

APPAREL AND ACCESSORIES

Kering adopts broader global paid parental leave policy

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Kering is extending paid parental leave to fathers and partners. Image courtesy of Kering

By STAFF REPORTS

French luxury group Kering is extending its 14-week paid parental leave benefits beyond mothers, allowing fathers and partners to also take time off without losing income.

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Kering's existing Parental Policy, established in 2017, allowed mothers 14 weeks of paid time off, while the fathers or partners were granted five days paid leave. The company is now growing the benefit to include fathers and partners to promote gender equality and work-life balance.

Baby benefits

Kering's Parental Policy applies to parents at either the birth or adoption of their children. The new policy, including paternal and partner leave, will be effective Jan. 1, 2020.

As a global company, Kering's benefits extend to nations where paid leave is less common, including the United States, where only about one in five workers gets paid time off after a birth.

Sixty-three percent of Kering's employees are women, and women represent 51 percent of its managerial roles.



Kering is allowing new parents to take 14 weeks of paid parental leave. Image credit: Kering

"At Kering, we are fully committed to diversity and equality for our people, and Baby Leave is a new and important step forward to leveling the playing field," said Batrice Lazat, chief people officer at Kering, in a statement. "With this policy, we are proud to support every new parent, whatever their personal circumstances, and wherever they live.

"By harmonizing these benefits for fathers and partners, not only are we giving everyone the same rights with both parents now being entitled to the same parenting time at home but we are also supporting women in their career given that men and women are now equally likely to take extended leave," she said. "Our purpose is simple: to build a supportive and inclusive working environment for our employees around the globe. We want Kering to be an employer of choice."

Beauty group Este Lauder Companies similarly rolled out a comprehensive host of new family-related initiatives to improve the lives of its employees.

As of 2018, the group extended paid parental leave to 20 weeks and now offers 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 ([see story](#)).