WHY AARHUS
for young professionals

Aarhus and the surrounding area is a highly attractive place to live and work for young international professionals. In Aarhus you can enjoy life to the fullest while pursuing your career goals.

Get to Know Aarhus! Read About:
/ Being A Young Professional In Aarhus
/ Danish Workplace Culture
/ Danish Work-Life Balance
/ Interviews With Expats In Aarhus
/ And Much More...
WHAT IS SO GREAT ABOUT AARHUS? EVERYTHING!

WHETHER YOU ARE ATTRACTED TO THE RENOWNED WORK-LIFE BALANCE, THE CHARMING CITY ATMOSPHERE OR CAREER OPPORTUNITIES, AARHUS IS A WINNER!

BIG CITY VARIETY
Aarhus is Denmark’s second largest city with roughly 335,000 inhabitants and is undergoing rapid growth. Aarhus offers the variety of a major European city while still retaining the charm of its past. There are more than 50,000 students within the population - a growing segment of which is international. They collectively make Aarhus the youngest city in the country measured by median age.

CULTURE & CUlIsINE
Aarhus is a top destination whether for study, work or vacation with its beautiful and modern architecture, music festivals, high gastronomic standards and world-class attractions, such as ARoS Aarhus Art Museum, Moesgaard Museum and The Old Town Museum. Investments in architecture and culture as well as a boom in the number of great and prize-winning restaurants have caused Aarhus to gain immense coverage in both Danish and international media in the last couple of years. In 2017 Aarhus is appropriately the European Capital of Culture.

CLOSE TO NATURE
The city is attractively located amidst family friendly beaches and beautiful forests. You are never far from the energetic city life or calming nature. The vibrant city center is populated with diverse shopping areas and lively cafés, to which the people of Aarhus tend to flock both after work and during the weekends. Moreover, people in Aarhus enjoy being active and you will see many people riding their bike or running in nature to stay fit. The city is situated within functional infrastructure, with highways as well as a new light rail that connects Aarhus and the surrounding areas.

INTERNATIONAL ATMOSPHERE
Aarhus is a diverse and international city, with all residents capable of fundamental English. The city has embraced globalization and welcomes more tourists and expats than ever. International Citizen Service West is designed specifically to help international citizens get their legal paperwork done upon arrival. Moreover, the network organization International Community, Denmark’s leading community for expats and their families, offers around 100 social and professional events a year to help you settle in successfully.

SAFE AND CLEAN
Denmark is world-renowned for its cleanliness and safety (top 10 country in low crime rates), and Aarhus is no different. In Aarhus you can go for a walk day and night practically anywhere without having to worry about your safety. Moreover, Aarhus is a clean city with unpolluted air and drinkable tap water.
EVERYTHING ABOUT AARHUS?

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JOIN A CLUB OR ASSOCIATION
Foreigners living in Denmark quickly
realize that there is an abundance of
social clubs, which are among the most
convenient places to make new friends.
For this reason, many young professionals
in Denmark decide to join an association,
for example a sports club, where they get
to make friends and meet others, who
share their interests. You can get help
finding a club or association in Aarhus
that matches your interests by filling out
the form at internationalcommunity.dk/
clubsandassociations.

CAREER OPPORTUNITIES IN
AND AROUND AARHUS
Most Danish companies do business
internationally. Consequently, many
companies employ expats with expert
knowledge on foreign markets, cul-
tural differences and other aspects of
cross-border business. Aarhus is home
to many international companies, some
of which have English as their corpo-
rate language. As nearly every Dane
speaks English, you can get by fine as a
foreigner, but we recommend that you
learn some Danish (language courses are
free!). In other words, there are plenty of
career opportunities for ambitious young
international professionals, whether you
choose to stay in the same company for
many years or eventually would like to
try something new.

