

APPAREL AND ACCESSORIES

## Kering, French Ministry of Labor partner on workforce integration

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Kering's Batrice Lazat (left) and Brigitte Klinkert, minister delegate for integration (right). Image credit: Kering

By LUXURY DAILY NEWS SERVICE

French luxury group Kering is linking with the country's Ministry of Labor to support vulnerable individuals in the job market.

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On April 19, Kering and the French Ministry of Labor, Employment and Integration signed a partnership charter for the integration of young people, vulnerable individuals and people with disabilities in the workforce. The commitment demonstrates Kering's work to promote diversity and inclusion across its organization.

"We are delighted to sign this charter in partnership with the French Labor Ministry in order to strengthen our workforce integration policy, which is directed in particular towards young, vulnerable and disabled people," said Batrice Lazat, chief people officer at **Kering**, in a statement.

"At Kering, we are working to achieve ever greater diversity in terms of the talent we recruit, and we support each of them right the way through their careers," she said. "This charter should help us go even further with these efforts."

Next generation of talent

Kering has positioned itself as a supporter of France's "Les entreprises s'engagent" corporate commitment efforts to establish long-term links between the government and companies to promote employment for all.

As part of the partnership, Kering will address integration through three key areas.



*Kering has launched several programs to empower young talent. Image credit: Kering*

First, the group will focus on recruiting young employees on permanent and fixed-term contracts, particularly those from disadvantaged urban areas and with disabilities. These will also include work-study and internship programs for these populations.

To that end, Kering will partner with companies specializing in the employment of disabled individuals as well as universities and schools to improve and diversify its recruitment and training processes.

Second, Kering's "Giving Back" program will raise awareness among employees and encourage them to volunteer for nonprofit mentoring programs. The aim is to recruit volunteer employees across all levels of the organization to work with students from middle schools, high schools and universities.

Finally, Kering will support nonprofits and provide direct assistance to help integrate young employees. This includes organizing roundtable discussions and training workshops in collaboration with partner associations.

Last year, Kering established a mentorship program with its Americas business to expand opportunities for Black professionals.

Kering Americas and Black in Corporate (BIC) hosted a virtual summer mentorship program, pairing participants with employees across Kering Americas and its houses, with involvement from several departments. The initiative aimed to help cultivate relationships between fashion professionals and the BIC network, as luxury looks to improve diversity within its ranks ([see story](#)).

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