

VIOLATIONS OF THE EMPLOYEE'S PRIVATE LIFE AND COMPENSATION**Aldana Bakhit Alnaimi*****State lawyer, Ministry of Justice/ head of appeal cases****Abstract**

The worker represents the cornerstone of the production process in various fields, and because of this status that he enjoys; the study is based on a statement of the systems of the Qatari legislator violations that occur on the privacy of the worker and the extent of compensation for them. The primary question is therefore: To what extent does the Qatari legislator regulate abuses of the worker's privacy and the extent of compensation for him? Research on the protections and rights that he must enjoy has become a very essential research necessity. An analytical and comparative strategy was taken to provide a response. The study was divided into two sections in order to achieve its goals. The first section dealt with the violations that the worker is exposed to in his private life and how to address them. We also discussed violations in the worker's life and practical applications about how to address the violation of the worker's life. The researcher eventually reached several conclusions, the most significant of which was that the general rule permits the employer to monitor the professional computer out of concern that he will conduct business improperly. The second section of the study dealt with compensation through tort liability and touched on images of assaults on the worker's private life prior to the conclusion of the contract and the position of the Qatari legislator on these violations. The most crucial recommendation was to amend the Labor Law to specify the specific types of violations of rights and freedoms and to single them out with a separate chapter so that the employer is not arbitrarily doing so. This rule allowed the employer to listen in on calls and conversations.

Keywords: The right to privacy. The worker. The rights of the worker. The labor law. The Qatari law. Compensation

Introduction

The creation of a stable environment that ensures the continuation and sustainability of work, the doubling and development of productive capacity, and the provision of real guarantees to the various parties involved in it make the Labor Code an extremely significant legal framework.

This importance of the Labor Code is primarily attributable to the fact that it is a legislative tool that seeks to establish a genuine balance between the duties of the employer and the duties of the employee. In addition to the fact that it helps to increase productivity and, in turn, increases profitability for the employer by a factor of two.

Manuscrito recibido: 27/09/2023

Manuscrito aceptado: 12/10/2023

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We see that the significant impact this legal framework has had goes far beyond the workplace to encompass a variety of societal organization characteristics, serving as a true catalyst for the elements of growth and prosperity in every human community.

Given the significance of this issue, various national laws have hurried to put in place a legal framework that protects the rights of each participant in this workshop, preventing employer arbitrary behavior or worker violations. In addition to discouraging worker inaction or inactivity in order to protect the rights of all intervening parties, increase productivity, and achieve societal welfare in a variety of fields.

The problems that occur with labor infractions are persistent and difficult to stop. In this context, it is important to note that the State of Qatar has changed the law and worked in a variety of areas, such as establishing the minimum wage, revoking worker exit permits, preventing heat exhaustion. In addition, promoting domestic workers, establishing joint committees, activating a workers' support and insurance fund, launching Qatar visa centers, establishing the first ILO project office, establishing labor dispute resolution committees, and other related issues.

Study problem:

The worker serves as the cornerstone of the production process in a variety of industries, and as a result of the status he holds, research into the protections and rights that he must have has grown significantly in importance as one of the prerequisites for ensuring the viability and continuity of work on the one hand. On the other hand, it clarifies the protections provided to the employee in the event of an injury or disability that prevents his future professional activity. Further evaluates the legal mechanisms and controls established in Qatari law and elsewhere to protect his human dignity and employment status from any arbitrary or violation that may be inflicted on him by the employer.

Thus, the main question is how far the Qatari government controls invasions of employee privacy and the amount of compensation. In order to respond to this query, the following questions must be addressed:

1. What are the privacy violations involving the employee?
2. How can the violation of workers' rights be addressed practically, given the current state of the law?

3. What types of attacks on a person's private life have occurred prior to the contract's expiration?

4. What is the legislative position in Qatar on worker life infractions prior to contract signing?

The significance of the study:

By exposing the true facts in the various laws and controlling the nature of the sanctions applied to those instances, it will be made clear how effective the various laws are at reducing employer arbitrariness and clarifying the limits that must be surpassed or not. The problem is whether it is sufficient or whether we urgently need to reinstate other legal mechanisms and legislation that are efficient and practicable to achieve deterrence in the event of any type of arbitrariness or violation imposed on the worker in order to prevent any type of violation that may have an adverse effect on his life or job stability.