DANISH WORK ENVIRONMENT
The Danish workplace offers an informal
atmosphere where everyone is on first-
name terms and titles are rarely used. You
are expected to be outgoing, productive
and committed at work. In return you
get a high level of flexibility and profes-
sional freedom. The workplace culture in
Denmark is generally laid back, open and
less hierarchically structured than in most
other countries. A flat hierarchy favors
the participation and involvement of all
employees, regardless of their position
or seniority. Being competent at what
you do and demonstrating a high level of
independence are skills that are in high de-
mand in young professionals in Denmark.
In general, Danish managers focus on their
employees’ skills and personality when
delegating responsibility rather than on
their age or seniority. Thus, it is not unu-
usual to find young talents in management
positions in the Danish workplace.

HEALTHY WORK-LIFE BALANCE
The official work week in Denmark is one
of the shortest in the world at 37 hours.
Flexibility is a key word in the Danish
job market, and most companies let you
manage your work-life balance in a way
that accommodates your life and leisure
activities – as long as you meet your
deadlines and live up to your professional
responsibilities.


RELATED VIDEO: Kate Thulin moved to Denmark in 2012 because of her hus-
bard’s work. Hear Kate’s story about
being an accompanying spouse, finding
friends and looking for a job in Denmark.
https://www.youtube.com/watch?v=rbu-
W3xggC4

RELATED VIDEO: Meet Aditya Nagara-
jan - an Indian young professional Project
Manager in Denmark. He chose a career
in Denmark due to the inclusive leader-
ship style and high level of responsibility
the Danish work culture reflects.
https://youtu.be/rOJHdgoqk7j
I currently work for Vestas. I chose to come to Aarhus because of the advanced knowledge the city has about the wind energy industry. I worked as a Loads Engineer for Vestas back in India and moving to Aarhus was not a tough call; I knew about Aarhus, as I had visited on several occasions. That is why the cultural shock was not too overwhelming, and I quickly got familiar with quite a few, to me, odd things. On a business trip back in 2011 I went grocery shopping on a Saturday evening. However, all the shops were closed, and I thought it was really strange. It was then I realized that family and private time is highly respected in Denmark, so I actually got to appreciate that it is prioritized to give people time off for the weekends to spend with their loved ones.

A PLATFORM FOR INNOVATIVE THINKING
The work day around here is around seven and a half hours. Danes may tell you that they are stressed, but that is when they are being pushed out of their comfort zone or are uncomfortable with changes. Where I come from, the work day is eight or 10 hours on paper but in reality it is 12 or 13 hours. In terms of that, I believe Denmark provides a healthy work environment.

The management style here is wonderful, because you do not experience micro management, where your boss hangs over your head and asks, “Did you do this and this?” I know people who work for industries in countries where they do not openly support innovation, and you cannot question things as an employee. Usually you would be denied an opportunity to prove yourself. Here, the hierarchy is pretty flat, so you can actually go up to anyone and say, “Hey, I want to challenge this”. You are appreciated for wanting to challenge things to improve. Anyone should come to Aarhus for that if they look for this type of work environment.

ONCE YOU OPEN THE SHELL, IT IS TOTALLY OPEN TO YOU
International Community has given me good exposure here. The networking organization provides social, cultural and professional events for internationals in...
Aarhus and has been a channel for me to meet good friends and even an extended family as well. For example, I have had coffee at a Danish family’s home in connection with a Meet a Dane-exchange program. I have since been invited for Christmas, and we have exchanged gifts. The relationship has been a long process; Danes do not open up fast. They are like a shell you have to open, but once you open it, then it is totally open to you. So I have a second family here in Denmark.

To me, Aarhus is neither too modern nor too old-fashioned. Aarhus has that coziness, while still being modernized. People here value old traditions, and that is what I like about Aarhus.

**DIVERSE, FRIENDLY AND PASSIONATE**

Of course, not all is just wonderful, as transport can be a bit slow. But even in situations like that, you encounter great experiences. I remember the day when I came. I was waiting at a bus stop. There was an elderly guy in his late 60’s. I didn’t understand Danish, and he didn’t understand English, but we still communicated. We sat there for an hour, while I talked about India, and he talked about Denmark. I was just sort of asking, “are you trying to say this?” and he was like, “yeah!”

