively.<sup>192</sup>
- PEI, New Brunswick and Newfoundland reported the lowest per capita policing costs, with \$157, \$178 and \$192 per capita respectively.<sup>193</sup>

**Table 1: Per Capita Expenditures on Policing, in dollars, 2007**



Source: Statistics Canada, "Police Resources in Canada, 2008"

**Finance - Implications for Police Sector:**

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## 2. Public Perception and Citizen Satisfaction

At the national level:

- In 2006, 37% of crimes were solved by police, a proportion not reached in 30 years.<sup>194</sup>
- In 2004, 94% of Canadians estimated being very or somewhat satisfied with their level of safety from crime.<sup>195</sup>
- Over half of Canadians believe that their local police is doing a good job. This perception was broken down in to several indicators; 61% of Canadians believed that the police was doing a good job at ensuring the safety of citizens. The lowest score, however, goes into the police's ability to supply information on reducing crime, which 50% of Canadians believe is well done by police forces.<sup>196</sup>
- Positive attitudes displayed toward police forces increase with age: older Canadians are generally more satisfied with the police.<sup>197</sup>
- The degree of satisfaction with police performance generally tended to be lower among Canadians who had contact with the police in the 12 months preceding the survey.<sup>198</sup>

**Table 2: Perception (%)of the local police doing a good job, by age, 2004**

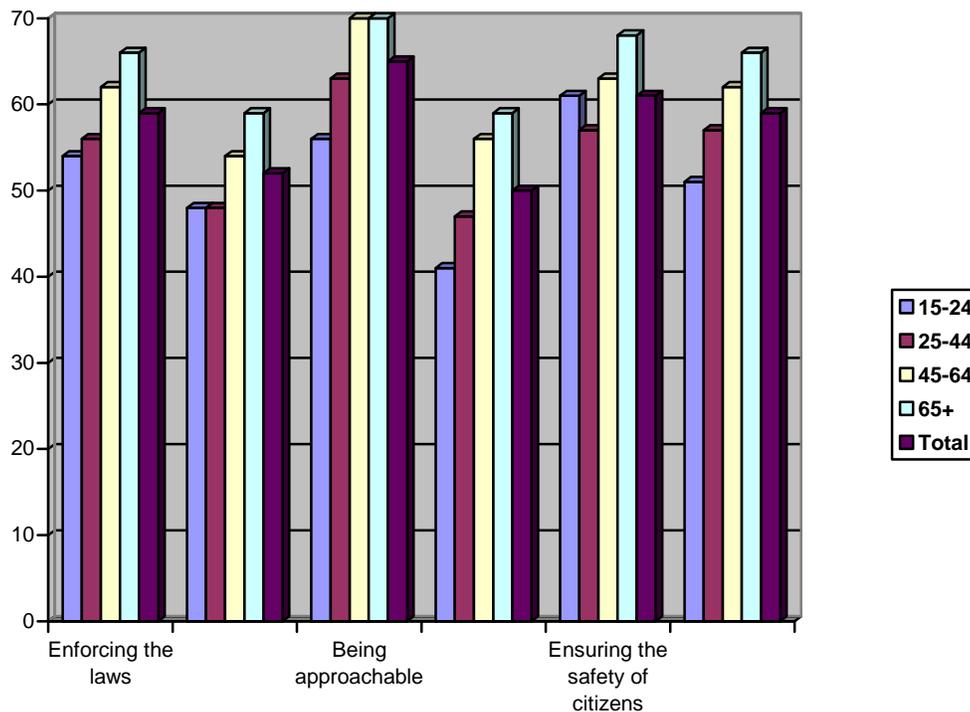


Table Source: Statistics Canada, "General Social Survey on Victimization, Cycle 18"

At the provincial/regional level:

- Manitoba and Saskatchewan police forces were the least likely to be praised for their timely response to calls. In both provinces, 42% of respondents estimated that local police were doing a good job at responding promptly to calls.<sup>199</sup>

