Mixed Nature of Social Law Rules Social law rules are considered mixed because they encompass elements from both public and private law. This duality arises from the fact that social law aims to regulate the relationships between individuals and the state (public law) while also addressing the rights and obligations that arise in private relationships, particularly in employment contexts (private law) Characteristics of Mixed Nature ● Public Law Aspects: Social law often involves regulations imposed by the state to ensure minimum standards of welfare, labor rights, and social security, reflecting a public interest in protecting vulnerable populations . ● Private Law Aspects: Simultaneously, it governs private relationships, such as those between employers and employees, where individual contracts and collective agreements play a significant role This mixed nature allows social law to adapt to various socio-economic contexts, addressing both collective rights (like those of trade unions) and individual rights (like those of workers under specific contracts). Scope of Application of Labor Law and Social Security Law Labor Law The scope of labor law is broad and encompasses various aspects related to employment. It includes: ● Employment Contracts: Regulates the formation, execution, and termination of employment contracts ● Working Conditions: Establishes standards for working hours, health and safety, remuneration, and other conditions of work ● Collective Bargaining: Governs relationships between employers and trade unions, facilitating negotiations over wages and working conditions ● Protection of Workers: Aims to protect workers as a weaker party in employment relationships by providing minimum rights and benefits Labor law has evolved to include not only traditional employees but also non-standard workers, thereby broadening its application across various sectors including agriculture, services, and informal employment Social Security Law The scope of social security law is closely linked to labor law but focuses more on the welfare aspects related to employment. Key components include: ● Benefits Provision: Covers unemployment benefits, disability insurance, health care provisions, and pensions for workers ● Eligibility Criteria: Often tied to employment status; individuals must typically have an employment contract or be classified as employees under labor law to qualify for benefits ● Universal Coverage: In some jurisdictions, social security laws aim for broader coverage that includes self-employed individuals and non-standard workers

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