The city is so diverse and has an indulgent culture. To me Danes are very passionate, innovative and friendly. But they also do not want to stand out. The city needs to reach out to people and tell the story about what the city offers. We do marvelous things here that people do not see. People think Vestas is an American company! But people do come here. There are so many internationals in Aarhus, and I would not want to leave for another five-10 years. Once people come here they prefer staying.

**WHAT AARHUS HAS TAUGHT ME**

The work-life balance here is the best, because a personal life is valued. I would say it is one of the best in the world. Aarhus has taught me to be more systematic and planned. It brings about a behavioral change in you. You always know what you have to do and feel organized.

**WHAT I RECOMMEND AS AN EXPAT IN AARHUS?**

My partner just arrived in Aarhus, and I tell others to bring their family here as well. I recommend it, because the pace here is neither too fast nor too slow. I always call Aarhus the second home for me. And if I want to study, I can do that as well. There are good universities.

People who come here should have an open mind. They should jump into it and find out what is actually happening in town. It might be snowing or raining out, but there are so much happening inside places. I found a few interesting clubs through International Community and got a group of friends through that. Be open and accept what Aarhus is. Do not try to change Aarhus. Embrace it and enjoy the essence. Once you do, you will realize that people smile at you when you pass them on the street.
DENMARK - FIRST CLASS WORKING CONDITIONS

DANES ARE NOT ONLY SOME OF THE HAPPIEST PEOPLE IN THE WORLD, THEY ARE THE MOST SATISFIED WHEN IT COMES TO THEIR WORKING CONDITIONS. IN DENMARK COLLECTIVE AGREEMENTS ENSURE EMPLOYEES A SAFE WORKPLACE, FAIR WAGES, PAY DURING SICKNESS, TERMS OF NOTICE, FLEXIBLE WORKING HOURS AND MUCH MORE.

The Danish labor market is known for its high level of flexibility when hiring, a social welfare system and active employment policies. Together, these three components constitute what is known as the ‘Flexicurity Model’, which combines market economy with the traditional Scandinavian welfare state. Flexicurity provides a dynamic labor market and high job mobility. A major reason for the high degree of mobility is that there are practically no barriers when changing jobs. Moving to a new job e.g. has no effect on pension entitlements or earned holiday time. The Flexicurity Model is the result of two decades worth of political reforms and collective bargaining.

MINIMAL LABOR MARKET LEGISLATION
In Denmark, labor market conditions are only regulated by law in exceptional cases. However, there are minimum requirements set by law in some areas. Examples of these are the Danish Employment Contract Act, the Danish Holidays Act, the Danish Act on Equal Treatment and the Danish Act on Allowance for Illness or Parental Leave.

HIGHLY ORGANIZED LABOR MARKET
Many employees belong to trade unions and many businesses are part of employer confederations, which are key features of the Danish labor market. This ensures collective bargaining agreements that cover a large percentage of employees and are widely respected. These agreements ensure employees safe work places, fair wages and work hours, pay during sickness, terms of notice and much more. In addition to centralized negotiations, the collective bargaining system can also be found at the workplace level, where work councils will negotiate everything from wages to job content with employers. It is often suggested that the secret to the success of the Danish labor market is this smoothly functioning system, which labor organizations and trade unions have built up together.

TRADE UNIONS
Trade unions play a pivotal role in the Danish labor market. Trade unions assist in issues regarding pay and working conditions and can help in connection with work-related injury cases, rehabilitation and much more. Foreign workers and companies can also become members of these organizations. Your choice of trade union depends on your education, position and workplace. The various trade unions are associated with specific unemployment insurance funds, but you do not need to be a member of both a trade union and an unemployment insurance fund; it is possible to be a member of just one or the other.

