



FOR IMMEDIATE RELEASE

Skill Bridge ApS and the Confederation of Indian Industry Partner to Give Danish Employers Direct Access to India's Skilled Workforce

A partnership backed by India's premier industry body, operating under a formal government-to-government mobility agreement signed by India and Denmark in 2024.

Copenhagen, April 2026. Skill Bridge ApS and the Confederation of Indian Industry (CII) have signed a Memorandum of Understanding to connect qualified Indian professionals with Danish employers facing serious and growing labour shortages. The MoU creates a formal framework for skills mapping, talent outreach and workforce coordination between the two organisations, and marks the beginning of what is expected to become one of the most structured and ethically governed talent corridors between South Asia and Scandinavia.

The signing marks an important step in a relationship between India and Denmark that has been building at the highest diplomatic levels. In February 2024 in New Delhi, India's External Affairs Minister, S. Jaishankar and Denmark's Foreign Minister, Lars Løkke Rasmussen signed a Mobility and Migration Partnership Agreement between the two countries, making India one of the very few countries in the world to hold such a formal bilateral arrangement with Denmark and the only country in Asia to do so.

The agreement was designed specifically to enable Indian nationals to take up employment in Denmark and return home with strengthened skills, creating a genuine two-way benefit. It also opened the door to explore greater employment opportunities for Indian professionals across Danish industry. The sectors covered include agriculture, animal husbandry and food processing, which align precisely with the areas where Danish employers are most urgently in need of workers today.

WHAT THE MOU ESTABLISHES

Under this MoU, CII will support outreach and awareness activities and assist with skills and talent mapping across its vast membership network. Skill Bridge ApS retains full responsibility for recruitment, selection, placement, employment processing and immigration support. The key features of the partnership are:

- Access to CII's network spanning more than 9,000 direct member companies and over 300,000 enterprises through 294 national and regional industry bodies across India
- Industry level dialogue and demand aggregation aligned to Danish employer requirements across priority sectors
- A zero-fee recruitment model with no charges passed to workers, in full compliance with Indian, Danish and international ethical recruitment standards
- End to end integration support on arrival in Denmark including accommodation, CPR registration, MitID setup, banking assistance and workplace orientation
- A three-year framework governed by Indian law, renewable by mutual written agreement



WHY DANISH EMPLOYERS NEED NEW SOURCES OF SKILLED LABOUR

Denmark is facing shortages in a number of sectors. Manufacturing, construction, butchery, fish processing, agriculture and skilled trades have all seen vacancy levels rise sharply over the past few years. The contraction in the supply of Eastern European workers following the war in Ukraine accelerated a problem that was already developing, and Danish employers are now actively looking for new and reliable sources of skilled talent.

With a large, young and increasingly skilled workforce and a strong global track record in overseas employment, India has been a major source of talent for the Gulf, for Germany, for Japan and across Europe for decades. This partnership is designed to build a structured, institutionally supported and ethically governed route into Denmark.

Danish employers have also grown increasingly wary of recruitment channels that place financial burdens on workers. Unethical fee structures have attracted scrutiny across the industry, and Danish companies do not want to be associated with those practices. Skill Bridge ApS was built from the ground up on a zero-fee model. No charges are passed to workers at any stage. Every placement is handled in full compliance with Danish labour law, the relevant collective agreements and Indian emigration regulations. The partnership will initially target placements across manufacturing, construction, food processing, agriculture and skilled trades, with the capacity to scale significantly as employer demand grows and the pipeline matures.

FROM THE EMBASSY OF INDIA, COPENHAGEN

“India-Denmark cooperation under the umbrella of the Green Strategic Partnership aims to foster deeper relations in spheres as diverse as renewable energy, water, science and technology, dairy, food processing, health, environment and smart cities. The two countries have entered into a Migration and Mobility Partnership Agreement (MMPA) to facilitate mobility of skilled professionals, students and interns. The MoU between Skill Bridge ApS and CII takes the cooperation further to lay down the essentials of a pathway between the two sides for the flow of skills and talent as per transparent, efficient and ethical standards. We wish both the parties a successful and rewarding cooperation under this MoU.”

His Excellency Manish Prabhat, Ambassador of India to the Kingdom of Denmark

FROM THE CONFEDERATION OF INDIAN INDUSTRY

“CII is pleased to partner with Skill Bridge ApS to build a structured and ethical talent corridor between India and Denmark. This collaboration aligns industry demand with India’s skilled workforce while upholding the highest standards of fair and transparent recruitment. Building on CII’s extensive work in international labour mobility, this initiative reflects our commitment to enabling global pathways that are scalable, trusted, and worker-centric. We see this as a strong step towards deepening India-Denmark economic cooperation through skills and talent.”

Sougata Roy Choudhury, Executive Director, Confederation of Indian Industry



"India and Denmark are uniquely placed to build one of the most structured and ethical labour mobility models in the world. This MoU with CII gives us access to the deepest and most credible talent network in India. Together with the bilateral government agreement, we now have the institutional backing and the legal framework to do this properly and at scale."

Suraj Nair, Co-Founder, Skill Bridge ApS

ABOUT SKILL BRIDGE APS

Skill Bridge ApS is a Danish registered recruitment and integration company dedicated to connecting Indian and South Asian talent with Danish employers. The company manages the full employment journey from candidate identification and employer matching through to visa applications, arrival logistics, accommodation, CPR and MitID registration and long-term integration support. Skill Bridge operates on a strict zero-fee model for workers and is fully compliant with Danish labour law, the Danish Salaried Employees Act and all applicable collective agreements. The company was co-founded by Suraj Nair and Sanoj Dias.

ABOUT THE CONFEDERATION OF INDIAN INDUSTRY

Founded in 1895, the Confederation of Indian Industry is India's premier non-government, not-for-profit, industry-led and industry-managed organisation. With more than 125 years of history, CII has played a central role in shaping India's economic development and has been a trusted partner to government, industry and civil society across the country. CII has over 9,000 direct members from the private and public sectors, including small and medium enterprises and multinational corporations, with an indirect membership of over 300,000 enterprises through 294 national and regional industry bodies. It maintains 70 offices across India and 8 overseas offices, along with institutional partnerships with 350 counterpart organisations in 133 countries. CII served as the B20 India Secretariat during India's G20 Presidency in 2023. Its headquarters are at the Mantosh Sondhi Centre, 23 Institutional Area, Lodi Road, New Delhi 110003.

MEDIA ENQUIRIES

Suraj Nair, Co-Founder

Skill Bridge ApS

Email: suraj@skillbridge.dk

Tel: +45 23 91 75 55

www.skillbridge.dk