

Project Proposal



Kazakh National Women's
Teacher Training University

**Stress Factors for Female Teachers at
Remote-Online Environment in Conditions
of COVID-19**

Research Institute for
Social and Gender Studies

Project Description: This project is multidisciplinary study that integrates gender, psychology and education issues within the digitalization and COVID-19 contexts.

Aim of the Project: In our project we will investigate stress factors affecting mental health of university teachers.

Objectives of the Project:

- 1) Developing strategic recommendations for university management and higher education policy makers on measures and actions against professional burnout, dissatisfaction and work inefficiency.
- 2) 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.

Target Audience: Female School and University Teachers involved in remote-online teaching

Scope of the Project: The study can be conducted and realized by 2 alternative scenarios depending on its regional or global cope:

- A) **Scenario - 1:** Global Study covering different selected universities around the world.
- B) **Scenario - 2:** Regional Study covering selected universities of Central Asia.

Roles of Partners and Initiators:

A) Research Institute for Social and Gender Studies of KazNWTTU: Implementing overall project management including research instruments/scales development, coordinative and organizational works.

B) Universities: All project partners should work actively by organizing data collection at the home institutions and coordinating cooperation process with the Project Initiator during the project progression process. Each partner university has to prepare project teams by themselves.

C) UNESCO:

- ✓ Providing support during pilot testing of the research instrument in a form of expertise and quality assessment on survey items and scales.
- ✓ Supporting data collection process.
- ✓ Encouraging the promotion of the project regionally or globally.
- ✓ Providing informational and organizational support for psychological trainings or workshops at regional or international levels.
- ✓ Providing support for dissemination of project outcomes.
- ✓ Providing partial or full financial support.

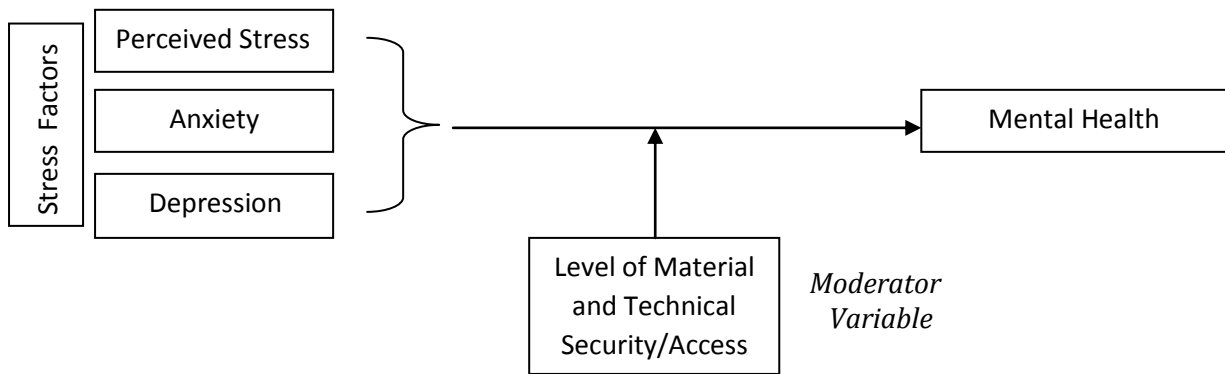


Research Methodology: In particular, the study will be designed as an empirical quantitative Survey-based research with the application of the following scales:

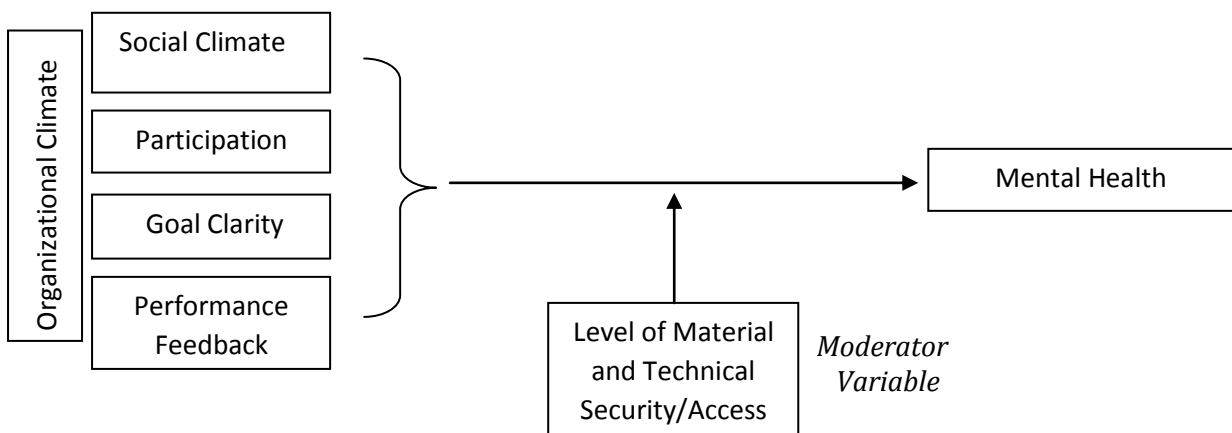
- 1) Perceived Stress Scale
- 2) Symptom Checklist-90 Scale / SCL 90-R for measuring anxiety and depression
- 3) Quality-Work-Competence (QWC – adopted version) for measuring employee perceptions of psychological climate.

Research Hypothesis:

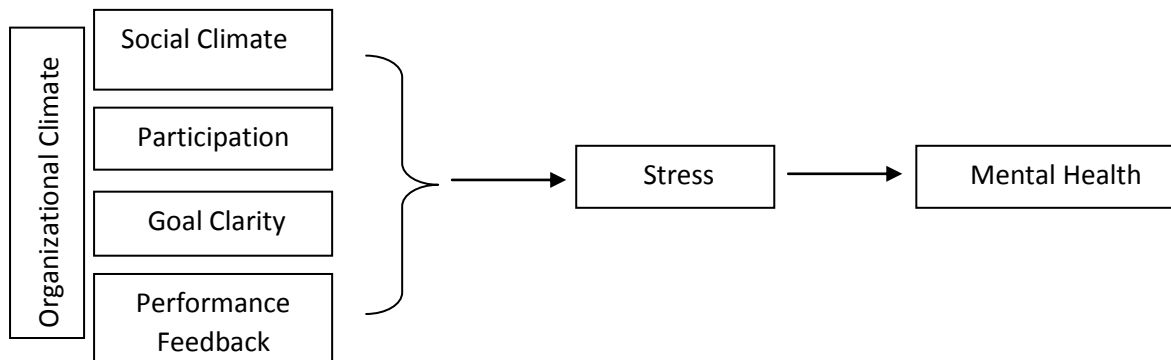
H1: The relationship between stress factors and mental health of female university teachers is differs across countries and the level of material and technical security moderates this relationship.



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



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



Dissemination of Project Outcomes: Through the cross-country comparative analysis, individual recommendations will be prepared to enable each participating university 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.

Budget:

Types of Costs	Brief Description	Calculations	Total Amount (USD \$)
Salary for training/ workshop speakers	On-line Psychological training for female teachers	50 (USD\$/hour) X 15 (hours)	750 \$
Salary for research methodology / data analytics experts	2 expert-researchers	80(USD\$/hour) X 7 hours x 2 (person)	1120 \$
Printing & Publishing	Printed materials	handouts, booklets, leaflets, reports	130 \$
TOTAL			2 000 \$

Schedule, Timetable Including Eventual Field-Works:

Stages of the research project	Months											
	1	2	3	4	5	6	7	8	9	10	11	12
Action Plan												
Brainstorming & Detailed Discussion of the study with the partners and research teams	x											
Literature review	x	x										
Developing research methodology		x	x	x								
Developing data collection instruments/scales (questionnaires for surveys)			x	x								
Data collection				x	x	x	x	x				
Data analysis							x	x	x	x		
Developing practical recommendations									x	x		
Writing joint research papers based on study findings									x	x	x	
Submitting joint research papers to peer – reviewed academic journals											x	x
Final Report									x	x	x	x
Psychological Training for Female Teachers												x

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