WORKING CONDITIONS ARE THE SAME FOR EXPATS AS THEY ARE FOR DANES, INCLUDING UNEMPLOYMENT BENEFITS AND TIME OFF.
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CLASS WORKING
DENMARK - FIRST

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UNEMPLOYMENT INSURANCE
As opposed to all other forms of social secu-
ity in Denmark, unemployment insurance is
voluntary. In order to receive unemployment
benefits you must become a paying mem-
ber of an unemployment insurance fund (in
Danish 'A-kasse'). Unemployment insurance
funds are private associations that are affili-
ated with trade unions and other profession-
al organizations.

EQUAL OPPORTUNITIES
Social justice and economic equality in Den-
mark are among the highest in the world, and Danes take pride in pointing out that
everyone has access to equal opportunities. This also applies to the Danish workplace,
where the hierarchical structure is flat and
everyone is regarded as equal. Such equality
is interpreted as a sign that all employees are
respected and treated equally.

HEALTHY WORK-LIFE BALANCE
The official work week in Denmark is 37
hours - one of the shortest in the world!
Additionally, employees are granted a fair
degree of flexibility, meaning that they can
manage their work-life balance in a way that favors both their professional and personal
life. Danish managers believe that a healthy
work-life balance reduces stress and encour-
ages commitment and innovation; more
flexibility means higher job satisfaction.
Employees in Denmark are generally highly
motivated because they feel valued and
trusted by their workplace. Of course, you
must oblige to your professional responsi-
bilities, but employers trust that you know
how to manage your work-life balance in the
way that suits you and the workplace best.
An example of this is overtime. Managers
generally do not expect employees to work
overtime, except when a deadline is very
close. In fact, less than 2% of Danish em-
ployees work very long hours, and overtime
is typically compensated either financially or
with time off.

FOR MORE INFO ON WORKING IN DENMARK:
WORKINDENMARK.DK

FAVORABLE CONDITIONS:
\ The Danish labor market is known for its high level of flexibility
\ Employees enjoy one of the longest paid maternity/paternity leaves in the world, up to 52 weeks
\ Employees earn the right to five weeks of paid holidays after 12 months of employ-
ment
\ Employees receive salary during illness

The summer really makes the city buzz with energy. For us it seemed like life displaced itself out of the apartment and into the world. The festivals and numerous other city activities simply bring people outside. Actually, the whole summer seems to change the city into one happy playfield.

Of course, summer always comes to an end and in September the city and the inhabitants slowly go back into the “stay inside mood”. What we really enjoyed about the autumn and winter was the abundance of restaurants. There is hardly a city of the size of Aarhus anywhere in the world with so many high-quality restaurants – and you will most likely be tempted to spend a fortune in them.

Moreover, Aarhus has a lot to offer if you want to be active. Being a swimmer, I was happy that I could pick up my open water swimming hobby in the spring until October. Being out there in the sea brings me a great sense of peace. Strangely enough, it also gives you an opportunity to meet people. During my swims, I have had coffee with friendly people on anchored boats and met other swimmers, said “hi” and moved on. I even swam alongside dolphins once!

I have travelled the world and I have been in many big and small cities. I have even felt at home in places. But Aarhus is special, even though it does not have the instant appeal of many other cities. Perhaps the unique element is the compactness of the city that makes the city feel like one big house. It is hard to explain, but people who know the city will understand.

We will definitely enjoy ourselves here for a while.

My story of Aarhus began in late August 2015 when my wife and I visited the city for the first time. Aarhus University Hospital had asked me to consider a job in Aarhus. To be honest, the first impression of the city was mixed. For instance the main street, Søndergade, in the city center didn’t quite appeal to us. The buildings were not too impressive and the shops were just like the ones you could find in any other city.

The first night we stayed inside our room in a hotel downtown to avoid the “noise” of the annual Aarhus Festival. The next day, we rented a couple of bicycles to have lunch with my maybe-going-to-be colleagues. They live on the south side of the city, quite near to the beach and forest. On our way, we almost got stuck in one of the many running events along Strandvejen, where people in Aarhus generally enjoy running and riding their bikes, since it is close to the city center, the beach and the forest.

