



**Kazakh National  
Women's Teacher Training University**

**Stress Factors for Female Teachers  
at Distance Learning Environment  
in Conditions of COVID-19:  
The Case of Central Asian Countries**

**(AN OVERVIEW OF ONGOING  
RESEARCH PROJECTS)**

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Social & Gender Studies**

# Research Institute for Social & Gender Studies

## Mission

Promoting gender and social equality through the implementation of multidisciplinary research projects and social initiatives

## Established

The Research Institute has been operating **since 2000**

(The Order of the Ministry of Education and Science of the Republic of Kazakhstan No. 913 of September 16, 2000).

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# Research Institute for Social & Gender Studies

## Key directions:

1. Multidisciplinary and interdisciplinary social studies
2. Gender studies

## Research Projects at Local & International Levels

# Current Research Projects at International Level

- Stress Factors for Female Teachers at Distance Learning Environment in Conditions of COVID-19: The Case of Central Asian Countries *(Supported by UNESCO)*
- Stress Factors for University Staff at Distance Teaching Environment: Pre- and Post-Pandemic Comparative Analysis between Kazakhstan and the USA from gender and management perspectives *(In partnership with Mississippi Valley State University).*
- Wiki Gap Kazakhstan *(Supported by the Embassy of the Netherlands)*

# Current Research Projects at Local Level

- Distance Learning in Kazakh National Women's Teacher Training University in the context of COVID-19 Pandemic
- Profession and Mission of a Teacher: Social Portrait of Graduates of Kazakh National Women's Teacher Training University
- Directories of Gender Education in Higher Education Institutions of the Republic of Kazakhstan

# Research Project -1 on COVID-19 & Education Issues

## Stress Factors for Female Teachers at Distance Learning Environment in Conditions of COVID-19: The Case of Central Asian Countries



# Research Project -1 on COVID-19 & Education Issues

## Project Description:

This project is multidisciplinary study that integrates **gender, psychology, education & management** issues within the digitalization and COVID-19 contexts.

## Aim of the Project:

In our project we will investigate the **stress factors** affecting mental health of **female** school and university **teachers** in pre-and post pandemic periods.



**STRESS**

# Research Project -1 on COVID-19 & Education Issues

## Objectives of the Project:

- ✓ Empowering **socially vulnerable female** groups to cope with digitalization and career-related challenges by organizing the series of **psychological trainings**/workshops on a basis of the study results.
- ✓ Developing strategic recommendations for university and school management and education policy makers on measures and actions against **professional burnout, dissatisfaction** and **work inefficiency**.

# Research Project -1 on COVID-19 & Education Issues



**Target Audience:**

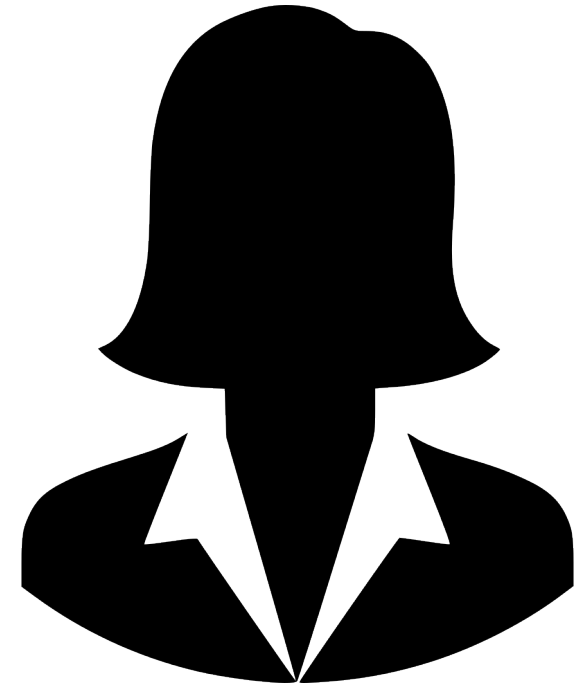
**Female School & University Teachers**  
involved in Distance Teaching

# SOCIAL IMPORTANCE

- Increased extra work as a result of a rapid shift to online education
- Extra housework and unpaid care
- Domestic Violence
- Professional Burnout



