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INSURANCES

Appropriate to

GIRLS AND WOMEN

for

EDUCATION

MARRIAGE

ILLNESS and ACCIDENT

RETIREMENT

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PAMPHLET

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THE WOMEN'S EMPLOYMENT FEDERATION.

THE Women's Employment Federation is an organization composed of Universities, Schools, Training Colleges, Professional Societies and other bodies concerned with the careers of women. It is controlled by its members and is not run for profit.

It acts as Careers adviser to the women students in 30 Universities and Colleges, to 170 girls' secondary schools, and to individual girls and women of all ages and conditions.

This advisory work has shown beyond question that a great many girls and women are obliged to forgo chances of satisfactory self-support because they lack money (often quite small sums) at the critical moments in their lives.

Schoolgirls who are eager for continued education may have to leave school early, with no chance of going to a University.

Girls with special natural gifts may fail to secure the training which would start them on their right career.

Young women may have to accept routine jobs without prospects of advancement because they must earn something quickly.

Older women may be afraid to leave uncongenial work because they lack capital.

If any prolonged illness overtakes them they may become almost destitute, and finally they may be left entirely without means of support when the age of retirement comes.

The Women's Employment Federation has sought, and found, a way to prevent some of the individual anxiety and unhappiness and the waste of natural ability which these conditions involve, namely

APPROPRIATE AND EARLY INSURANCE.

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INSURANCE POLICIES.

There are many Insurance Companies of good standing, and they offer an almost bewildering variety of policies.

The Women's Employment Federation has examined these with a view to the special needs of girls' and women's lives and has found policies specially appropriate to them.

The following general principles govern their selection.

1. Women do not, as a rule, require to make provision for dependants who survive them. The best known forms of life assurance are therefore inappropriate to them, and policies have been chosen which, instead of life cover, offer *other options more closely related to women's actual needs.*
2. The possibility of marriage introduces an uncertainty as to what a girl's ultimate financial needs will be; policies have therefore been chosen *which allow for this uncertainty* and offer *either* a lump sum at the time of marriage *or* an annuity on retirement from work.
3. Insurance policies seldom give a profitable return unless at least ten annual premiums can be paid. Proposals for short term saving are therefore not included in the selection.
4. The annual premiums required to secure a good ultimate return are heavy if a policy is taken late in life, but can be *quite small* if this insurance is begun early.

EARLY INSURANCE IS THEREFORE STRONGLY RECOMMENDED.

THE POLICIES RECOMMENDED.

I. For children 0 to 5 years old :

To meet the expenses of continued education at school, or of technical training between ages 15 and 19.

II. For schoolgirls, ages 5-15 :

To provide money at age 25 for establishment in life, or marriage.

III. For girls, ages 15-30 :

To provide endowment for marriage or, alternatively, a lump sum or an annuity at age 55.

IV. For women, ages 20-40 :

To provide an annuity on retirement (at age 40, 50 or 60).

V. For women, ages 20-60 :

To provide a lump sum on retirement, with some life cover (in case of death before retirement).

VI. For women, ages 20-50 :

To provide an income during periods of incapacity through illness or accident.

For details see pp. 8-11.

CONSIDERATIONS FOR PARENTS.

I. EDUCATION AND TRAINING.

Children do not make a very heavy call on the family income while they are infants, but with each year their needs increase and in their late 'teens their expenses for higher education and technical training are greatest.

Parents naturally want to give their children the best possible start in life. They can make sure of being able to do so by laying by money while the children are small so as to have it ready to spend when the direction of the child's gifts and abilities is clear.

II. MARRIAGE.

Parents naturally expect that their daughters will marry, and they will want to give the new household a good start. They can make sure of being able to do this by taking out an insurance policy *which can be realized at the time of marriage*. The earlier this is done the lower the annual premiums required.

III. SECURITY.

Parents naturally want to ward off anxiety and poverty from the whole of their children's lives. A policy which will give an adequate annuity on retirement from work is costly if a young woman waits to begin it until she is herself well established in a post. But if her parents start it for her when she is still at school they can make it over to her *at the same low rate of premium* when she is earning for herself.

A present of this kind brings a measure of safety and security for the whole of her life, whatever may happen.

