

# THE UNIVERSITY'S MATERNITY AND PATERNITY POLICIES THAT SUPPORT WOMEN'S PARTICIPATION

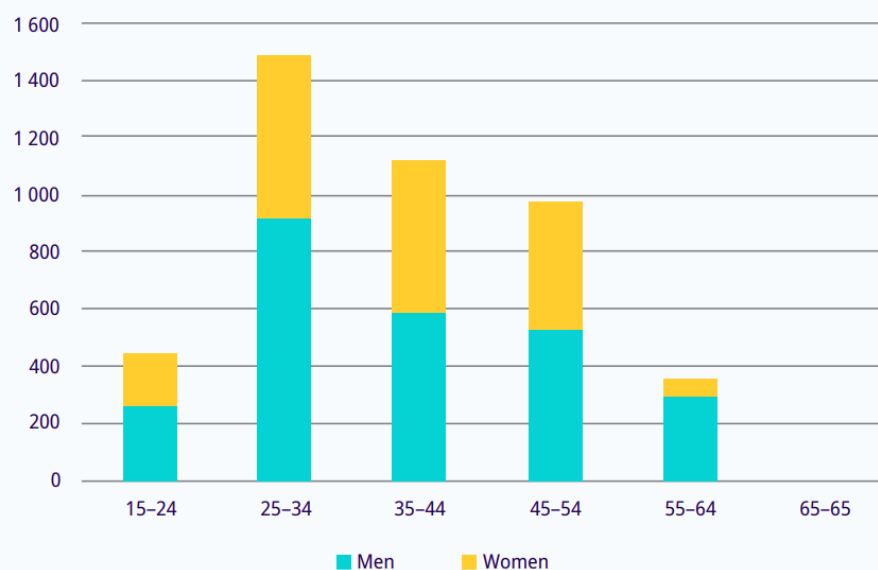
## 6.3 Social protection for women and men of working age

### 6.3.1 Social security coverage

Most employed women as opposed to men work at companies, which employers contribute to social security schemes, according to 2018 data, 1,178 with a social security coverage rate of 48 per cent overall (42 per cent for men and 59 per cent for women). Women represent 42 per cent of the employed population in a job covered by social security, including 19 per cent of the employed aged 55 to 64, which is beyond the retirement age of women (Figure 14). Given the prevalence of informal employment, the limited representation of women in formal full-time employment, and the intermittent presence of women in the labour force, there is a need for a social protection floor.

► Figure 14.

Social security coverage of the employed population (thousands), by age group and sex, 2018



Source: Author, based on L2CU (2018).