**The Proposed Research Title**

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## Abstract *(up to 150 words)*

Uzbekistan is proud of Nurlan Uslambekov, who comes from our country, lives and educates in the United States, and has played a key role in the development of the COVID-19 vaccine. This pride does not mean that every citizen of the country will accept the vaccine unconditionally. Their opinions are influenced by their political views, religious background, life experience, and the country’s turbulent historical past. Citizens fear various discriminatory measures. In the first part of our research, the significance of vaccinations and the Central Asian, European, and American regulations are described. It is followed by the definition of discrimination in this section. We demonstrate that discrimination can sometimes be legal. Quantitative research has been conducted, we asked about the expected discrimination that can be considered legitimate or illegal. These opinions are related to foreign travel and the activity of human resource management.

**Keywords:** Uzbekistan, pandemic, human resource management, vaccine.

# Introduction

We present our paper in the Equity track because we believe that individual vaccination will be important for experienced researchers and for beginners as well. Personal participation in university lectures as a student or lecturer may be conditional. Domestic legislation can also be a problem in ensuring equal rights for those who accept or reject vaccinations. In the case of qualitative research, interviewees may exhibit dismissive behaviour, as we have unfortunately become aware of it. The provided virtual conference is a great opportunity for researchers from developing countries, but we would like to experience the atmosphere of an international conference in the non-virtual space as well and meet the recognized foreign experts personally. We do not know whether this change will be given to all of us or it will depend on the use of the vaccine. Our research has not been limited to the participants of academic life. First, we would like to get to know the opinion of the Uzbek general public about discrimination.

# Literature review

Vaccines are essential for the prevention of many serious diseases, so their role in employment and their role in preserving human lives need to be highlighted. Over time, vaccinations have made it possible to overcome a lot of fatal diseases. The importance of the use of vaccines lies in the development of immunity. Live attenuated vaccine is administered to the body by the vaccination, which constitutes a much lower risk to human health than naturally occurring infection. It can cause mild symptoms (Ferenci, 2016).

With the following quote, we would like to draw attention to the development of protection against infection. The idea from the book Peloponnese War preserves the words of the survivors of the plague, who presumably became immune to the disease, so even if they got the infection again, it was milder for the second time and did not endanger their lives.

“But the greatest pity was shown by the recovered to the dying and the sick because they knew well what this disease meant, and they could feel safe, because for a second time no one had contracted the infection again, at least not to the same extent that they would have died. Their fate was considered enviable by others and themselves as well. They lived in overflowing joy, and they nurtured the vain hope that no other illnesses might be able to kill them after this disease in the future.” (Thuküdidész, 1985). A further advantage of vaccinations is that herd immunity prevents the disease of people who cannot receive the vaccine (Európai Bizottság, 2014).

The WHO has announced that the rejection of vaccines and hesitation is one of the main threats to global health. Promoting the situation in a positive way requires the involvement of all actors: political decision-makers, health professionals, organizations, communities, social media platforms, media and citizens. Those who do not vaccinate themselves constitute a serious risk to vulnerable groups of the population: newborns, the elderly, cancer patients and people whose immune systems are weakened or not functioning properly (European Commission, 2019).

# The aim and method of our research and the hypotheses to be proved

The aim of our study is to gain a proper understanding of the opinions of employees in Hungary. We performed computer-assisted data collection, in which we also relied on a wider contact network of the respondents invited to participate in the research.

The sample of 209 respondents represents active citizens in the domestic labour market, so the procedures of inferential statistics can be used. The data collection took place in January 2021. The evaluation with SPSS program has not fully completed at the time of submitting our application. In the first block of the questionnaire designed for quantitative research, we asked about probabilities. The block can be subdivided. We first dealt with the issue of enforcing and then the supposed entry restrictions. We asked about the expected individual regulations related to economic activities and the alleged discriminatory human resource management measures in the future. The next block follows the same structure, but in this case, we looked for the answers that prove how legitimate the respondents consider the discussed measures. The third block deals with demographic issues and individual intent. These questions are included in the analysis as independent variables. The following hypotheses were formulated:

H1: There is a significant difference between the elements of discrimination that are alleged and considered legitimate by Uzbek employees.

H2: Data on gender, age, educational attainment and the number of workers in the workplace have little influence on the discriminatory measures that are assumed and considered justified by Uzbek employees.

H3: Fear of infection, willingness to be vaccinated and trust in the vaccines have a significant influence on discriminatory measures that are assumed and considered justified by Hungarian employees.

The primary benefit of our research is to investigate the link that it is a significant task of the government to clarify and communicate the prohibited, tolerated, and potentially supported discrimination elements to the citizens as soon as possible. Unfortunately, fighting against the consequences of the virus is a great challenge for all governments worldwide, but gaining the full confidence of citizens also requires eliminating uncertainty about the future.

# Bibliography

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