

# The Gendered Construction of Careers in Technical Work Settings: Focusing on the Impact of Work Ideals, Organizational Culture and Good Practice

Helen Peterson

My research focuses the gender dynamics of women's and men's careers in work organizations dominated by employees with engineering skills and technical competence. The more specific goals of my research is to explore women's strategies for career advancement, barriers and facilitators in the advancement of women in the workplace, work ideals, good practice and women's and men's resistance towards gender equality policies. Some of the research questions are thus: To what extent are work ideals and work cultures gendered? What implications do gendered work ideals and work cultures have on women's careers in different work settings? In what way do the construction of technology, femininity and masculinity intersect to constitute a work ideal and work culture in engineering and technology dominated work settings? The analysis draws primarily on the results from the European research project *PROMETEA - Empowering Women Engineers' Careers in Industrial and Academic Research*. The overall aim of this research project is to develop a better understanding of gender issues in engineering and technology research settings, in order to propose effective measures and recommendations to empower women.