Abstract

This study attempts demonstrate the way in which the Labor Law has started to recognize the increasing demand to reconcile work and family life. The analysis attempts to contribute to the improvement of the Chilean labor norms in order to effectively materialize equal labor treatment and opportunities between men and women, questioning the archetype of man as provider and woman as caregiver, which has been imposed since the beginning of the 20th century. As a replacement, a model of co-responsibility of male and female workers at work and when taking care of the family is proposed. From this perspective, the parental leave as an inalienable labor right on behalf of the father is a basic measurement which can empower the necessary social change to materialize an effective work/family life balance between men and women.

Keywords