Objectives of the research:

The study is based on a statement of the Qatari legislator's systems of violations that happen to workers' privacy and the level of compensation for them, and in order to accomplish this, numerous goals must be met, including the following:

- i. Emphasize the privacy infractions to which the employee is subjected.
- ii. Describe how to use real-world solutions to deal with worker life violations and the status of various laws.
- iii. Before signing the contract, identify any pictures of the employee being attacked in his or her private life.
- iv. Extending the legislative position of Qatar on abuses of the worker's life prior to the contract's conclusion.

Research Methodology

This thesis adopted the analytical approach, through the analysis of Qatari legal documents and other laws that pertain to the research's subject and are related to it. This analysis would define all of the articles and dimensions it seeks, as well as the protection it provides, even if it is implicit. As part of the comparative approach, texts and laws from various nations were compared to the legislative and judicial positions in Qatar, with the goal of identifying and enhancing strengths, identifying weaknesses and creating solutions for those

issues, and responding to questions.

The study's structure:

- Violations to which the worker is subjected in his private life, as well as their resolution.
 - i. Violation of privacy in the workplace.
 - ii. Practical applications for addressing worker life violations and the position of various legislations.
- Compensation through omissive responsibility
 - i. Images of assault on the worker's private life before the contract was signed.
 - ii. The viewpoint of the Qatari legislator on worker safety infractions prior to contract signing.

Violations to which the worker is subjected in his private life, as well as their resolution:

The American Law Institute defines the right to privacy as a human right, and no one should intentionally or unintentionally interfere with that private or transmit information about this individual's life. As a result, anyone who strikes another person risks legal repercussions.

Violation of privacy in the workplace:

The worker is exposed to several infractions throughout his working career, thus we will discuss these violations in the following order:

1. Violations under Islamic law:

Since Islamic law encourages Muslims to protect an individual's privacy and not violate it through various means, there are many examples from the Holy Qur'an and the Prophet's Sunnah that support this view. Including every one, which are examples that demonstrate the sanctity of this act, while permitting it in some exceptional and specific cases, such as allowing the violation of privacy by spying on a person in order to save a certain incident from oblivion, such as adultering.

It is vital to explain that a state of necessity must exist in order for a violation to be permitted, and necessities are said to be valued, lest anything of great importance be overlooked. Because of the mentioned above, the State is keen to identify spies who pose a threat to its security, so it can spy on them in a variety of ways. Since espionage is allowed here to achieve the right, this is allowed from a legal standpoint as well as by analogy with that allowed in the Islamic religion in order to preserve lives, honor, and maintain sanctuaries, among other things.

2. Second: Violation under French legislation:

Articles 226-1 to VIII of the Penal Code, which penalize assaults on a person's privacy regardless of the perpetrator, are the only ones that the French legislator limited. The lawmaker also considers the conversation's content. No one is allowed to listen in on a stealth communication if it involves secrets and crucial information, and this is the crime. The French legislator has a novel idea, according to which the standard of the location-private or public is less important than the caliber of the information he overheard. Therefore, by analogy with the subject of our research, if the employer steals private information and secrets of the worker, then the crime is committed.

Violations in light of current technology:

It is critical to identify any infractions to the worker's privacy that may occur over the course of his work. These offenses may reply to that computer when it is in use, thus, it is vital to distinguish between a personal and professional computer. The employer is not permitted to monitor or check the worker's personal computer at any time, and if the worker is suspected of stealing important or other information, he must acquire prior inspection permission from the appropriate authorities. Article 47 of the Qatari Code of Criminal Procedure No. 23 of 2004 states: "In cases where it is legally permissible to arrest, the judicial officer may conduct a search of the accused to search for what is in his body, clothes, luggage, or objects related to the crime being searched."