- Prince Edward Island, Newfoundland and Labrador and New Brunswick police forces are perceived as more approachable – 75%, 74% and 74% of respondents respectively reported that local police forces were doing a good job at being approachable.<sup>200</sup>
- Prince Edward Island and Newfoundland and Labrador police are also perceived as treating people fairly by a greater proportion of the population. Sixty-eight and 66% of the population of those provinces respectively believe that their local police forces succeed in treating people fairly.<sup>201</sup>
- The Ontario Provincial Police (OPP) saw its number of public complaints decrease 18% over 2 years. Dropping from 503 in 2005 to 411 in 2007.<sup>202</sup>
- Considerable recent attention has been paid to in-custody deaths which is bringing the issue of police investigating police to public debate.

***Public Perception & Citizen Satisfaction - Implications for Police Sector:***

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**3. Underrepresentation of women and visible minorities<sup>203</sup>**

- 6% of police officers belong to visible minorities, compared with 16.2% of the general population, and 15% of the general population aged 15 and over.
- 20% of police officers in Canada are women.
- People of Aboriginal descent are proportionally represented in the police force – they make up 4% of police officers, and 3% of the Canadian population aged 15 and over, regardless of employment status.

***Implications for Police Sector:***

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**4. Retirement Trends/Population Aging**

- Roughly 3.7 million Canadians were aged 55 to 64 in 2006; this age group makes up approximately one potential worker in six.
- “With workers generally leaving the workforce between the ages of 55 and 64, Canada has never had so many people close to retirement. The ratio of the 15 to 24

- age group, people about to enter the labour market, to the 55 to 64 age group, people approaching retirement, was 1.1 in 2006. It means that for each person at the age where people leave the workforce, there was just over one person at the age where people are entering the labour force. [...] According to the population projections' medium-growth scenario, in about 10 years Canada may have more people at the age where they can leave the labour force than people at the age where they can begin working."<sup>204</sup>
- The number of retirements per year is expected to double or even triple by 2020.<sup>205</sup>

***Retirement Trends/Population Aging - Implications for Police Sector:***

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**5. Private security vs. public police**

- The nature of Police sector work is changing; Policing is an integrated task undertaken by many groups and individuals.<sup>206</sup>
- A certain commoditisation of state policing seems to be taking place, where public police forces sell their services directly to the private sector in 'pay duty' arrangements or contract their services to municipal policing services.
- There are many more private security personnel than police officers in Canada: in 2006, there were about 102,000 of the former, and 68,000 of the latter.
- Private security personnel are growing much faster than police officers: the number of private security personnel in Canada grew 15% between 2001 and 2006, compared with a 3% increase rate for police officers over the same period.
- "It is becoming increasingly difficult to clearly define the roles and responsibilities of private security and public police. While these remain distinct tasks that are handled by one or the other, the task of 'policing' and securing society carried out by a network of public police and private security is often overlapping, complimentary and mutually supportive."<sup>207</sup>
- New types of property policed by private firms but used by the public - like indoor shopping malls, gated communities and private health clubs - are blurring the distinction between public and private ownership, and thus police territory.

***Private Security vs. Public Police - Implications for Police Sector:***

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## 6. Competition for Workers/Recruitment and Retention

At the national level:

