



Media Release

Sydney, Monday, 19 October 2026

Parents At Work and Bendelta join forces to help workplaces thrive

A shared mission to strengthen performance and sustainability, reduce the friction between work and care, and accelerate progress on gender equality.

Parents At Work and Bendelta have joined forces to help employers address a challenge that touches families and businesses every day: how to make work and care fit together.

Access to care, how caring responsibilities are shared and how people are supported at work remain major barriers to workforce participation, particularly for women. Australia's 2026 Intergenerational Report puts the longer-term challenge into focus: an ageing population, growing care needs and the importance of stronger participation and productivity to sustaining living standards.

The partnership reflects a shared commitment to shaping modern workplaces that strengthen productivity, support work-life wellbeing and accelerate progress on gender equality.

It brings together Parents At Work's expertise in family policy, research, education, work-life wellbeing and benchmarking programmes with Bendelta's strengths in strategy, leadership, coaching and organisational transformation.

Together, the organisations want to embed care and wellbeing into workplace culture, making them core values that shape how work is designed, how leaders lead and how people are supported every day.

A shared vision for better workplaces

Work and family life have changed, and employers have an opportunity to rethink how their workplaces respond. Family-friendly policies provide an essential foundation. Bringing them to life takes leadership, practical support and a culture where people feel confident using what is available.

"For almost two decades, we've worked alongside employers who want to do better for working families," said Emma Walsh, Founder and CEO of Parents At Work.

"We've seen the difference it makes when people feel supported, and we know there is more we can do. Joining forces with Bendelta brings together people and expertise that can help us take that work further, connecting family-friendly policies with the leadership and culture that bring them to life. I look forward to continuing to lead Parents At Work in this next chapter, alongside our dedicated team, and extending our impact for working families."

Emma Walsh, CEO, Parents at Work

The union will help employers connect policy, education, leadership development and

organisational change with Family Friendly Workplaces benchmarking and certification. The aim is to make meaningful improvements in how people experience work while helping organisations strengthen productivity, wellbeing and gender equality.

"Care is part of life, and it needs to be part of how we think about work," said Natalie Microne, Director, Bendelta.

"Parents At Work brings deep knowledge of what working families need and how employers can respond. Together, we can help organisations build that understanding into how they lead, design work and support their people. That's an exciting opportunity for both our teams and the employers we work with."

Building on the work already underway

This next chapter remains centred on expanding the Family Friendly Workplaces agenda with a shared ambition to grow the reach in Australia and internationally, working with employers, governments and communities to create lasting improvements for workplaces and families.

[Read the FAQs](#)

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About Parents At Work

Parents At Work is an advisory and education organisation dedicated to improving work-life wellbeing and gender equality. It works with employers and governments on family policy, workplace education and family-friendly practices, including Family Friendly Workplaces benchmarking and certification.

About Bendelta

Bendelta specialises in strategy, leadership, coaching and organisational transformation, helping organisations strengthen their culture, capability and performance.