Aarhus started to bloom

We were convinced enough to accept the job and on the first of January 2016, I arrived at Billund Airport and took the bus to Aarhus. It was early in the evening when I walked along Strandvejen again, this time to our apartment which we had rented for the coming year. It was dark and a cold south-easterly wind was blowing in my face. The fact that I had decided to try Aarhus for a year didn’t really comfort me at that moment.

However, in the months thereafter the city started to bloom for us. I am not sure whether it was just the coming spring or the fact that we started understanding the city that made it bloom. The weather got better and people were getting out of their sheltered environment. At that moment the event season slowly gave life to the city. The many running events, cycling events, swimming events and numberless music festivals last until October.
SUMMER PLAYFIELD
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LIKE ONE BIG HOUSE
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“THE SUMMER REALLY MAKES THE CITY BUZZ WITH ENERGY”
EXPATS USUALLY RANK THE DANISH WORKPLACE CULTURE AS ONE OF THE MOST POSITIVE ASPECTS OF WORKING IN DENMARK. WORKING CONDITIONS IN DENMARK ARE GENERALLY GOOD BECAUSE OF THE FLEXICURITY MODEL, THE LEADERSHIP STYLE, FLEXIBILITY AND THE WAY THAT THE DANISH LABOR MARKET WORK, WHERE IT’S RELATIVELY EASY TO MOVE FROM ONE JOB TO ANOTHER.

FLAT ORGANIZATIONS AND TRUSTING LEADERS
The Danish workplace is less hierarchically structured than in most other countries. Having a flat organizational structure gives employees the opportunity to voice and argue for their ideas to their managers. Danish managers are open to new ideas and not afraid of delegating work and responsibilities to their employees, as long as the employees show an interest in taking on the responsibility. It is consequently not unusual to see young managers in the Danish workplace.

CASUAL WORKING ENVIRONMENT
The Danish workplace offers an informal atmosphere where everyone is addressed by their first name, titles are rarely used and a flat hierarchy favors the participation and involvement of all employees, regardless of their position or seniority. Employers expect you to be outgoing, productive and committed at work, and everyone is encouraged to voice their ideas from day one. The lack of hierarchy brings more transparency to the office, which is often reflected in its architectural design plan. E.g. many Danish office spaces have glass doors and no walls, making the work space more social and interactive for both managers and employees.

THE DANISH LEADERSHIP STYLE
When foreigners start working in Denmark they immediately notice this casual atmosphere and the informal tone their colleagues and managers use with one another at the workplace. Leadership in Denmark is a dynamic and interactive process that seeks to involve all employees. There is open dialogue between employees and managers, and the exchange of opinions is highly valued. The manner of communication is usually verbal and direct. And in general, Danes are honest and like getting straight to the point, leaving little room for unclear or vague messages.

ASSESSMENT INTERVIEWS
Managers in Denmark like to maintain a constant, open dialogue with their employees. This is for one done by having frequent assessment interviews (at least once a year), where managers and employees discuss the employee’s professional development and career aspirations. This enables both parties to evaluate the collaboration and performance and to set the schedule for future targets and tasks. The continuous exchange of communication between employees and managers promotes cooperation within the company and makes employees feel valued and be-
Danish employers strive to make employees feel valued and involved. They are open to new ideas and not afraid of participation and involvement of all employees and managers promotes the exchange of communication between employees. There is open dialogue between employees and managers, and the exchange of communication during the lunch breaks helps you integrate in the workplace, and Danes notice and appreciate when foreign colleagues are willing make an effort to learn Danish. You can enroll in Danish language courses for free during your first three years in Denmark.

**INTERNATIONAL COMMUNITY - FOR EXPATS IN AARHUS**

If you would like to meet other expats and internationally minded Danes in Aarhus after work, International Community is your go-to network. With more than 100 annual events, there is plenty of opportunity for you to build a social network and make friends with amazing people from all over the world.

Read more about International Community at www.internationalcommunity.dk.