## Mental Health



# THE SCOPE OF THE RESEARCH

The scope of the research covers

4 Central Asian countries  
including

**Kazakhstan, Kyrgyzstan,  
Tajikistan & Uzbekistan**



# RESEARCH METHODOLOGY



RESEARCH

✓ Empirical multidisciplinary quantitative study based on **Survey** data collection technique



✓ Stratified Random Sampling



✓ **Female Teachers** working in Universities & Schools of **Central Asia**



# RESEARCH INSTRUMENT & SCALES



## ✓ Questionnaire (Online Survey)

1) **Perceived Stress Scale** (*Cohen et al., 1983; Cohen and Williamson, 1988*)

2) **Symptom Checklist-90 Scale / SCL 90-R**

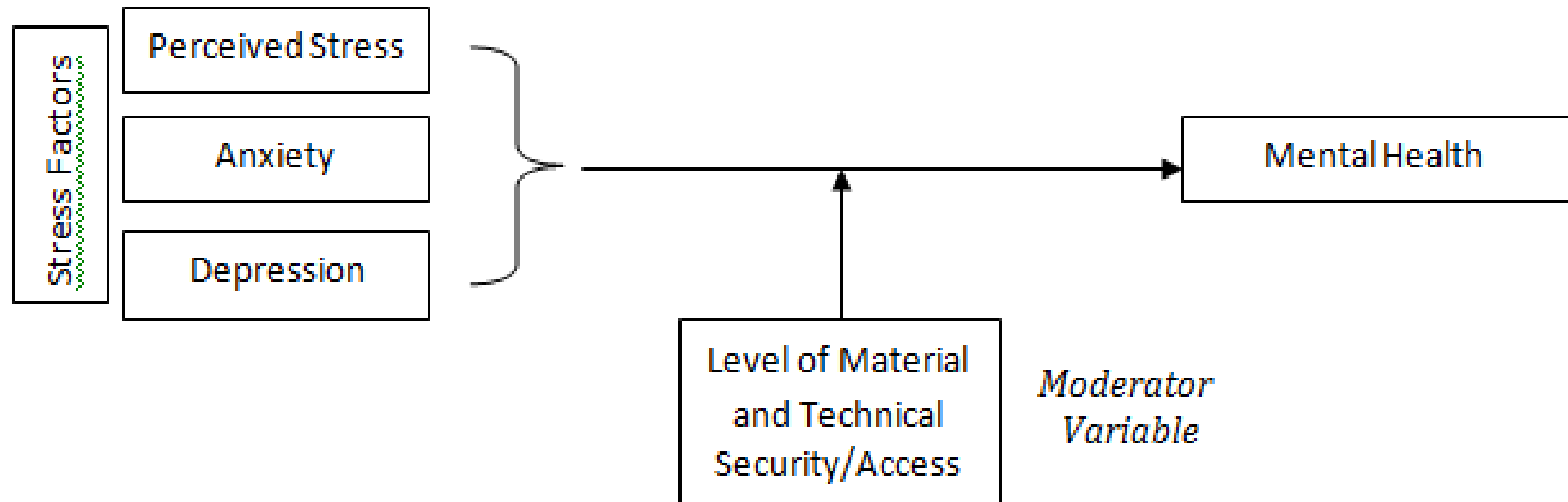
(*Derogatis, 1977; González de Rivera et al., 1989*) – for measuring the level of Anxiety & Depression

3) **Quality-Work-Competence** (*QWC – adopted version*) – for measuring Employee Perceptions of Psychological Climate.