- There were over 65,000 ‘active’ police officers in Canada in 2008; two thirds of them were employed by municipal police services.<sup>208</sup>
  - Municipal police services in Montreal and Toronto employ thousands of workers, while some municipal police forces employ under 20.
  - A StatCan report states that there are 13,234 ‘authorized’ police positions throughout Canada that are not filled; reasons range from parental leave to difficulty replacing officers when they retire.<sup>209</sup>
  - While corporate loyalty has characterized the policing world in the past, some indicators suggest that this trend may wane in the near future. Recruits are now generally older and come from more diverse backgrounds, which tends to indicate that they changed career paths during their adult years. Additionally, some police service exit interviews indicate that officers leave the uniform behind to pursue other career goals.<sup>210</sup>
  - Policing appears to hold little attraction for today’s youth. Only 4% of youth listed ‘policing’ as the field in which they are ‘most’ interested to pursue a career in a survey.<sup>211</sup>
  - Challenges to recruiting include the recruitment process itself: “The process is lengthy, costly in both time and resources to both the applicant and the employer, and, in some instances, restrictive. Applicants must apply separately to each police service they are interested in and, on average, it takes about 9 months for a successful applicant to be offered employment; 90% of applicants are rejected.”<sup>212</sup>
- “With a higher level of education, strong desire for work-life balance, and knowledge of their worth in the labour market, younger officers have increased expectations for rapid promotion and organizational accommodation for work-life balance. More and more, the Service – all employers, for that matter – will experience increasing demands for shorter workweeks, more flexible work hours, work from home capability, and increased leaves.”*

-Toronto Police Service, “2008 Environmental Scan”
- Newer workers may also pose retention challenges that did not arise with older workers: “Younger workers are now generally less likely to expect to stay in a career, let alone with a single organization, for 30 years, and the number of youth entrants into the workforce will diminish. The competition for young, educated, and experienced workers will, therefore, increase, putting pressure on employers to offer competitive salaries and benefits, and adapt working environments to better suit the needs of younger workers.”<sup>213</sup>

At the provincial/regional level:

- The OPP estimates that it will have to increase its recruitment targets from 5% to 9% by 2010 just to maintain its current workforce. The OPP acknowledges that “shifts in demographics and increases in immigration are expected over the next few years, but it has yet to publish a strategy detailing the shifts to come in its recruitment efforts.”<sup>214</sup>
- Police recruits are generally older, according to Toronto data. The average age of recruits was 28 years old in 2007, with almost one third (28%) of recruits aged over

30. Before 1995, the average recruit age was 22 years, and a slim minority (about 3%) were aged over 30.<sup>215</sup>
- The workers' satisfaction with their work may also be an issue to address. "Findings of the 2007 Toronto Police Service Personnel Survey indicated that as length of service increased, officers were less likely to say that they were satisfied with their work, that they were satisfied with their work environment, or that they felt that their work was meaningful".<sup>216</sup>
  - In light of the challenges mentioned above, one source suggests that recruitment efforts be centralized: "A national outsourced recruiting initiative would provide for effective and efficient service delivery to Canadian policing agencies while still providing ways to deploy police resources to front line priorities as identified by individual police agencies. Such an approach would allow all agencies to release front line officers from recruitment and related administrative duties and shift these functions to a centralized service provider or alternative service delivery with expertise in advertising, recruiting, and selection processes. The result of this move would require all but the final recruitment steps to be done by the service provider, such as key components of the security clearance process."<sup>217</sup>
  - A report published jointly by the Canadian Association of Chiefs of Police and the Institute for Strategic International Studies also recommends that technological infrastructure managing and storing information relevant to human resource and career development for all employees of Canadian police forces. According to them, this would enhance "human resource recruitment, development, mobility, position and function."<sup>218</sup>

***Competition for Workers/Recruitment and Retention - Implications for Police Sector:***

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## FEEDBACK SURVEY

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This report was prepared as a “pilot” project supported by the Police Sector Council. In order to establish the utility and support for the prepared publication, the Police Sector Council is soliciting feedback on this document. This feedback survey is confidential, and your individual responses will be treated as confidential.

The form can be removed from the document and **faxed** to the Police Sector Council at **(613) 729-9691**.