**DO’S AND DON'TS AT THE DANISH WORKPLACE**

- Be on time – don’t be late
- Always say “have a nice weekend” (“god weekend” in Danish) when you leave on Fridays
- Join your colleagues for lunch. That’s where most of the socializing and networking takes place
- Don’t be afraid to engage in a professional discussion in the workplace - but don’t be aggressive
- Don’t be submissive to your superiors. No one expects you to!
- Don’t brag about yourself; Danes won’t appreciate it

**DANISH AS A SOCIALIZING TOOL**

Almost everyone in Denmark is fluent in English, which is quickly becoming the corporate language in many of the larger Danish firms. Yet, small-talk and conversation during the lunch breaks and social events are often carried out in Danish. Therefore, learning Danish helps you integrate in the workplace, and Danes notice and appreciate when

**RELATED VIDEO:** Danish work culture experienced through the eyes of an American. Hear Ken Cordes tell how he experiences the Danish work environment, Danish management culture and the work-life balance. https://youtu.be/3rWfCio_mNY

**RELATED VIDEO:** Meet Aditya Nagarajan - an Indian young professional Project Manager in Denmark. He chose a career in Denmark due to the inclusive leadership style and high level of responsibility the Danish work culture reflects.

https://youtu.be/rOJHdoqk7zl
DANISH CULTURE

DANISH CULTURE AND LIFESTYLE ARE RELAXED, AND COLLECTIVE VALUES ARE BUILT ON TRUST, SECURITY AND COOPERATION. VIEWS ON RELIGION AND POLITICS ARE RATHER LIBERAL, AND HUMOR IS DEEPLY ROOTED IN DANES. THE SUPPORTIVE DANISH WELFARE STATE GRANTS EQUAL OPPORTUNITIES FOR ALL, THUS PROVIDING A STRONG FEELING OF SECURITY AND BELONGING.

WHAT ARE DANES LIKE?
Generally, Danes have very liberal views on religion and politics compared to most Europeans. However, they are also rule-bound, and complying with the norms is important and appreciated. Wealth in Denmark is equally distributed, so there are relatively few billionaires and really poor people. Attitudes towards success and money are humble, and consequently bragging is unusual and socially unacceptable. Most Danes are outspoken and direct; they are used to having open discussions and being honest about what they think. While Danes may not always initiate small talk with strangers themselves, they are polite and will engage in conversation if spoken to. Danes love humor and it is a central part of Danish culture. Comedians make fun of famous people, and even the royal family, to their audience’s amusement. An important part of Danish humor, and conversation in general, is irony, which may take some time getting used to for internationals.

SOCIAL AND CULTURAL VALUES
Altruism is a core value in Denmark. Danes are quite generous with those in need all around the world, so they often do volunteer work or simply donate money for charities. Moreover, Danes are increasingly concerned about global issues, so they buy fair trade and environmentally friendly products and recycle more than the European average.

THE “HYGGE” CONCEPT
When foreigners are asked to describe Danish culture, a special concept comes to mind: “Hygge”. Linked to coziness and warmth, “hygge” is normally associated with being comfortable and relaxed, as well as with having fun with close friends or loved ones, often while enjoying good

FACTS ABOUT DANISH CULTURE:
- Denmark is historically a monarchic country. In fact, it has one of the oldest kingdoms in the world.
- The state religion of Denmark is Lutheran Protestantism, and 76% of Danes are members of the National Church. However, most Danes do not consider themselves religious.
- Modern design and architecture are intrinsic parts of Danish culture.
- Many Danish products are considered design icons of the 20th century, such as the Egg chair by Arne Jacobsen and the PH-lamp by Poul Henningsen.
- The iconic Opera House in Sydney was designed by the internationally recognized Danish architect Jørn Utzon.
- The most famous contributor to Danish literature is the fairy tale author and poet Hans Christian Andersen.
- Moesgaard Museum innovatively presents Danish history in a breathtaking architectural setting in Aarhus.
- The environment is important to Danes, and Denmark is a world leader in renewable energy technology.
- Approximately two thirds of Danes are members of one or more of Denmark’s 16,500 voluntary clubs and associations, which are excellent places for socializing.
- A good work-life balance, equal opportunities and a strong welfare model have Denmark at the top of international “happiest country in the world” surveys.