CONSIDERATIONS FOR YOUNG WOMEN.

When a girl leaves school and begins to earn money for herself she seldom thinks of saving money. She naturally expects to earn more as she gets older and she also naturally expects to marry. She has to pay the State Insurances, and doesn't want to spend any more in saving for an old age which she doesn't really believe will ever come to her, and which in any case may be provided for by a husband and family of her own.

But in reality this is a very short-sighted view. Whether a woman marries or not, and however high her salary may go, an extra income at 50 or 60 would be a blessing. And the cost of securing it, which would be quite small at 18 or 20, would be really heavy if delayed till 30 or 40.

The wise thing to do is to take out a small policy at once, with the option of withdrawing a lump sum on marriage. Such a policy ensures saving money for a house and furniture, or for any of the other needs of starting a new home. And if not used in this way it goes on accumulating for a pension, to make life more comfortable on retirement.

CONSIDERATIONS FOR OLDER PROFESSIONAL WOMEN.

Two serious anxieties beset professional women who are dependant on their own earnings, namely the fear of what would happen if they had a long illness, and the dread of losing their work and having no income for retirement.

Few professional women earn enough to make large savings: most of them spend any surplus they have in helping their parents or their brothers and sisters, and they try to push aside anxiety for themselves. But it persists, and is a handicap in their daily work.

It is wise to face these anxieties, and to insure against them.

For professional women in good health, and at any age under 50, insurances to provide an income during prolonged illness are not at all costly. They are well worth taking.

For women of any age under 60 insurances to provide a pension on retirement are possible. The earlier they are taken out the less they cost, and for any term of years over ten they are a sound and profitable investment. They can be taken with, or without, provision to leave money in case of death, so that they can be exactly adjusted to individual circumstances.

RATES OF PREMIUM AND BENEFIT.

The following examples show the way in which the various policies recommended work out in specified individual cases. Full rates are of course available, and the Women's Employment Federation is always ready to advise fully and to quote rates in detail for each set of individual circumstances.

EXAMPLES

POLICY I. FOR CHILDREN 0 TO 5 YEARS OLD.

Deferred Educational Assurance: To provide money for continued education or training at age 15-19.

Case of a child age 1 next birthday:

Pay premium £10 a year till she is 15 (*i.e.*, £140 spread over fourteen years at rate of 3s. 10d. a week).

When child is 15 draw out £20 5s. 0d. every half year for four years (*i.e.*, £162 in four years, or if preferred £154 at once).

If not wanted when the child is 15, the premiums can be continued till she is 21, when £200 will have been paid, and £249 can be withdrawn. If still not wanted, policy can be made over to child. If she continues to pay until she is 50 she will then be entitled to £983. If she keeps the policy, but does *not* continue to pay premiums, she will draw £590 at age 50.

If child dies before age 21 premiums are returned.

This policy can be secured on the life of the parent (provided it is an insurable life) by a few extra shillings per annum premium. If this is done the policy remains in force even if the parent dies after paying only one premium.

Premiums may be £2 10s. 0d. per annum and multiples thereof. Benefits proportionate.

POLICY II. FOR SCHOOLGIRLS, AGES 5-15.

Deferred Assurance: To provide for marriage or establishment in life at age 25.

Case of a schoolgirl age 7 next birthday:

Pay premium of £5 a year till she is 25 (*i.e.*, pay £90 over eighteen years at rate of 1s. 11d. a week).

When girl is 25 draw out £108 10s. 0d.

If not wanted at that time the policy can be made over to the girl as an assurance for retirement and she can surrender it at any future date for a satisfactory cash value. If she keeps it, and continues to pay £5 p.a., she will get £394 10s. 0d. at age 50 (for which her parents will have paid £90 and she £125, or £215 in all). If she keeps the policy, but does *not* continue to pay premiums, she will get £232 at age 50 (for which only £90 will have been paid). If the girl dies before 25, the premiums paid are returned. If she dies after 25 the sum due to her at age 50 is paid. This policy can be secured on the life of the parent (provided it is an insurable life) by a few extra shillings premium per annum. If this is done the policy remains in force even if the parent dies after paying only one premium.

Premiums may be £2 10s. 0d. p.a., and multiples thereof. Benefits proportionate.