1. Did you find this document to be of interest to your organization?
  - Yes
  - No
  - Unsure
  
2. Do you anticipate utilizing portions of the report to assist you and your department in the work that you do?
  - Yes
  - No
  - Unsure
  
3. Do you anticipate sharing this report with co-workers and/or other individuals in your organization?
  - Yes
  - No
  - Unsure
  
4. Would you support the Police Sector Council publishing a similar document in the future?
  - Yes – on an annual basis
  - Yes – every 2 years
  - No
  - Unsure
  
5. What sections of the report did you find particularly informative?
  - 1) \_\_\_\_\_
  - 2) \_\_\_\_\_
  - 3) \_\_\_\_\_

6. What sections of the report did you find not of interest and/or not applicable to your organization?

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

7. Do you have any further comments about the environmental scan?

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8. Would you be willing to collaborate in the development of future reports? If yes, please provide name, organization and contact info.

Yes

Contact Name/Organization: \_\_\_\_\_

Contact Phone and/or Email: \_\_\_\_\_

Contact Address: \_\_\_\_\_

No

Unsure

*Thank you for your feedback! Please fax back to (613) 729-9691. For more information, please contact:*

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## ENDNOTES

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<sup>1</sup> Source: United Nations Population Division, “Total Population”, in *Charting the Progress of Populations*, <http://www.un.org/esa/population/publications/charting/3.pdf>; and U.S. Census Bureau’s WorldPopClock.

<sup>2</sup> Source: *Ibid.*

<sup>3</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006”, <<http://www12.statcan.gc.ca/census-recensement/2006/as-sa/97-550/p1-eng.cfm>>

<sup>4</sup> Source: Unless stated otherwise, “2006 Census: Portrait of the Canadian Population in 2006”, <<http://www12.statcan.gc.ca/census-recensement/2006/as-sa/97-550/p1-eng.cfm>>

<sup>5</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006”, <<http://www12.statcan.gc.ca/census-recensement/2006/as-sa/97-550/p2-eng.cfm>>

<sup>6</sup> Source: Unless stated otherwise, “2006 Census: Portrait of the Canadian Population in 2006”, <<http://www12.statcan.gc.ca/census-recensement/2006/as-sa/97-550/p1-eng.cfm>>

<sup>7</sup> Source: Unless stated otherwise, United Nations Department of Economic and Social Affairs, Population Division, “Executive Summary” in *World Population Ageing 2007*, <<http://www.un.org/esa/population/publications/WPA2007/ES-English.pdf>>

<sup>8</sup> Source: Unless stated otherwise, “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: Highlights”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/highlights.cfm>>

<sup>9</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: National Portrait”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/natlportrait1.cfm>>

<sup>10</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: National Portrait”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/NatlPortrait2.cfm>>

<sup>11</sup> Source, unless stated otherwise: “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: Highlights”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/highlights.cfm>>

<sup>12</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: National Portrait”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/ProvTerr7.cfm>>

<sup>13</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: National Portrait”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/ProvTerr5.cfm>>

<sup>14</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: Highlights”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/highlights.cfm>>

<sup>15</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006, by Age and Sex: National Portrait”, <<http://www12.statcan.gc.ca/english/census06/analysis/agesex/Subprov1.cfm>>

<sup>16</sup> Source: Unless stated otherwise, “2006 Census: Portrait of the Canadian Population in 2006”, <<http://www12.statcan.gc.ca/census-recensement/2006/as-sa/97-550/p1-eng.cfm>>

<sup>17</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006”, <<http://www12.statcan.gc.ca/census-recensement/2006/as-sa/97-550/p14-eng.cfm>>

<sup>18</sup> Source: “2006 Census: Portrait of the Canadian Population in 2006”, <<http://www12.statcan.gc.ca/census-recensement/2006/as-sa/97-550/p1-eng.cfm>>

<sup>19</sup> For additional information regarding Census definitions, see “Canada’s Ethnocultural Mosaic, 2006 Census: Definitions”, <<http://www12.statcan.gc.ca/english/census06/analysis/ethnicorigin/definitions.cfm>>

- <sup>20</sup> Source: Unless stated otherwise, “Canada’s Ethnocultural Mosaic, 2006 Census: Highlights”,  
<<http://www12.statcan.gc.ca/english/census06/analysis/ethnicorigin/highlights.cfm>>
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