



# Application form - Pact for Skills

Fields marked with \* are mandatory.

## Introduction

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The Pact for Skills is a shared engagement and approach to skills development. It is firmly anchored in the principles of the [European Pillar of Social Rights](#) and supports the goals of the [Green Deal](#) and the [digital transformation](#), as set out in the Commission communication “[A strong Social Europe for Just Transitions](#)”.

The Pact aims to mobilise and incentivise private and public stakeholders to take concrete action for the **up skilling and reskilling of people of working age**, and, when relevant, pool efforts in the partnerships.

The Pact can be joint by any private or public organisation or partnership of organisations which aim to upskill or reskill people of working age.

The organisation(s) need(s) to be based in one of the Member States, EFTA or candidate countries.

### Would you like to:

- Sign the Pact for Skills charter and make a specific commitment **for your organisation**
- Register **a new partnership under the Pact as the coordinator**
- Subscribe to the **Pact newsletter** and to receive information on the Pact activities (*please note that members of the Pact and members of existing large scale and regional partnerships are automatically registered to the newsletter and other communication activities*)
- Modify an existing application and/or change your communication preferences
- Input a contact relevant to the Pact (limited to the Pact for Skills Support Services Team)

## Sign the Pact for Skills charter and make a commitment

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The pact can be joined by any private or public organisation or partnership of organisations based in one of the EU Member States, EFTA or candidate countries

Joining the Pact:

1. All stakeholders joining the Pact **sign up to the Charter** and its key principles, which they agree to respect and uphold.
2. Members of the Pact are invited to **translate their engagement into concrete commitments** on upskilling and reskilling. Commitments can be made in four main categories in line with the key principles of the Pact for Skills Charter and can be implemented through a number of different types of actions.
3. Commitments are monitored by at least one **key performance indicator**, e.g. number of people taking part in upskilling or reskilling.

## Information on your organisation

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**\* Is your organisation already a member of a:**

- Large-scale Skills Partnership (LSP)
- Regional Skills Partnership
- Partnership already member of the Pact (not LSP or regional partnership)
- None of the above

**\* Your organisation/partnership name:**

Carité Calçados, Lda.

**\* What type of stakeholder does your organisation represent?**

- Large employer (more than 250 employees)
- Micro, small or medium employer (up to 249 employees)
- Public authority (local, regional or national)
- Private or public employment services
- Trade union (social partner)
- Employer's organisation (social partner)
- Chamber of commerce, trade and crafts
- Sectoral organisation
- Training provider
- Representative of an industrial cluster (member of a groups of specialised enterprises, often SMEs, and other related supporting actors in a location that cooperate closely)
- Research institution
- Non-governmental or civil society organisation
- Other

**\* Is your organisation a representative or umbrella organisation (i.e., an association of institutions that formally work together)?**

- Yes
- No

**\* Country/ies in which the organisation/partnership operates:**

- Austria
- Albania
- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czechia
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- Iceland
- Ireland
- Italy
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malta
- Montenegro
- Netherlands
- Norway
- Poland
- Portugal
- Republic of North Macedonia
- Romania
- Serbia
- Slovak Republic
- Slovenia
- Spain
- Sweden
- Turkey
- Other

**If your organisation/partnership operates in selected European regions, please indicate here the relevant region(s):**

Albania - Veri  
Albania - Qender  
Albania - Jug  
Austria - Ostösterreich  
Austria - Südösterreich  
Austria - Westösterreich  
  