POLICY III. FOR GIRLS, AGES 15-30.

Marriage or Retirement: To provide a lump sum on marriage or alternatively on retirement at age 55.

Case of a girl age 18 next birthday:

Pay premiums £12 a year.

Until five premiums are paid no marriage benefit accrues, but if the girl marries at age 23, 24, 25 or 26, £100 *will be paid*. If she marries at 27 she will get £109, at 28, £125, and larger sums at later ages.

If she does *not* marry, but continues the premiums, she will get £708 at age 55.

If the girl marries *before* five premiums have been paid, she can either continue the policy for the return of £708 at age 55, or she can surrender the policy on her marriage, and receive back 90% of premiums paid (except the first) accumulated at 3% compound interest. This surrender value applies to the policy throughout, or alternatively premiums can be discontinued and the policy left as a "paid up policy" to give a return at age 55 proportionate to the number of premiums actually completed.

The policy carries death cover of £100 for the first eight years and more thereafter. Premiums may be £6 yearly and multiples thereof. Benefits proportionate.

POLICY IV. FOR WOMEN, AGES 20-40.

Deferred Annuity: To provide an income on retirement.

Case of a woman age 25 next birthday :

Pay £17 0s. 5d. a year.

At 55 receive *guaranteed annuity of £50 p.a. for life*. If the woman dies before 55, or if for any reason she surrenders the policy, a return is made of all premiums paid (except first) accumulated at 2½% compound interest.

Rates of premium to secure annuity of £50 at age 55 vary from £10 7s. 11d. p.a. at age 15 to £45 10s. 0d. p.a. at age 40, so that early insurance is most advantageous.

Annuities can be secured from £10 upwards for proportionate premiums.

No medical examination is required.

POLICY V. FOR WOMEN, AGES 20-50.

Double Endowment Assurance: To provide lump sum on retirement, with some life cover in case of death before retiring age.

Case of a woman age 35 next birthday :

Pay £11 5s. 6d. a year to age 60.

At 60 draw lump sum of £400 (with which an annuity may be purchased).

In the case of death at any age before 60, a lump sum of £200 will be paid.

If premiums cannot be kept up the cash surrender value of this policy is small : but it can be left "paid up" to secure at age 60 the exact proportion of £400 which corresponds to the number of premiums actually paid.

Rates of premium vary from £4 10s. 2d. p.a. to secure £400 after forty-five years to £35 6s. 4d. p.a. to secure the same sum after ten years. Larger or smaller sums can be obtained by proportionate premiums.

Income Tax rebates are allowed on the premiums paid.

POLICY VI. FOR PROFESSIONAL WOMEN OF ALL AGES
UNDER 50.

Disablement Insurance: To provide an income during periods of incapacity through illness or accident.

Case of a woman age 40 next birthday :

Pay £5 18s. 0d. a year.

On falling ill after four weeks' incapacity, receive £3 a week for the next twenty-two weeks, and, if still unable to work, £1 10s. 0d. a week thereafter during the remainder of incapacity up to age 55.

This insurance requires a medical examination (conducted by the applicant's own doctor if desired and at the Company's expense); but once admitted to the insurance it cannot be discontinued by the Company, however often benefit may be claimed.

It may be discontinued at any time by the insured woman, but carries no surrender value.

Rates vary according to the age of the insured woman, the amount of income required, the time of waiting after incapacity before the payments are to begin, and whether or not the amount is to diminish after a period of weeks. Premiums range from approximately £1 10s. 0d. a year at age 20 to £10 10s. 0d. a year at age 50 to secure £3 a week during incapacity.

Proposal Forms, exact rates and all particulars relating to these insurances and any other class of insurance will be supplied on request.

Please address : Insurance Secretary,
Women's Employment Federation,
31, Marsham Street,
London, S.W. 1,

and state which type of insurance is wanted
age next birthday of person to be insured
approximate amount of premium to be paid
age of parent (in cases I. and II.)
retiring age to be selected (in cases III. and IV.).

For information in regard to all types of careers for girls, and the trainings, openings, prospects, etc., in all professions, apply to Advisory Department.

Individual consultations by appointment or by post 2s. 6d.

Membership of Federation open to Schools, Colleges, Training Centres and Individuals.

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