

FRAGRANCE AND PERSONAL CARE

Este Lauder extends parental leave benefits for employees to 20 weeks

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Este Lauder's parental benefits also extend to adoption assistance. Image credit: Este Lauder

By STAFF REPORTS

Beauty group Este Lauder Companies is rolling out a comprehensive host of new family-related initiatives to improve the lives of its employees, the company announced April 25.

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The group will extend paid parental leave to 20 weeks and offer enhanced flexibility to new parents just returning to work. The United States lags behind many other developed countries in terms of family leave and other benefits, making Este Lauder's announcement particularly notable as an American company.

"Family is important to us," said Michael O'Hare, executive vice president of global human resources at Este Lauder Companies, in a statement. "We started as a family company more than 70 years ago, and today, we continue to demonstrate our philosophy of being family-first through an array of benefits that support the diverse needs of our employees.

"We believe providing an abundance of options to our employees will help them thrive inside and outside of work."

Parental leave

Family-related benefits are not nearly as prevalent or normalized in the United States as in many other countries. The U.S. is one of only a small handful of all 103 countries in the United Nations to not offer comprehensive paid parental leave.

Esté Lauder is seeking to remedy that problem for its own employees with a new policy offering 20 weeks of paid parental leave to employees. Additionally, a number of other programs are meant to ease the burden for new parents on the work force.

"Our company was founded on the belief that beauty is never one-size-fits-all, and it's critical that we offer benefits that model this same belief giving our employees the diverse benefits they need for optimal well-being at any stage of their lives," said Sue Mosoff, senior vice president of global total rewards at Este Lauder, in a statement.



Employees get an additional six weeks of flexible scheduling. Image credit: Este Lauder

In addition to 20 weeks of leave, all new parents working at Este Lauder will get an additional six weeks of flexible work time to ease the transition back into the working life.

Este Lauder will also offer adoption assistance in the form of reimbursement of up to \$10,000 in adoption fees for children under 18.

These programs join the company's existing benefits such as student loan relief, tuition reimbursements and other benefits meant to make employees lives easier.

"As a company rooted in family values, we care deeply about our employees' well-being," Mr. O'Hare said. "We know that our people, and prospective talent, want comprehensive benefits that promote and inspire work-life balance, and we are thrilled to offer a variety of options to help meet their needs."

As brands become increasingly transparent in their business practices, employee benefit programs have been put into the limelight, with many groups publicizing initiatives intended for work-life balance ([see story](#)).

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