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food and something to drink. Candles are also connected to the idea of “hygge”, and Danes love lighting them, especially when they have guests over.

SOCIALIZING CULTURE IN DENMARK
Danes are often said to be reserved and hard to make friends with. Some say Danes are like coconuts; you have to break through the tough shell to get in. Many Danes are private and have well-established circles of close and loyal friends. However that should not discourage you from making friends with a Dane! You just have to break through the shell. Socializing in Denmark is generally casual. It is common for Danes to meet with friends away from home, and they usually agree when and where to meet well in advance. Danes are punctual, and being on time shows that you respect your friend and value the time you spend together.

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DENMARK — A COUNTRY OF CLUBS AND ASSOCIATIONS

DANES LOVE SOCIALIZING IN ORGANIZED CLUBS AND ASSOCIATIONS, AND THEY GENERALLY TEND TO MAKE MANY NEW FRIENDS THIS WAY. IN FACT, IN DENMARK MEMBERSHIP OF ASSOCIATIONS IS AMONG THE HIGHEST IN THE WORLD. SPORTS CLUBS, FOOD CLUBS, HOBBY CLUBS, CULTURAL ASSOCIATIONS, ETHNIC CLUBS, YOU NAME IT. THERE IS A JOKE THAT IF TWO DANES SIT TOGETHER FOR FIVE MINUTES, THEY WILL START AN ASSOCIATION!

ADVANTAGES OF JOINING AN ASSOCIATION

Clubs and associations are the perfect places to socialize. Here you can meet Danes and other internationals on a regular basis who share your interests. In addition, being a member of a club helps you feel more relaxed and sociable and less stressed. Everyone is welcome to join, and it is a fun way to get to know people and form friendships. Becoming a member of a club is a great opportunity to meet Danes outside the office and expand your social network. To find out what associations are available in a particular area, you can ask your co-workers, your local library, or the municipality’s culture and leisure administration.

SPORTS CLUBS

The majority of associations in Denmark are sports clubs. Both indoor and outdoor sports activities take place all year round in Denmark and most people join to practise their favorite sport and stay fit. Two of the main umbrella organizations that make up for a large part of sports clubs in Denmark are DIF (Sports Confederation of Denmark) and DGI (Danish Gymnastics and Sports Associations). Together they represent more than three million members. Being a member of a sports club in Denmark is quite affordable, because most work is done by unpaid volunteers and municipalities cover part of the costs. In addition, many public sports facilities, including public swimming pools and indoor tennis courts, are available to be used by clubs.

HOBBY CLUBS AND OTHER TYPES OF ASSOCIATIONS

Hobby clubs are plentiful and offer a fun way to develop your passions. You can find clubs for everything from knitting, role-playing and photography, to games, bird watching or playing instruments. Political and religious societies, NGOs and charity organisations are also widespread throughout the country.

LEARNING DANISH

In clubs and associations you have plenty of opportunity to socialize with Danes and consequently learn and practice Danish. Talking about something that interests you with likeminded people lets you expand your vocabulary with words and phrases that will be useful in your everyday life!

EXPAT CLUBS AND NETWORKS

As an international in Denmark, you also have access to a great number of voluntary expat organizations and clubs where you can get in contact with like-minded people and maybe even meet other people from your home country. Many expat communities offer social events, practical information and fun activities. In addition, you can learn more about life in Denmark through professional and social events arranged by your local municipality and organizations such as Expat in Denmark, International Community Aarhus and International House Copenhagen. These work specifically for internationals in Denmark.

JOIN A CLUB OR ASSOCIATION IN AARHUS!

In Aarhus, International Community is the main network for expats created to support international employees and accompanying family. International Community helps you settle in and expand your network through a range of seminars, events and online activities. Read more about how International Community can help you find a local club or association that piques your interest on page 19.