Belgium - Région de Bruxelles-Capitale/Brussels Hoofdstedelijk Gewest  
Belgium - Vlaams Gewest  
Belgium - Région wallonne  
Bulgaria - Severozapaden  
Bulgaria - Severen tsentralen  
Bulgaria - Severoiztochen  
Bulgaria - Yugoiztochen  
Bulgaria - Yugozapaden  
Bulgaria - Yuzhen tsentralen  
Croatia - Panonska Hrvatska  
Croatia - Jadranska Hrvatska  
Croatia - Grad Zagreb  
Croatia - Sjeverna Hrvatska  
Czechia - Praha  
Czechia - Střední Čechy  
Czechia - Jihozápad  
Czechia - Severozápad  
Czechia - Severovýchod  
Czechia - Jihovýchod  
Czechia - Střední Morava  
Czechia - Moravskoslezsko  
Denmark - Hovedstaden  
Denmark - Sjælland  
Denmark - Syddanmark  
Denmark - Midtjylland  
Denmark - Nordjylland  
Estonia - Põhja-Eesti  
Estonia - Lääne-Eesti  
Estonia - Lõuna-Eesti  
Estonia - Kesk-Eesti  
Estonia - Kirde-Eesti  
Finland - Länsi-Suomi  
Finland - Helsinki-Uusimaa  
Finland - Etelä-Suomi  
Finland - Pohjois- ja Itä-Suomi  
Finland - Åland  
France - Ile-de-France  
France - Centre — Val de Loire  
France - Bourgogne-Franche-Comté  
France - Normandie  
France - Hauts-de-France

France - Hauts-de-France  
France - Grand Est  
France - Pays de la Loire  
France - Bretagne  
France - Nouvelle-Aquitaine  
France - Occitanie  
France - Auvergne-Rhône-Alpes  
France - Provence-Alpes-Côte d'Azur  
France - Corse  
France - RUP FR — Régions Ultrapériphériques Françaises  
Germany - Baden-Württemberg  
Germany - Bayern  
Germany - Berlin  
Germany - Brandenburg  
Germany - Bremen  
Germany - Hamburg  
Germany - Hessen  
Germany - Mecklenburg-Vorpommern  
Germany - Niedersachsen  
Germany - Nordrhein-Westfalen  
Germany - Rheinland-Pfalz  
Germany - Saarland  
Germany - Sachsen  
Germany - Sachsen-Anhalt  
Germany - Schleswig-Holstein  
Germany - Thüringen  
Greece - Attiki  
Greece - Voreio Aigaio  
Greece - Notio Aigaio  
Greece - Kriti  
Greece - Anatoliki Makedonia, Thraki  
Greece - Kentriki Makedonia  
Greece - Dytiki Makedonia  
Greece - Ipeiros  
Greece - Thessalia  
Greece - Ionia Nisia  
Greece - Dytiki Elláda  
Greece - Sterea Elláda  
Greece - Peloponnisos  
Hungary - Budapest  
Hungary - Pest  
Hungary - Közép-Dunántúl  
Hungary - Nyugat-Dunántúl  
Hungary - Dél-Dunántúl  
Hungary - Észak-Magyarország  
Hungary - Észak-Alföld  
Hungary - Dél-Alföld  
Iceland - Höfuðborgarsvæði

iceland - Hóluoborgarsvæði  
Iceland - Landsbyggð  
Ireland - Northern and Western  
Ireland - Southern  
Ireland - Eastern and Midland  
Italy - Piemonte  
Italy - Valle d'Aosta/Vallée d'Aoste  
Italy - Liguria  
Italy - Lombardia  
Italy - Abruzzo  
Italy - Molise  
Italy - Campania  
Italy - Puglia  
Italy - Basilicata  
Italy - Calabria  
Italy - Sicilia  
Italy - Sardegna  
Italy - Provincia Autonoma di Bolzano/Bozen  
Italy - Provincia Autonoma di Trento  
Italy - Veneto  
Italy - Friuli-Venezia Giulia  
Italy - Emilia-Romagna  
Italy - Toscana  
Italy - Umbria  
Italy - Marche  
Italy - Lazio  
Latvia - Kurzeme  
Latvia - Latgale  
Latvia - Rīga  
Latvia - Pierīga  
Latvia - Vidzeme  
Latvia - Zemgale  
Liechtenstein - Liechtenstein  
Lithuania - Vilniaus apskritis  
Lithuania - Alytaus apskritis  
Lithuania - Kauno apskritis  
Lithuania - Klaipėdos apskritis  
Lithuania - Marijampolės apskritis  
Lithuania - Panevėžio apskritis  
Lithuania - Šiaulių apskritis  
Lithuania - Tauragės apskritis  
Luxembourg - Luxembourg  
Malta - Gozo and Comino  
Montenegro - Crna Gora  
Netherlands - Groningen  
Netherlands - Friesland (NL)  
Netherlands - Drenthe  
Netherlands - Overijssel

