

# How much benefit would #6weeksfordads bring to the UK?

In a new study, a team of economists at the University of Bath have worked out that six weeks’ paid leave for new fathers could bring the UK £billions due to improvements in gender equality and wellbeing

**£12.8bn** *if it was paid at 90% of average weekly earnings*

**£12.2bn** *if it was paid at 90% of average weekly earnings and capped at £1,200/week*

**£4.4bn** *if it was paid at the National Living Wage\**

**£2.7bn** *if it was paid at the current statutory rate\*\**

## FIGURES BASED ON TWO MAIN QUANTIFIABLE SOCIAL BENEFITS



Increased participation in paid work by women (higher female employment and hours worked)

Increased life satisfaction for both mothers and fathers, due to improvements in children’s wellbeing, development, or bonding



## Other benefits which were non-quantifiable in this analysis, but which would also flow from a more generous paternity offer, include:

Improved retention of staff and skills by employers	Greater couple stability
Enhanced child development outcomes	Increased fertility
Stronger familial bonds	Reduced gender-stereotypical attitudes

\* Currently £12.21/hr or £457.88/week, assuming a 37.5hr work week  
\*\* £187.18/week or 90% of average weekly earnings, whichever is lower

# How much benefit would #6weeksfordads bring to the UK?

## HOW MUCH WOULD IT COST?

For the **most expensive** version of a six-week leave offer for fathers, where it was paid at 90% of average weekly earnings – and with no cap for higher earners (as is currently the case for maternity leave), the costs and benefits would be:

Cost

£0.42bn

Made up of leave payments, reorganisation costs, familiarisation, and administration. The overall cost to the taxpayer would be £1.4bn, but most of this goes back to families in leave payments and is therefore a ‘transfer’ rather than a net cost

Benefit

£13.24bn

Made up of increased female labour force participation (up 4.5%) and hours worked (up 4%), totalling £0.53m; and improved wellbeing, totalling £12.71bn

Overall net benefit

£12.82bn

See the table below for a summary of the costs and benefits of #6weeksfordads in the four different pay scenarios

Pay rate	90% of average weekly earnings (no cap)	90% of average weekly earnings (capped at £1,200 / week)	National Living Wage*	Current statutory rate**
Assumed take up rate by fathers***	74%	72%	53%	35%
Costs (£m)	416	405	281	84
Benefits (£m)	13,244	12,574	4,674	2,779
Net benefits (£m)	12,827	12,169	4,393	2,696

\* Currently £12.21/hr or £457.88/week, assuming a 37.5hr work week  
\*\* £187.18/week or 90% of average weekly earnings, whichever is lower  
\*\*\* Drawing on international estimates