

60 Title	Work environment and participation: the case of teachers in Denmark and New Zealand
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Abstract	Employees' participation in decision making at work is often identified as a key element in work environment quality. In this comparative case study, the focus is on teachers' work in Denmark and Zealand. The substantial variations in work environment quality found across four schools are shown to be associated with corresponding differences in participation. In particular, perceived work environment quality is associated with collective and representative forms of participation.