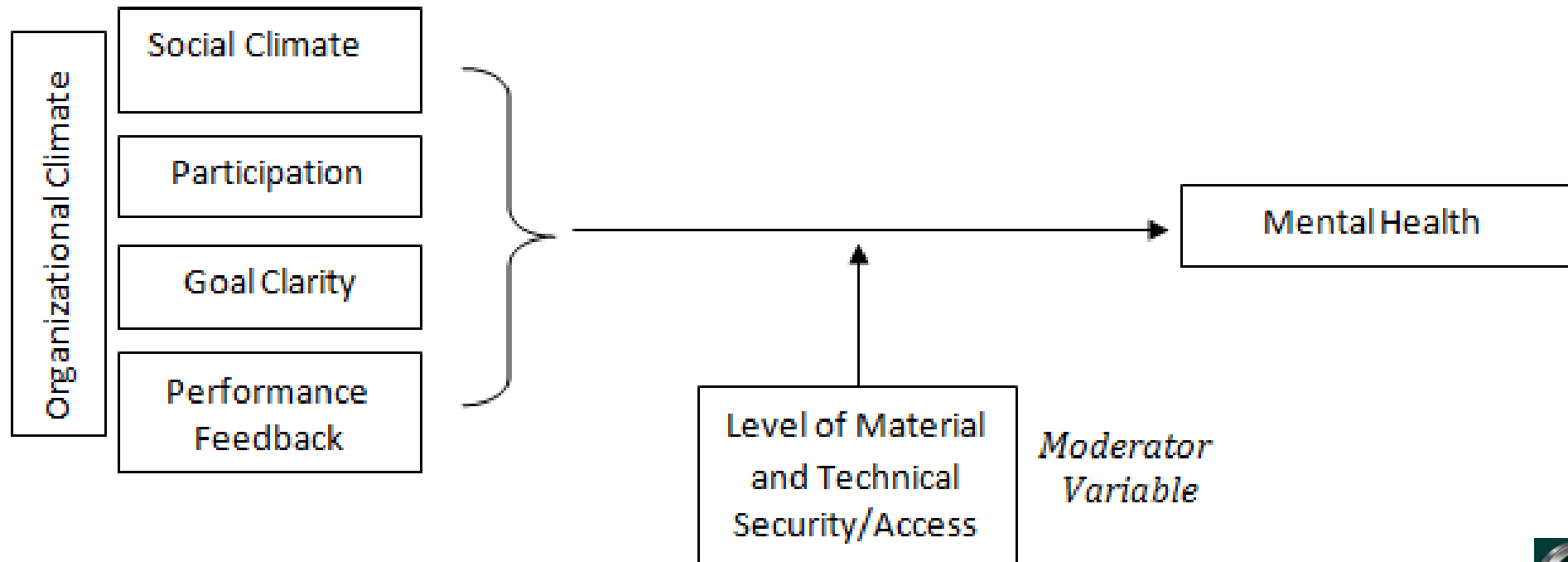
# Research Hypotheses

**H1:** The relationship between stress factors and mental health of female university/school teachers differs across countries and the level of material and technical security moderates this relationship.



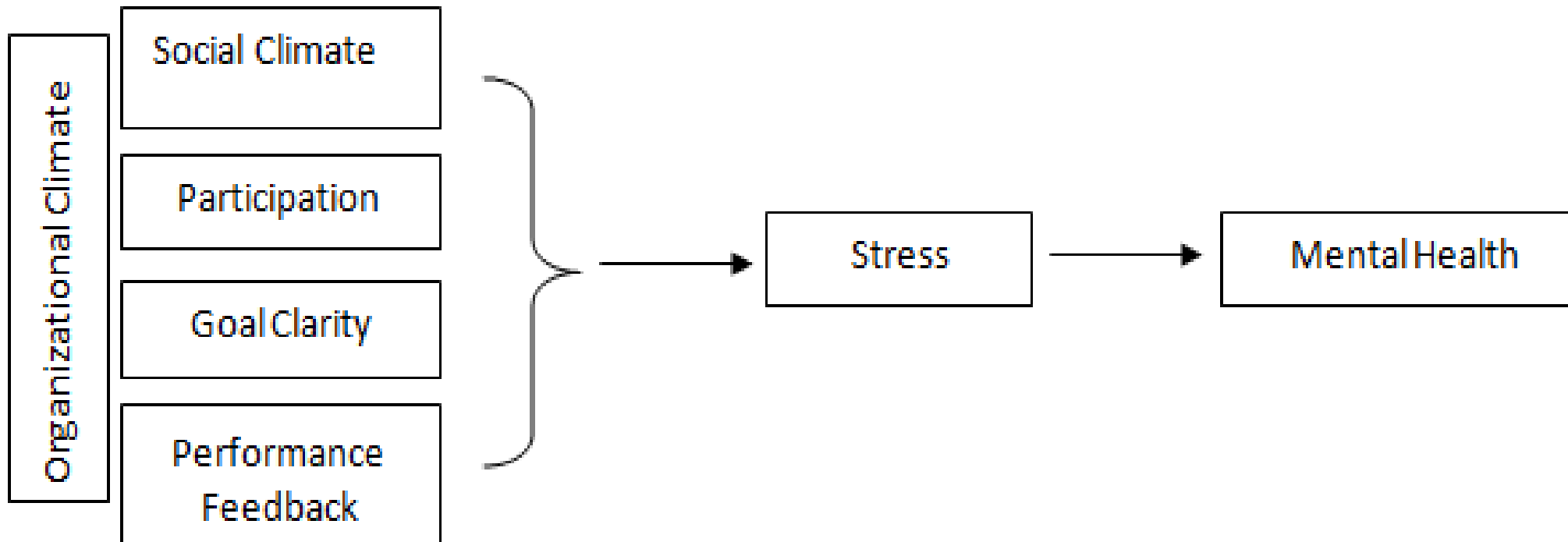
# Research Hypotheses

**H2:** The relationship between organizational climate factors and mental health of female university/school teachers differs across countries and the level of material and technical security moderates this relationship.

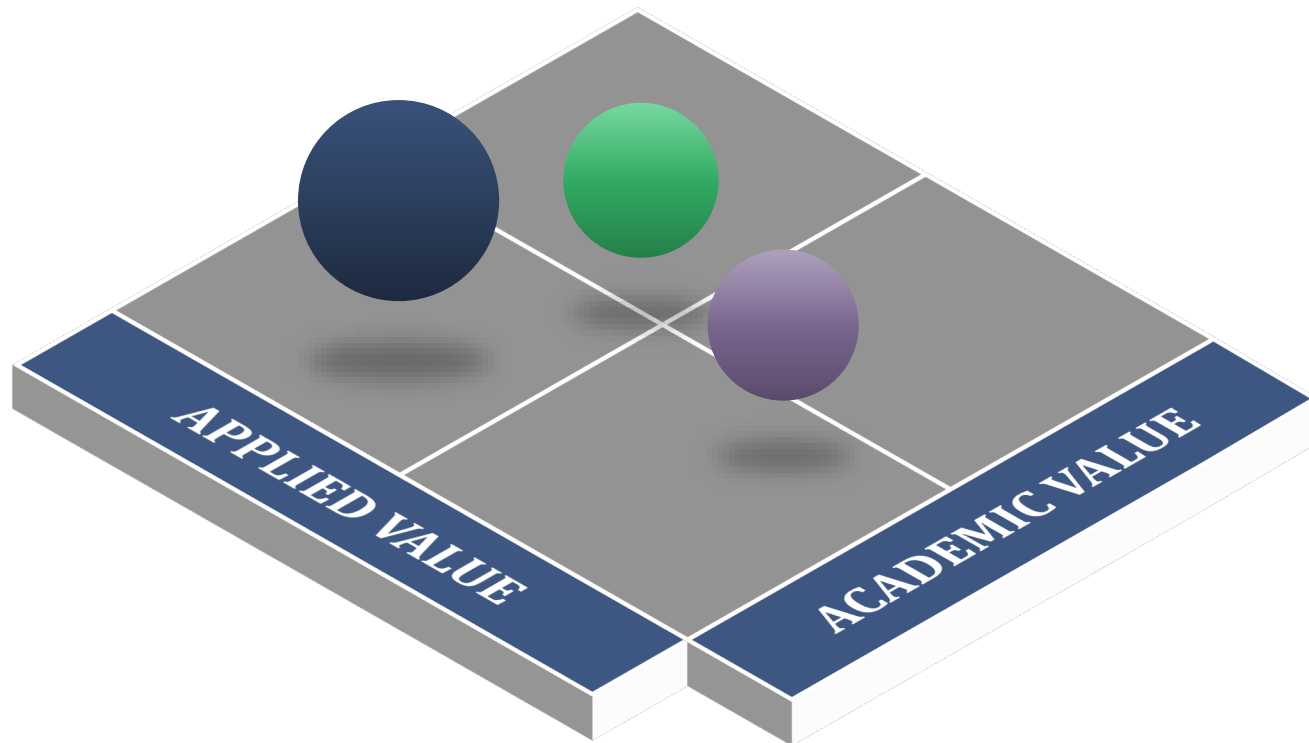


# Research Hypotheses

**H3:** Social Climate, Participation, Goal Clarity or Performance Feedback reduces Stress and positively affects Mental Health.