The language of the article says that the officer may inspect and not third parties in some instances, such as if the employer alone does so, but if the employer does so, the worker may submit a complaint against him and obtain compensation. However, it is worth considering the amount of the employer's control over the professional computer. As well as the distinction between personal and professional e-mail, and what happens if personal mail is open on the professional computer?

The general rule permits the employer to monitor the professional computer

for fear of running his work regardless of that device, as long as the worker received it on the job, and that rule allows the employer to listen in on calls and discussions.

As a result, the French judiciary came in 2001 and established a principle stating the need to respect the worker's personal mail, including private and personal messages, in the event that he exchanges them through the professional computer or the like. He cannot see those messages, cannot open them, and cannot make any decisions based on what is contained in those messages because what was built on falsehood. It is nothing. As a result, he cannot, for example, fire a worker based on what is included in personal messages.

The employer's control extends as long as these messages are impersonal; that is, the worker does not identify them as personal, and this is critical, because the common rule is that as long as this computer is professional, the mailing messages should be professional as well.

If they are not, the worker must distinguish them as personal in order to avoid employer monitoring, as instructed by the French Court of Cassation. If the employer saw it, regardless of its clarity, he will be held culpable for his actions

The Qatari legislator did not make this specific difference, which demonstrates the employer's boundaries and the amount of his control over access to the worker's computer. As a result, legislative action is required to specify this regulation and to highlight the overlap in it in order to decrease the employer's arbitrariness within the broad terms established in the Qatari Labor Law.

There are strict general rules in place to protect the worker's privacy and private information. For example, it is not permitted to publish any information that the worker downloads to a personal or professional computer, as such, information may be subject to publication by his coworkers or the employer.

Additionally, if a worker's device is connected to another nearby device, causing all information to be transferred to that other device, the other person should not use that data on his or her own or as a team at work. This is especially important in light of the developments we are seeing, as modern technologies have become significant concerns for the worker, such as putting their personal information on the workplace computer and making it easier for others to access and use it or illegally utilizing it.

In light of the aforementioned respect for the confidentiality of the photograph and correspondence, it is the responsibility of those who may access it—not necessarily an employer, but rather other coworkers—to refrain from violating the worker's privacy or personal files. This includes employees of the information technology department who access workers' computers to download updates or resolve orders.

Another illustration is that if a worker is employed by a large firm, the employer is required to safeguard computers from both internal and external threats to ensure that the employee's personal information or electronic files on either his personal or work computer are not compromised.

The French jurist Mellor stated that the computer is the most absorbing technology for vast amounts of unrestricted information in the same context. It follows that the risks of these illimitable restrictions can facilitate computer access, privacy violations, video monitoring, identity theft, and e-mail identification.

The worker must have this privacy even though this is a modern technology that helps him finish the work process in the conditions of the pandemic. Especially, since we are still suffering from this virus and everyone else in the world is suffering from it as well. This is because the conditions of most employers in light of Covid-19 are that they work remotely and broadcast from their homes or private places.

The risks to a worker's life while they are performing their jobs have changed due to modern technology. For example, there is a term for an information virus that would destroy everything in an automated device. This virus does not suddenly infect the device; rather, it is planted by one of the parties, whether it be the worker or the employer.

A virus that wipes out a computer poses a threat to its future and might even lead to its termination because some creative efforts. Like those of software designers and others, are restricted to computer-based platforms. One of the most well-known destructive viruses is the Trojan horse, which is infamous for erasing the entire program as soon as it runs and working to erase the data it contains. This virus stops the device or makes it work very slowly, or it lacks a large storage capacity, or it loses information gradually. An additional tactic is the information bomb, which is defined by the destruction of a specified sequence or on a particular day.

It is also important to note that there are other well-known viruses, such as the Israeli virus, which destroys the computer on a specific day—the thirteenth of

a particular month of the year-chosen only if this day falls on Friday, and the Pakistani virus, which functions similarly and does the same to the computer .

These violations affect the worker's life and work since there are several additional technologies, like the information worm and others that we are unable to list due to their abundance in the era of development and progress. Therefore, the employer is required to take all necessary precautions to safeguard the employee's privacy from such violations, limit the use of any technology that may threaten the employee's privacy, as mentioned above (such as personal data, the inviolability of photographs, correspondence, etc.), and provide employees with a secure work environment to improve their comfort, efficiency, and productivity.