STATISTICS ON CLUB MEMBERSHIP IN DENMARK:

- There are more than 16,500 voluntary clubs and associations in Denmark
- About two thirds of Danes belong to one or more clubs or associations
- More than 60% of all voluntary associations are sports clubs
- 61 national federations are part of the Sports Confederation of Denmark.
- More than 90% of children under the age of 13 belong to a sports club.
- For teenagers, this figure is 60%
- Soccer is the most popular sports club with almost 350,000 members

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RELATED VIDEO: Meeting Danes and creating a social network through the variety of active clubs in Denmark. Meet Associate Professor Kike de la Rosa and see how he has created a life around sport in Denmark. https://youtu.be/a95ngwr865I

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INTERNATIONAL COMMUNITY

– YOUR NETWORK OF OPPORTUNITIES!

JOIN INTERNATIONAL COMMUNITY IN AARHUS FOR SOCIAL NETWORKING, SPORTS ACTIVITIES, WEEKLY NEWSLETTERS, FAMILY EVENTS, SEMINARS, AND MUCH MORE.

INTERNATIONAL COMMUNITY

International Community is a non-profit organization that supports international citizens during their stay in the Aarhus region, offering a wide range of free events, a big network, a weekly e-mail newsletter, online services, and other activities to 4,000 members – and everyone is welcome to join!

You can meet International Community at International Citizen Service West in Aarhus every Thursday and Friday. Here you can hear more about their services, life as an expat in Aarhus and get more information about the offers and services in Aarhus.

WEEKLY NEWSLETTER AND DAILY UPDATES ON FACEBOOK

Every Thursday at noon International Community sends out its weekly newsletter in which you can stay updated on events in International Community as well as events in all of Aarhus. It is free to sign up for the newsletter and it is a great way to get informed on what is going on and where to meet other expats and internationally minded Danes. You may sign up for the newsletter on internationalcommunity.dk. You can also stay up-to-date about what is going on in and around Aarhus by following their Facebook page, which is updated daily, as well as their Instagram profile.

ONLINE GUIDE: YOUR GUIDE TO DENMARK

On the International Community website, you will find “Your Guide to Denmark” that guides you through your...
relocation from before you arrive and until you settle in. Learn more about e.g. the educational system, banking in Denmark and the Danish tax system. You can also find insights about the Danish way of living and Danish culture.

MEET OTHER EXPATS
International Community arranges and hosts around 100 events annually. Through these events, you can meet and network with other internationals and internationally minded Danes. Events cover sports activities, board games, going to the theater, practicing Danish, meeting for coffee and much more.

SPOUSE COMMUNITY AARHUS
Spouse Community Aarhus is a group of enthusiastic international spouses and accompanying partners from across the globe who have each made Aarhus their home. Their mission is to empower and inspire new and long-term spouses to make the most of their life in Denmark, and aim to create an active, engaging and inclusive social community that connects experienced and established spouses with newcomers.

JOIN A CLUB OR ASSOCIATION
If you are interested in joining a club or an association, e.g. to expand your network and meet locals, International Community has a program to match you with clubs and associations. Fill in the online form and we will tell you which club or association to contact. Check out www.international-community.dk/clubsandassociations.

WE ARE HERE TO HELP
International Community in Aarhus is Denmark’s biggest community for expats. We are determined to help expats settle in when they arrive in Aarhus, and we know the importance of building both a professional and social network when arriving in a new country. If you have any questions or need any kind of help – ask us!

You can reach us by phone, e-mail, through our Facebook-page, or come visit us at International Citizen Service West every Thursday and Friday.

Whether you are attracted to the renowned work-life balance, the charming city atmosphere or are looking to further your career, Aarhus is a winner.

In this publication you will learn about Aarhus and Denmark as a great place to live and work.

CONTENTS:
- What’s So Great About Aarhus? Everything!
- Why Aarhus Is A City of Opportunities
- Denmark – First Class Working Condition
- My First Year in Aarhus
- Danish Workplace Culture
- Danish Culture
- Denmark – A Country of Clubs and Associations
- International Community – Your Network of Opportunities

WE LOOK FORWARD TO WELCOMING YOU TO AARHUS!

This publication has been made by: