



TEACHING THE COVER STORY

THE PAY GOAL

In many industries, women are fighting to be paid the same amount as men who are doing the same job.

FINANCIAL-LITERACY STANDARDS
I. Earning Income

COMMON CORE STANDARDS
RI.1, RI.3, RI.7

From the Editor: Thanks to the PwC Charitable Foundation, *TIME for Kids* is pleased to offer teachers, students, and their families a monthly financial-literacy magazine.

—**Andrea Delbanco**,
Editor in Chief, TIME for Kids

FINANCIAL-LITERACY ESSENTIAL QUESTIONS FOR STANDARD II

Benchmark 1: What skills do you need for a certain job?

Benchmark 6: How do employers decide how much to pay someone for work?

SUMMARIZING

Engage the Reader

- To give students background knowledge about the gender pay gap in soccer, you might open the lesson with the suggested paired text “Play for Equality” (see page 2 of this guide).
- Define *gender discrimination* for the class. Then ask the following questions: Why do you think female athletes are paid less? (If students suggest that women’s sports are less popular, point out that women’s soccer games have brought in more revenue for the U.S. Soccer Federation than men’s games for the past three years, according to the *Wall Street Journal*.)
- Have students open to pages 2 and 3 of the magazine. Read the first section aloud. Ask: Do you think this is only a problem in soccer? In what other industries do you think men are paid differently than women?

Read the Text

- Have students read the rest of the text independently and focus on the following questions: What is the gender pay gap? What were some of the causes for it in the past? Has it improved?
- Bring the class back together to discuss. Ask: How did employers decide how much to pay women in the past? (*They based it on their education, their experience, and whom they were providing for.*) Why does the pay gap still exist?

Respond to the Text

- Have students with partners or in groups choose a job

and make a list of the skills necessary to do that job. Then have them circle any skills that are specific to males. Ask students to share what they circled, and invite others to respond or provide an opposing opinion.

Extend Learning

- Ask students to consider why the issue of gender pay gaps might matter to them. Provide them with the reproducible “Who Makes More?,” on page 3 of this guide, and have them complete it independently.
- Bring the class back together and allow students to share their reactions. Then ask why this pay gap is a problem for females. (*They make less money for the same work.*) Challenge the class to explain why this could be a problem for males also. (*For example, if you’re being raised by a single mom, your family will have less money. If you have a daughter, you might need to support her or provide for her for a longer period of time.*)
- Have volunteers share their responses to question 4 on the reproducible. If time permits, decide on a class action to take to fight the gender pay gap.

WITHIN THIS GUIDE

- Read money expert Jean Chatzky’s letter about the importance of talking about the gender pay gap.
- Provide students with data about the gender pay gap affecting both young people and adults.
- Send a letter home to help families discuss this month’s topic.



A NOTE FROM JEAN

Dear Teachers,

Although Gen-Xers, baby boomers, and even some millennials have traditionally been reluctant to talk about salaries, Gen Z—the current generation entering the workforce—is shaking things up. Not only do they want more transparency into what the people running their companies earn, they're more willing to talk about how much they earn themselves. This is huge when it comes to closing the gender wage gap that has been problematic for generations. Many companies name a year in which the gender wage gap will close. According to the American Association of University Women, at the current pace of change, we will not close the gender wage gap until the year 2112. Our hope is that by getting your students talking about salaries long before they even think about entering the workforce, we'll empower them to figure out and then ask for what they're worth, regardless of gender. Maybe together we can close the gap a whole lot sooner.

Jean

ADDITIONAL RESOURCES

councilforeconed.org/standards

Visit for free teaching resources and to download the K–12 national standards for financial literacy.

U.S. Bureau of Labor Statistics

You can use the report “Women Had Higher Median Earnings than Men in Relatively Few Occupations in 2018” to see the difference between salaries of men and women in more than 100 occupations.

ANSWER KEY FOR WORKSHEETS

Who Makes More?, p. 3:

1) Pay graphs: \$7.09 / \$15,136; Bonuses graphs: \$1.47 / \$3,155 **2–4)** Answers will vary.

Sources: “Gender Pay Gap Starts with Kids in America” blog post, BusyKid (2018); “Rethinking Gender Pay Inequity in a More Transparent World,” ADP Research Institute (2019)

YOUR \$

SALARY STATISTICS

How much money does a lawyer or police officer make? The United States Bureau of Labor Statistics tracks this type of data. It also tracks how that average salary changes by gender. On the chart below, see how salaries for men and women compared for eight common jobs in 2018. Notice that in every job, a woman made less.

JOB	MEN'S YEARLY SALARY	WOMEN'S YEARLY SALARY	FOR EVERY \$ A MAN EARNS, A WOMAN EARNS
Nurse	\$66,092	\$60,112	91¢
Walter/Waitress	\$28,652	\$24,856	87¢
Mail carrier	\$51,116	\$42,016	82¢
Bus driver	\$38,220	\$31,148	82¢
Lawyer	\$114,504	\$91,624	80¢
Accountant	\$73,008	\$57,616	79¢
Police officer	\$58,812	\$42,432	72¢
Doctor/Surgeon	\$130,676	\$87,204	67¢

ASK JEAN:

What's a fair allowance for a 10-year-old? Should I save some of it?

Jeane, 10, Chappaqua, NY

Last year, the American Institute of CPAs found that about two-thirds of parents give kids an allowance. Another study from T. Rowe Price, said the weekly average for 10-year-olds is \$10. It goes up about a dollar for every year older you get. Is that fair? It depends on the work you're doing. If it's work your parents would pay someone else to do, then you should be paid. If not, you need to pitch in as part of the family. And you should try to save at least one-fourth of your allowance. Saving regularly is the way you'll be able to buy yourself things that cost more than your weekly allowance.

Family Challenge: TIME TO TALK Set aside time to discuss the gender pay gap. What questions do you have? As a family, can you figure out or research the answers?

Do you have a question? Write to Jean at jean@timeforkids.com

Made possible by the PwC Charitable Foundation

INFORMATIVE WRITING

ARTICLE: “SALARY STATISTICS,” P. 4

After they've read about the gender pay gap in “The Pay Goal,” have students turn to the back page of the magazine. Read the headline and intro text aloud. Then have students analyze the chart to find out about pay gaps in specific industries.

Bring students together to discuss their reactions. Which pay gap is the largest? Why do you think that is? To make the issue more relevant, ask students to put a star next to a job that's done by someone they know. Ask them to draft interview questions for that person about the job and the pay gap. At the top of the page, have them identify the job and whether the person is male or female. You may wish to provide some example questions, such as, “What skills do you need for this job?” or “Do you think you do the job as well as people of the other gender?” You might wish to assign this interview for homework, or to invite people from these jobs to speak with the class.

Once students have practiced drafting interview questions, read the question in Ask Jean, on page 4 of the magazine. Invite students to write their own question for a chance to get an answer in a future issue of *Your \$*. Submit questions to tfkeditors@timeforkids.com.

PAIRED TEXT

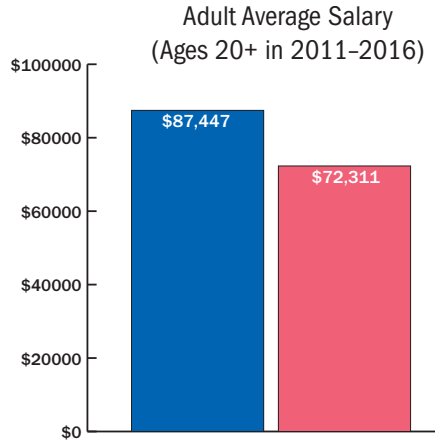
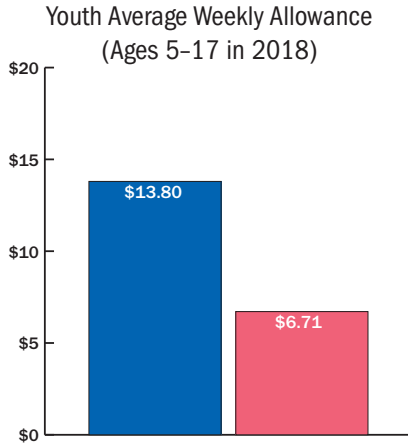
DISCUSS A SIMILAR TOPIC WITH TFK

- Before they read this month's cover story, have students go to timeforkids.com to read “Play for Equality” (3/22/19). Talk about how long the battle for equal pay in soccer has been going on.
- Then have students read this month's cover story, “The Pay Goal.” After students have read both articles, have a discussion about how long the gender pay gap has been a problem and why it hasn't been solved.

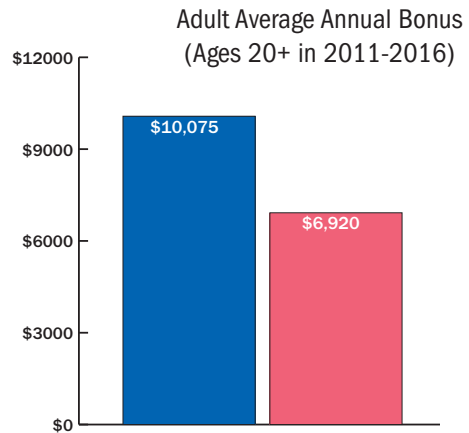
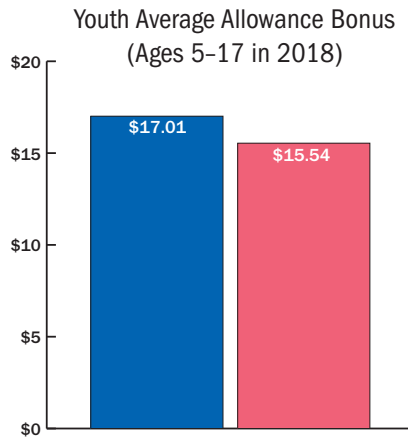
WHO MAKES MORE?

Read “The Pay Goal” (March 2020). Then analyze the graphs below to answer questions about the difference in pay between males and females in both youth and adulthood.

PAY



BONUSES



1. Calculate the difference between males and females and write it next to each graph above.

2. How does this data make you feel? _____

3. Why do you think it's important to have this information? _____

4. What can you do about this information? _____



YOUR \$



FINANCIAL LITERACY FOR KIDS
MARCH 2020

To connect families with the financial topics being discussed in the classroom, we are including this monthly newsletter featuring family resources. Teachers, please take a moment to photocopy this page and send it home with your students.

DEAR FAMILY,

Giving your children an allowance is a great way to teach them financial-literacy skills such as earning an income and saving money. Unfortunately, an allowance may also be a way for them to learn about the gender pay gap. In this month's issue of *Your \$*, kids learned about the gender pay gap and how it affects women in a variety of industries. As it turns out, there's gender disparity even in children's allowances. According to data analysis by the platform BusyKid, boys earned twice as much as girls per week for doing chores, and were awarded larger bonuses by parents.

This might be because some chores are given to males or females disproportionately. For example, boys might be asked to mow the lawn and girls might be asked to clean. According to another allowance report by RoosterMoney, the top-paid chore was mowing the lawn, at an average of \$7.53. Meanwhile, cleaning the bathroom averaged only \$2.31.

How do you decide how much to pay your kids? Get them in on the conversation with the at-home activity below.

Average Weekly Allowance

BOYS
\$13.80

GIRLS
\$6.71

Average Bonus Given

BOYS
\$17.01

GIRLS
\$15.54

AT-HOME ACTIVITY

Create a chart that lists the wages paid for completing different chores. Include all your children in deciding how much each chore should be worth. Have a conversation about why some chores might be worth more than others. What skills are needed to complete a chore? How long does the chore take? Are there any chores that boys or girls cannot do? Allow children to choose which tasks they complete each week and pay them accordingly.

Or, if you chose not to pay your kids an allowance, you can have them earn points for their chores that can be put used for desired activities.