# EXPECTED RESEARCH OUTCOMES



**Social Impact :**  
**Psychological Training** for  
University Teachers

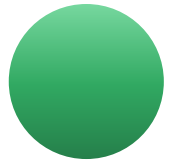


**Strategic / Managerial  
Impact: Strategic Report**  
for Decision Making (for  
University Management &  
Policy Makers)

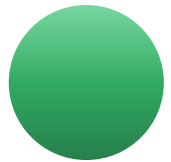


**Academic Impact:**  
**Research Publication**

# Dissemination of Project Outcomes



Through the cross-country comparative analysis, individual recommendations will be prepared to enable **each participating university/school** to strengthen managerial and development strategies.



The results and finding of the research can be used by **UNESCO** Offices as a supportive material for ongoing **human rights, gender equality** and **education** related projects.

# Online Survey Link

[https://docs.google.com/forms/d/e/1FAIpQLSf2fazK7SP9BAjZx1ekPKLTxpfDJLdHZewswaDVpEKlsWKA\\_g/viewform?usp=sf link](https://docs.google.com/forms/d/e/1FAIpQLSf2fazK7SP9BAjZx1ekPKLTxpfDJLdHZewswaDVpEKlsWKA_g/viewform?usp=sf_link)

# Research Project -2 on COVID-19 & Education Issues

## Planned Future Actions:

**Stress Factors for University Staff at Distance Teaching Environment:  
Pre-and Post-Pandemic Comparative Analysis between Kazakhstan  
and the USA from gender and management perspectives**



# Research GAPS

The majority of studies devoted to the educational problems in the context of global pandemic predominantly highlight the challenges faced by :

- ✓ **school teachers** (*Hadar et.al, 2020; Purwanto et.al, 2020*),
- ✓ **university faculties** (*Zeeshan, Chaudhry & Khan, 2020; Müller & Goldenberg, 2020; Talidong & Toquero, 2020; Ramakanta & Sonali, 2020*) and
- ✓ **students or children** (*Alvarez, 2020; Ye et. al, 2020*),

while the **case of university administration/management remains neglected.**

Moreover, it is commonly believed that women educators experienced higher levels of stress, and the **stress factors among male teachers remain mainly unexplored.**

# Research Project -2 on COVID-19 & Education Issues

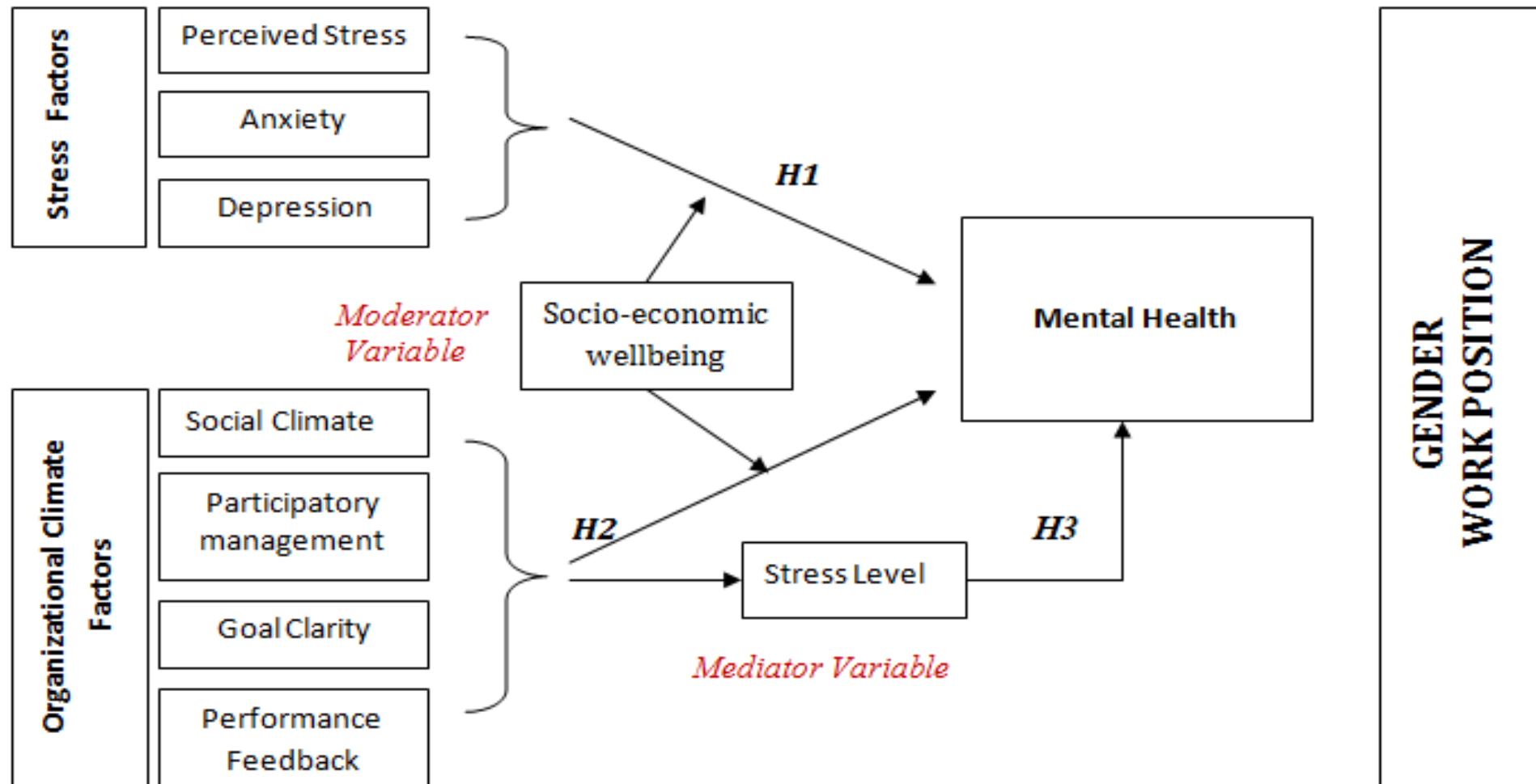
The research project aims to investigate stress factors affecting mental health of **university staff** in pre-and post-pandemic periods from gender and management perspectives by exploring specific problems of education in the developed country (USA) and the country with emerging economy (Kazakhstan).

The study will be designed as an empirical exploratory study based on **mixed methodology** combining **quantitative & qualitative methods**.

# Mixed Methodology

1. At the stage of quantitative investigations **self-administered online questionnaires** will be distributed relying on a stratified territorial-demographic random sample technique
2. At the stage of qualitative investigations **in-depth interviews** will be conducted with the top management representatives of universities and the sample size is defined as 25 education management experts (Head of Departments, Deans, Vice-rectors) in each country with an overall sample size of 50 respondents.

# The Research Model



# The Research Model

**H1:** The relationship between stress factors and mental health of female university/school teachers differs across gender/work positions/countries and the level of socio-economic wellbeing **moderates** this relationship.

**H2:** The relationship between organizational climate factors and mental health of female university/school teachers differs across gender/work positions/countries and the level of socio-economic wellbeing moderates this relationship.

**H3:** Social Climate, Participation, Goal Clarity or Performance Feedback positively affects mental health and the level of stress **mediates** this effect.

# Data Analysis

- ✓ **The Structural Equation Modeling (SEM)** will be used to investigate the relationships, mediating and moderating effects between variables represented in the research model.
- ✓ **The Confirmatory Factor Analysis (CFA)** will be applied to test the reliability, scale composition and the validity of the study measures.
- ✓ **Independent samples T-test** will be used to study the differences between 2 gender groups (male & female teachers), 2 categories of university staff (teachers and managers) and 2 countries' cases.



**Thank you  
for your attention**