Netherlands - Overijssel  
Netherlands - Gelderland  
Netherlands - Flevoland  
Netherlands - Utrecht  
Netherlands - Noord-Holland  
Netherlands - Zuid-Holland  
Netherlands - Zeeland  
Netherlands - Noord-Brabant  
Netherlands - Limburg (NL)  
North Macedonia - North Macedonia  
Norway - Innlandet  
Norway - Trøndelag  
Norway - Nordland  
Norway - Troms og Finnmark  
Norway - Oslo  
Norway - Viken  
Norway - Vestfold og Telemark  
Norway - Agder  
Norway - Rogaland  
Norway - Vestland  
Norway - Møre og Romsdal  
Norway - Jan Mayen  
Norway - Svalbard  
Poland - Makroregion południowy  
Poland - Makroregion północno-zachodni  
Poland - Makroregion południowo-zachodni  
Poland - Makroregion północny  
Poland - Makroregion centralny  
Poland - Makroregion wschodni  
Poland - Makroregion województwo mazowieckie  
Portugal - Norte  
Portugal - Algarve  
Portugal - Centro (PT)  
Portugal - Área Metropolitana de Lisboa  
Portugal - Alentejo  
Portugal - Região Autónoma dos Açores  
Portugal - Região Autónoma da Madeira  
Romania - Nord-Vest  
Romania - Centru  
Romania - Nord-Est  
Romania - Sud-Est  
Romania - Sud-Muntenia  
Romania - București-Ilfov  
Romania - Sud-Vest Oltenia  
Romania - Vest  
Serbia - City of Belgrade  
Serbia - Autonomous Province of Vojvodina  
Serbia - Region Šumadija i Zapadni Srbija

Serbia - Region Sumadije i Zapadne Srbije

Serbia - Region Južne i Istočne Srbije

Slovakia - Bratislavský kraj

Slovakia - Trnavský kraj

Slovakia - Trenčiansky kraj

Slovakia - Nitriansky kraj

Slovakia - Žilinský kraj

Slovakia - Banskobystrický kraj

Slovakia - Prešovský kraj

Slovakia - Košický kraj

Slovenia - Vzhodna Slovenija

Slovenia - Zahodna Slovenija

Spain - Galicia

Spain - Principado de Asturias

Spain - Cantabria

Spain - País Vasco

Spain - Comunidad Foral de Navarra

Spain - La Rioja

Spain - Aragón

Spain - Comunidad de Madrid

Spain - Castilla y León

Spain - Castilla-La Mancha

Spain - Extremadura

Spain - Cataluña

Spain - Comunitat Valenciana

Spain - Illes Balears

Spain - Andalucía

Spain - Región de Murcia

Spain - Ciudad de Ceuta

Spain - Ciudad de Melilla

Spain - Canarias

Sweden - Region Stockholm

Sweden - Region Uppsala

Sweden - Region Sörmland

Sweden - Region Östergötland

Sweden - Region Jönköpings län

Sweden - Region Kronoberg

Sweden - Region Kalmar län

Sweden - Region Gotland

Sweden - Region Blekinge

Sweden - Region Skåne

Sweden - Region Halland

Sweden - Västra Götalandsregionen

Sweden - Region Värmland

Sweden - Region Örebro län

Sweden - Region Västmanland

Sweden - Region Dalarna

Sweden - Region Gästrikland



Sweden - Region Gävleborg  
 Sweden - Region Västernorrland  
 Sweden - Region Jämtland Härjedalen  
 Sweden - Region Västerbotten Region Norrbotten  
 Switzerland - Région lémanique  
 Switzerland - Espace Mittelland  
 Switzerland - Nordwestschweiz  
 Switzerland - Zürich  
 Switzerland - Ostschweiz  
 Switzerland - Zentralschweiz  
 Switzerland - Ticino  
 Turkey - İstanbul  
 Turkey - Tekirdağ, Edirne, Kırklareli  
 Turkey - Balıkesir, Çanakkale  
 Turkey - İzmir  
 Turkey - Aydın, Denizli, Muğla  
 Turkey - Manisa, Afyonkarahisar, Kütahya, Uşak  
 Turkey - Bursa, Eskişehir, Bilecik  
 Turkey - Kocaeli, Sakarya, Düzce, Bolu, Yalova  
 Turkey - Ankara  
 Turkey - Konya, Karaman  
 Turkey - Antalya, Isparta, Burdur  
 Turkey - Adana, Mersin  
 Turkey - Hatay, Kahramanmaraş, Osmaniye  
 Turkey - Kırıkkale, Aksaray, Niğde, Nevşehir, Kırşehir  
 Turkey - Kayseri, Sivas, Yozgat  
 Turkey - Zonguldak, Karabük, Bartın  
 Turkey - Kastamonu, Çankırı, Sinop  
 Turkey - Samsun, Tokat, Çorum, Amasya  
 Turkey - Trabzon, Ordu, Giresun, Rize, Artvin, Gümüşhane  
 Turkey - Erzurum, Erzincan, Bayburt  
 Turkey - Ağrı, Kars, Iğdır, Ardahan  
 Turkey - Malatya, Elazığ, Bingöl, Tunceli  
 Turkey - Van, Muş, Bitlis, Hakkari  
 Turkey - Gaziantep, Adıyaman, Kilis  
 Turkey - Şanlıurfa, Diyarbakır  
 Turkey - Mardin, Batman, Şırnak, Siirt

**\* Please indicate in what ecosystem(s) your organisation/partnership operates:**

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Aerospace and Defence            | <input type="checkbox"/> Energy-Intensive Industries                            | <input type="checkbox"/> Proximity and Social Economy |
| <input type="checkbox"/> Agri-Food                        | <input type="checkbox"/> Health   | <input type="checkbox"/> Renewable Energy             |
| <input type="checkbox"/> Construction                     | <input type="checkbox"/> Microelectronics                                       | <input type="checkbox"/> Retail                       |
| <input type="checkbox"/> Creative and Cultural Industries | <input type="checkbox"/> Mobility-Transport (includes automotive, shipbuilding) | <input type="checkbox"/> Textiles                     |
| <input type="checkbox"/> Digital                          | <input checked="" type="checkbox"/> N/A   | <input type="checkbox"/> Tourism                      |

**\* Give a short description of your organisation/partnership**

*1000 character(s) maximum*

The short description should explain what your organisation is and what it is doing/planning to do in terms of upskilling and/or reskilling in Europe)

The origin of Carité is in a small individual providing services in the footwear sewing area in 1986, with João Teixeira as a manager. The work developed and the quality of the service provided, allowed it to have the most important footwear factories in the Felgueiras area as customers. Thus, the company grew, in a gradual but continuous way, reaching such values – namely in terms of the volume of employment – which was not compatible with the legal structure it had. Thus, in May 1990, Carité was created, by João Reinaldo Teixeira as managing partner. In 1994, it took another step towards becoming a footwear company with its own product, starting to produce the complete footwear, it created the necessary conditions for its development, more specifically in the area of installations and in the acquisition of basic equipment with the most modern technologies. This attitude allowed for sustained growth in turnover, which exceeded 10 million euros in 2009, and in 2021 46 milion.

**Website of the organisation/partnership:**

www.carite.pt

**Logo of the organisation/partnership:**

The maximum file size is 1 MB.

The logo will be presented on the webpage together with the commitment.

**0fd169a4-6cf2-48d9-95e4-f225ace9a4fb/logo\_carite.png**

## Contact information

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**\* Name of contact person(s):**

Carla Matos

**Title of contact person:**

- Mr.
- Mrs.
- Mx.
- Dr.
- Prof.
- 

**Role in the organisation/partnership of contact person:**

Responsible for Quality, environment, helth and safety management system

**\* Email to contact person:**

**Please note:** If other person(s) in your organisation wish to receive regular Pact for Skills updates of events, activities through the Pact for Skills Newsletter, they are encouraged to sign up on their own to this form, indicating that they 'Register to the Pact newsletter and to receive information on Pact activities' for the first question of this application form. This would allow us a better support for networking and outreach activities. When they do, they should indicate the registration number provided once your application has been approved.

## Large-scale, Regional Skills and other Partnerships

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**\* Please indicate the registration number of the partnership you are part of:**

You can ask the registration number to the partnership coordinator or check the online database of members to identify your partnership [here](#)

852

**Please indicate the large-scale skills partnerships you are member/coordinator of:**

Please note that the skills partnerships for Retail, Health and the Energy Intensive Industries are still in preparation and have not been officially launched yet.

- Skills partnership for Aerospace and Defence
- Skills partnership for Construction
- Skills partnership for Microelectronics
- Skills partnership for Offshore Renewable Energy (ORE)
- Skills partnership for Shipbuilding and Maritime Technology
- Skills partnership for Textile, clothing, leather and footwear industries (TCLF)
- Skills partnership for the Agri-food Ecosystem
- Skills partnership for the Automotive Ecosystem (Automotive Skills Alliance)
- Skills partnership for the Cultural and Creative Industries (CCI) Ecosystem
- Skills partnership for the Digital Ecosystem
- Skills partnership for the Proximity & Social Economy ecosystem
- Skills partnership for the Tourism Ecosystem
- Skills partnership for Retail
- Skills partnership for Health
- Skills partnership for the Energy Intensive Industries

## Signing up to the Charter

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Please confirm your organisation/partnership subscribes to the [Charter of the Pact for Skills](#), understand and share the principles of quality upskilling and reskilling. Signature of the Charter does not constitute an endorsement of the signatory organisation and its activities by the European Commission.

## Commitment

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Pact for Skills seeks to mobilise and incentivise private and public stakeholders to **take concrete action** for the upskilling and reskilling of people of working age.

Below you can find an **example list of actions** that could be implemented under the Pact for Skills. However, organisations are free to define and implement their own commitments.

Example list of actions:

Main category of commitment	Type of action	Description of action	Target group of action	KPI
Building strong skills partnerships	Developing or joining a stakeholder network	Large employer developing a network for SMEs in tourism	SMEs, start-ups, individual entrepreneurs	Number of stakeholders joining the partnership/network
Promoting a culture of lifelong learning for all	Targeted upskilling and reskilling activities	Training provider offering short-term trainings for unemployed, young graduates, NEET, etc.	Young professionals	Number of people from target group (s) taking part in the activity
Monitoring skill supply/demand and anticipating skills needs	Identifying skills and training needs	Representative of an industrial cluster identifies future skills needs for the construction sector	Trade unions	Implemented/Not implemented
Working against discrimination and for gender equality and equal opportunities	Strengthening gender equality	Training provider offering mentoring to empower women to pursue careers in green entrepreneurship	Gender, racial or ethnic minorities	Number of people from target group (s) taking part in the activity

Non-exhaustive list of actions that could be implemented under the Pact for Skills.

[Non-exhaustive list of actions.pdf](#)

### Do you want to:

- Define concrete commitment(s) aiming to upskill or reskill people of working age *(Note: If you have more than 5 actions under your commitment, please contact us at [PactforSkillsMembers@ecorys.com](mailto:PactforSkillsMembers@ecorys.com))*
- Endorse the commitments of the skills partnership I'm member of *(Note: You can additionally define your own commitments below)*
- Wait to define any concrete action to implement and learn from the experience of other Pact members before defining my commitments *(Note: if ticking this option, you will be contacted in due time to assist you in defining your commitment)*

## Networks

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**In order to create synergies and leverage participation to multiple networks, please specify whether you are part of any of networks at EU, national or international level:**

### Are you a member of the European Alliance for Apprenticeships (EAfA)?

- Yes
- No
- Don't know/ not sure

## Privacy and Consent

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I agree to provide updates on activities related to this commitment in the regular annual survey on Pact for Skills.

I accept the privacy statement presented below.

Privacy statement

[Pact for Skills-Privacy statement-Update March 2022.pdf](#)

Members of the Pact are automatically registered to the newsletter and updates on the Pact activities. In order to be an active member of the Pact we recommend not to opt out from these communications.

Select to opt out from any communication from the Pact for Skills	<input type="checkbox"/>

## Thank you

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## Please do not change information below

Status of the application

- Accepted
- Under revision
- Suspended
- Rejected

Reason for suspension/rejection

Registration number

Full member profile:

### Contact

[Contact Form](#)