The researcher discovers that the State of Qatar's competent authorities fail to inform employees of all these violations and to educate them in this area, putting the worker and his privacy at risk from these massive viruses. As a result, legislative intervention is required to be made by requiring training programs for employees, provided that their jobs involve using computers.

The issue arises because the Labor Law lacks such protection, does not explicitly provide for it, and does not make reference to protecting the worker's data from use, whether from the employer, interview offices, or others. Nevertheless, the State of Qatar has a benign role in protecting data by passing the Personal Data Protection Law.

3. **Violation of confidentiality through unauthorized exposure of the employee's personal data:**

Given that the employee provides the majority of his personal information to the employer, including his bank account number and copies of his personal documents, the employee must be protected from any violations that the employer may subject him to. In this regard, we might think back to the incident involving the Swiss bank in the case of (Jazel Chev), where it was established that the bank's general manager had been monitoring the previous general manager who had moved on to work for another bank. The new manager had feared that the former manager would steal significant clients from the bank, so he worked to track him in his personal data, monitor him, and gain access to his personal information. Perhaps this is what we are attempting to do now.

According to some accounts, the case involved French agents who were employed by the bank, specifically in the management of commercial transactions. These agents allegedly worked to decipher the code belonging to French citizens through their bank accounts in order to establish the existence of tax evasion and establish whether they were involved or not.

Practical applications for addressing worker life violations and the position of various legislations:

The head of the domestic workers department at the Ministry of Labor as well as the assistant director of labor relations were among the people the researcher spoke with during her interviews. Following the interview, the relevant authorities claimed that, under the wise leadership, they exercise their authority over both domestic and international recruitment agencies in addition to looking after the worker's needs from the time of his arrival in the State of Qatar until his departure, i.e., termination of service.

In accordance with the text of Article 28 of the Labor Law, the relevant authorities also follow up with each of these various authorities in order to implement the correct law.

The departments were eager to count and follow up on the workers as their contracts were being carried out because it is important that the employer obtain the labor he requires from the offices set aside for this purpose. In order to follow up the life of the worker and prevent the employer from being alone with the worker without their knowledge or consent.

The majority of nations are only concerned with monitoring the condition of the worker while he is within their borders, but the State of Qatar has jurisdiction beyond those borders, which indicates its interest and commitment to achieving peace, justice, and equality. It is rare that countries care about all matters of the worker while he is in their country, during his presence inside the country, and after he departs from it.

The Ministry of Labor has two departments that are the focus of the current study, and they are the Department of Lab Safety and the Department of Labor Relations, both of which have already been mentioned. The first is related to the flow of labor from its country into the territory of the State, and the second is related to the protection of the worker's life while he is at work and his relationship with his employer.

This is supported by the claim that while the Department of Domestic Employees has a unique statute that regulates the nature of their connection, statute No. 15 of 2017, the Department of Labor Relations applies the Labor Law to them and they are professional employees. We will clarify this in the ensuing two points:

Usage management:

I spoke with Mr. Ibrahim Al-Maadeed, the head of the Ministry of Labor's Home Users Department, to further the practical aspect, and he said that the administration establishes boundaries and mechanisms - even if they are only verbal - in accordance with social mores and respects Qatari families within those confines where the worker's right is not undervalued.

Q: What if a user is subjected to violence?

A: It is not permitted to subject an employee to violence or to harm their moral entity, and the employer must refrain from using any words, insults, or the like, among other things. If it is determined that the employer acted arbitrarily, a complaint of abuse of authority is filed and referred to the Ministry of the Interior. If the employer imprisons one of the worker's property for any reason, it is also a crime that infringes on the worker's private property, as represented by the confiscation of the phone, passport, or ID card, which are crimes punished by the employer criminally and fined QR 25,000 .

The National Human Rights Committee also collaborated on a book called 'The Worker's Pocket,' in which frequently asked issues for workers going to work in the country are answered, and one of those questions is: Is it allowed for an employer to hold your passport? The answer was: It is not permissible except when renewing the residence permit, and thus linking the offense to a large fine indicates that the authorities are keen to protect the worker's life, and will not hesitate to prosecute those who violate them, and these fines ensure that the worker is not harmed.

Q: Is it legal for a worker to refuse to work?

A: He is entitled and not responsible for his strike from work, but in certain cases, and if he proves that there is a complaint that threatens the security and safety of his private life during his work, and if the harm persists. The worker may request the cancellation of the sponsorship or transfer it to another employer by force of law. The responsible authorities are trying to offer an appropriate living environment for workers, such as safeguarding their food and drink, protecting them in the face of the pandemic, and giving treatment and basic supplies that the worker requires. The entity also seeks to defend the worker's wage, and in the event of any abuse by the employer, he is summoned based on a complaint presented by him, and abstention is referred to the competent authorities.

The employer must not infringe on the worker's privacy, must offer enough accommodation, and is not required to give the worker with cutting-edge technology but does not specify the type of electronic equipment he must use.

During our investigation, we discovered nothing to prove this in the statute governing the regulation of the connection, but rather a practice followed in the administration. He also feels that legislative involvement is required to change Law No. 15 of 2017 on Domestic Workers in order to define the genuine meaning of providing a safe environment, which would be rich in personal jurisprudence if the wording existed.

The Labor relations division:

Mr. Mohammed Al-Obaidli, Assistant Director of the Labor Relationship Department, was questioned and discussed the distinction between workers and employees. He said that Qatari labor legislation is the most broad and thorough, and that it applies to all domestic workers or the like (such as domestic staff, shepherds, farmers, shipmasters, marine boats, and palace workers). His Excellency further explained the efforts of the respective departments in protecting workers during work execution, including:

1) The two departments required recruitment offices to present certified papers for expatriate workers, as well as the identities of the offices they interact with abroad, to ensure that no hazards occur in the future and that those responsible are held accountable. If they are subjected to any attacks, this is regarded arbitrary and is reported by the worker by submitting a complaint to the relevant authorities, after which the authority investigates the complaint and works to remedy it. This applies to both professional and domestic workers, as we will discuss above.

2) The State of Qatar aims to offer a safe environment for expatriate workers, as seen by the Minimum salary Law, which establishes a minimum salary for both the worker and the employer who fails to pay the minimum wage.

3) It worked on Decree-Law No. (19) of 2020, which amended some provisions of Law No. (21) of 2015 regulating the entry, exit, and residence of expatriates, particularly the text of Article 21 thereof, where it amended the Labor Law and added the freedom of the worker to work for another employer.

4) Article 21's text is broad and comprehensive, allowing it to be compatible with all international legal systems. The lawmaker also requires the worker to explain why this is happening and to adhere to the danger periods

specified in the law.

5) The expatriate worker has full freedom to change employer at any time, whether they are domestic employees or expatriate workers, in order to reduce the employer's exploitation and monopoly of the worker.

The existing experience in employment was employed as soon as the aforementioned system was adopted; for example, there is a doctor who has been working in the State of Qatar for 14 years and the employer refused to transfer his sponsorship until the law was promulgated. Because this move poses no danger or issue, the law came to ensure the worker's right and allow him to change employers, and this is one of the manifestations of the Qatari legislator's position in preserving the worker's private life.

Commenting on the foregoing, we can say that the role of the State of Qatar is benign through these efforts, which are the competence of the two departments. As it is the first of its kind to apply the system of cancellation of sponsorship, and a pioneer in this field at the local and international levels, as it has ratified a convention to prevent forced or compulsory labor. Its role is to protect the worker's life, as the agreement stipulates that no worker shall carry out any work.

Additionally, these departments correctly implement Article 7 of the Qatari Labor Law, which deals with the obligation of employers to provide departments with information about the name of the establishment in which the workers work. What the nature of their work is, how many people work there, the manager's name and address, and all other pertinent information in order to protect the worker from the exclusive employment.

The researcher asked them to apply the content of that article by routinely sending inspectors to check on them and observe their work at home, in line with the provisions of the aforementioned Labor Law article. Inspectors make sure that surveillance cameras are not installed in workers' living quarters in order to speed up access by inspectors. They do permit the installation of cameras for workers to use while carrying out their job duties, but if these cameras go beyond that, it is unacceptable, and these violations will be addressed in the next demand.

Compensation through omissive responsibility:

In all circumstances where a third party is affected, whether this injury is slight or significant, the link is the law, and omissive liability results in a breach of an obligation derived from the law and outside the limits of the contract. The opposite of a contract-based arrangement where the contract is the primary factor. If someone causes harm to another, that person is responsible for making restitution to the victim for their losses. Unlike the aforementioned contractual liability, damage that results in compensation includes harm to a person's soul, property, or even moral matters like reputation. In addition, compensation for the injured party's lost profits and losses is also due. The worker always works under an employment contract, thus the principles of contractual liability apply to him because the present research is concerned with the worker and the harm that may occur from his job. However, there is room for the imposition of tort provisions on the employee in some circumstances, which we will address in this requirement as we demonstrate the types of assaults to which the employee who is applying for a specific job - that is, before the contract is signed - and thus the contractual relationship is unavailable. By way of this need, we shall examine two crucial concepts: First, the kind of assaults and manifestations the worker might experience prior to the contract's expiration. Second, the effects of such attacks should be noted, particularly with regard to restitution.

Images of assault on the worker's private life before the contract was signed:

When a job applicant performs an electronic interview, nomination, or application on his own website, it is clear that he is speaking for himself and determining whether or not he is qualified for the position. In accordance with the legislation, the employer must perform an investigation into the applicant to ascertain whether they are qualified for the position and worthy of it, as well as to learn about their history of good behavior and other factors. The French Constitutional Council affirmed this principle by allowing the employer to choose workers freely and by establishing the principle of free choice in order to preserve his work, but taking into consideration respect for the privacy of the worker. These circumstances would allow the exchange of information between the employer and the worker, and since the employer is free to choose the workers subject to him, he is obliged to respect the privacy of the worker. The obligation of the employer before and after the employment contract must therefore be a contractual and tort liability, according to some legislation, we discover. While some other legislation, which was contractual in nature, only allowed liability after the end of the employment contract. Only contractual liability is applicable in Qatari law, although under basic principles and in the case that the contract is not executed, its parties are regarded as being unrelated. According to the National Human Rights Committee's book

"The Pocket of the Worker," which states that tort liability is established in accordance with the Civil Code, a worker must be careful not to abide by any oral agreements made with his employer that are not considered binding before the worker enters the country. Images of assault can be distinguished in three ways: by the employer spying on the applicant while applying for a job, by leaking private information about the application process, or by disclosing details about a worker's medical tests to determine his suitability for the position. It is customary for job applicants to include a brief description of their personal lives in their applications, and they may even be required to supply some personal information. However, there are situations when the worker may be wronged while looking for a job, whether it be during a face-to-face interview with the employer or in terms of the question program created by the business. The employee is required to respond to all inquiries, including those about their nationality, monthly salary, and way of life. The employee responds to all of these inquiries from the employer, but the responses are required to be kept private and should not be shared. The French courts, who adopted this tendency, have stated that the employer does not intrude on the employee's private life through queries; rather, they must remain within the parameters of their commitment to the job, so that it is not regarded an infringement. Thirdly, through the employment application centers, where there are offices to which applicants go and which serve as the intermediary between applicants and employers, these offices must take great care to protect the information that applicants provide to them in order to be accepted for a position. With the technological advancements we are seeing, we discover that the employer may set up an automated system with a number of questions that the employee responds to, but there is a manifestation of violation that may manifest itself when this information is published and made simple to store, collect, and classify at the touch of a button. As a result, the employer is prohibited from discarding this data.

Particularly considering how many jobs use this strategy to maintain social distance in the wake of the Covid-19 outbreak. It is important to notice and caution against sharing or disclosing such information with any third parties or individuals. The presence of intermediaries or offices that allow the provision of labor to employers is found in the majority of countries. When engaging in their activity, these entities are required to adhere to all legal restrictions and not intrude on the worker's privacy or daily life; otherwise, this is regarded as a blatant violation.

Additionally, such offices or intermediaries must be directed and subject to various sanctions as a result of ongoing legal oversight. Contrary to the State of Qatar's position, which gave oversight authority to the Ministry of Administrative Development, Labor, and Social Affairs, we discover that the French legislator expressed the need to respect freedoms and the right to a private life through the National Committee for Informatics and Freedoms.

The results of any tests the employee has to do, like a medical examination, must be kept private because they are necessary for specific occupations. Specific even call for a certain level of fitness or the absence of any neurological or chronic disorders. If the employee is put through this type of test and it is discovered that he has a mental or physical illness, or even if it is determined during the examination that he will eventually develop a disease, then if this disease prevents the employee from starting work, the employer has a fundamental duty to keep this information a secret.

If the employer disobeys this directive, he is clearly in violation of the applicant for the position and could face legal repercussions.

Additionally, all forms of espionage used by the employer to assess a worker's ability to perform the duties assigned to him at work are rejected. In addition, no employer is allowed to eavesdrop or spy on a worker, either visually or audibly, nor is he allowed to view voicemails or emails sent through that worker's email account, as doing so clearly puts the worker's life in danger. So as not to pose a threat in the future.

Private life is untouchable and cannot be in any way interfered with. According to the French Labour Code, it is unlawful for an employer to keep track of job applicants, even if doing so is in the best interests of the employment. As a result, no information may be gathered if the applicant is unaware of it, and the company will be held legally liable. On the other hand, it is obvious that the employer is not liable if the employee is aware of the technique of information collection and gives his agreement, as long as the employee is informed of the method of information collection. If not, it is against the law and the principles of justice under both criminal and civil law, the latter of which is even more expansive and all-encompassing than criminal law, and in which no one is authorized to take photographs of others, whether in public or private settings. Contrary to the Penal Code, which makes recording in private locations illegal, this signals exceptional protection in all respects. Anyone who goes beyond these bounds will be held accountable before the court and will subsequently be required to make up for the damage they have caused.

The viewpoint of the Qatari legislator on worker safety infractions prior to contract signing:

According to the concerned authorities, they do not have an established legal standing prior to the existence of a contract between the employee and the employer, so no complaints were received from them. As a result, we determine that before the contract is finalized, there is no compensation based on contractual liability. However, the employee may file a civil action based on tort under the terms of article 199 of the Civil Code, where he files the lawsuit and gives the judge the authority to determine the seriousness of the damage.

The injured worker may choose the amount of compensation, but the court will ultimately decide what is appropriate. With these provisions, the court seeks to safeguard all of the rights of individuals within their societies so that they are not compromised.

The idea that "whoever commits an act without being within a legal framework and obligation results in damage that obliges the person who committed this act and the damage to compensate". It was created by the Qatari Court of Cassation in judgment No. 83 of 2006.

The provision of Article 199 of the Act would be applicable and may be utilized to pursue tort damages in the event that an employer was at fault but the fault was personal and not covered by a contract.

Conclusion

The researcher came to a number of conclusions and made a number of recommendations at the conclusion of the study labelled "violations on the worker's private life and compensation for them" as follows:

Results

According to the Holy Quran and the Prophet's Sunnah, Islamic Sharia provides the right to safeguard the person and the individual.

- i. Unlike the laws of Egypt and France, which require the employer to merely provide supplemental compensation, Qatari law makes the employer the sole recipient of compensation for injuries sustained by employees while performing their jobs.
- ii. The general rule permits the employer to listen in on calls and conversations and to monitor the employee's use of a professional computer because of a worry that the employee won't be able to do his duties regardless of the device.

Recommendations

- i. Modify the Labor Law to specifically outline the types of rights and freedom infractions and single them out for a separate dismissal to prevent employer arbitrary behavior.
- ii. To ensure that everyone is aware of information crimes, legislation must keep up with new advancements and technological advances. For instance, crimes like installing the Trojan horse virus and others that damage computers should be explicitly defined and explained.
- iii. Setting up a worker's social insurance authority apart from the company to support the worker with financial and other benefits.

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