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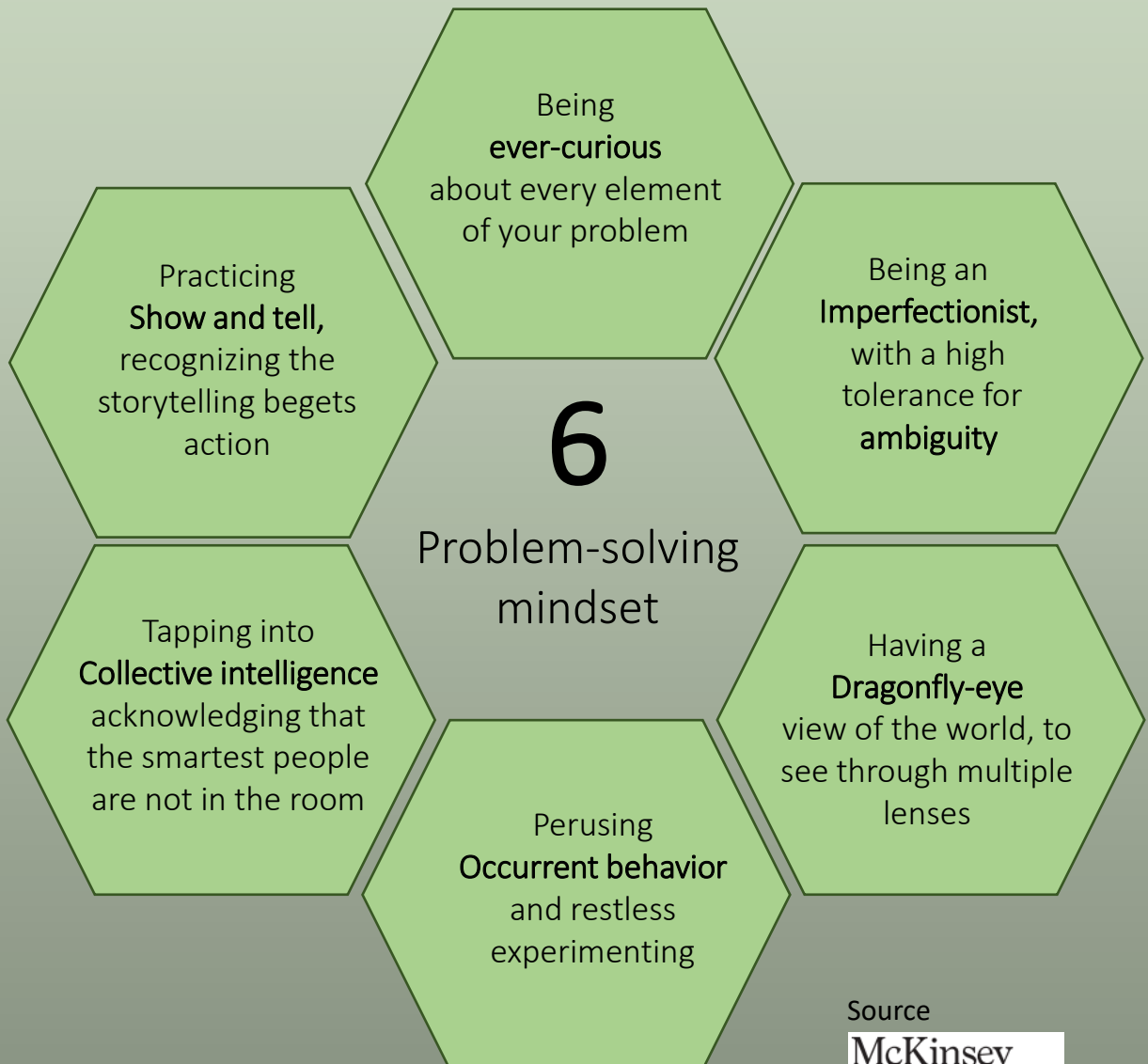
Footwear Exchange

A platform of people from all around the world who make the footwear, leather and allied industry work.

the footprint



The Footprint is monthly newsletter brought to you by Footwear Exchange



Source

McKinsey
Quarterly

ভালো কর্মীর চাকরি ছেড়ে দেওয়ার ৪ কারণ



১ ক্যারিয়ার ডেভেলপমেন্ট দেখতে না পাওয়া

কর্মজীবী সবারই উন্নত ক্যারিয়ার অনেক বড় একটি স্বপ্ন। সবাই চায় তার কর্ম পরিবেশ এমন হোক যেখানে ঠিক সময়ে পদোন্নতি হবে ও মর্যাদাও বৃদ্ধি পাবে। একজন পরিশ্রমী কর্মী যদি তার মেধার প্রতিদান না পায়, পদোন্নতি ও বিভিন্ন ধরনের কাজে নিজের যোগ্যতা বৃদ্ধি করতে না পারে তখন আর তার সেই প্রতিষ্ঠানে কাজ করতে একদমই মন চাইবেনা।



২ প্রয়োজন অনুযায়ী বেতন- ভাতা বৃদ্ধি না পাওয়া

সময়ের সাথে একজন কর্মজীবী যে পরিবার নিয়ে জীবন ধারণ করে, তার খরচ শুধু বাড়তেই থাকে। দক্ষ কর্মী যদি নিজের সৎ পরিশ্রম ও নিষ্ঠা দিয়ে কাজ করেও পরিবারের চাহিদা পূরণ করতে ব্যর্থ হয়, সে দেখবে অন্য কোনো প্রতিষ্ঠান যেখানে সম-পরিমাণ কাজ করে বা একটু বেশি কাজ করে প্রয়োজনীয় অর্থ উপার্জন করার সুযোগ থাকে।



৩ সম্মান না পাওয়া

একজন দক্ষ কর্মীর আত্মসম্মানবোধ অনেক বেশি থাকে। কারণ তার জীবনের অর্জনগুলো সব তার নিজের প্রচেষ্টাতেই হয়ে থাকে। মন দিয়ে কাজ করা ও ভালো কাজের জন্য প্রশংসিত হওয়া কর্মজীবনের সফলতার উৎস থাকে অনেকের। কিন্তু যদি ভালো কাজের বিনিময়ে উদাসীনতা, অবহেলা ও অসম্মান মিলতে থাকে, তারা আর সেখানে থাকতে চায়না। এর কারণ তাদের আত্মসম্মানে আঘাত লাগে।

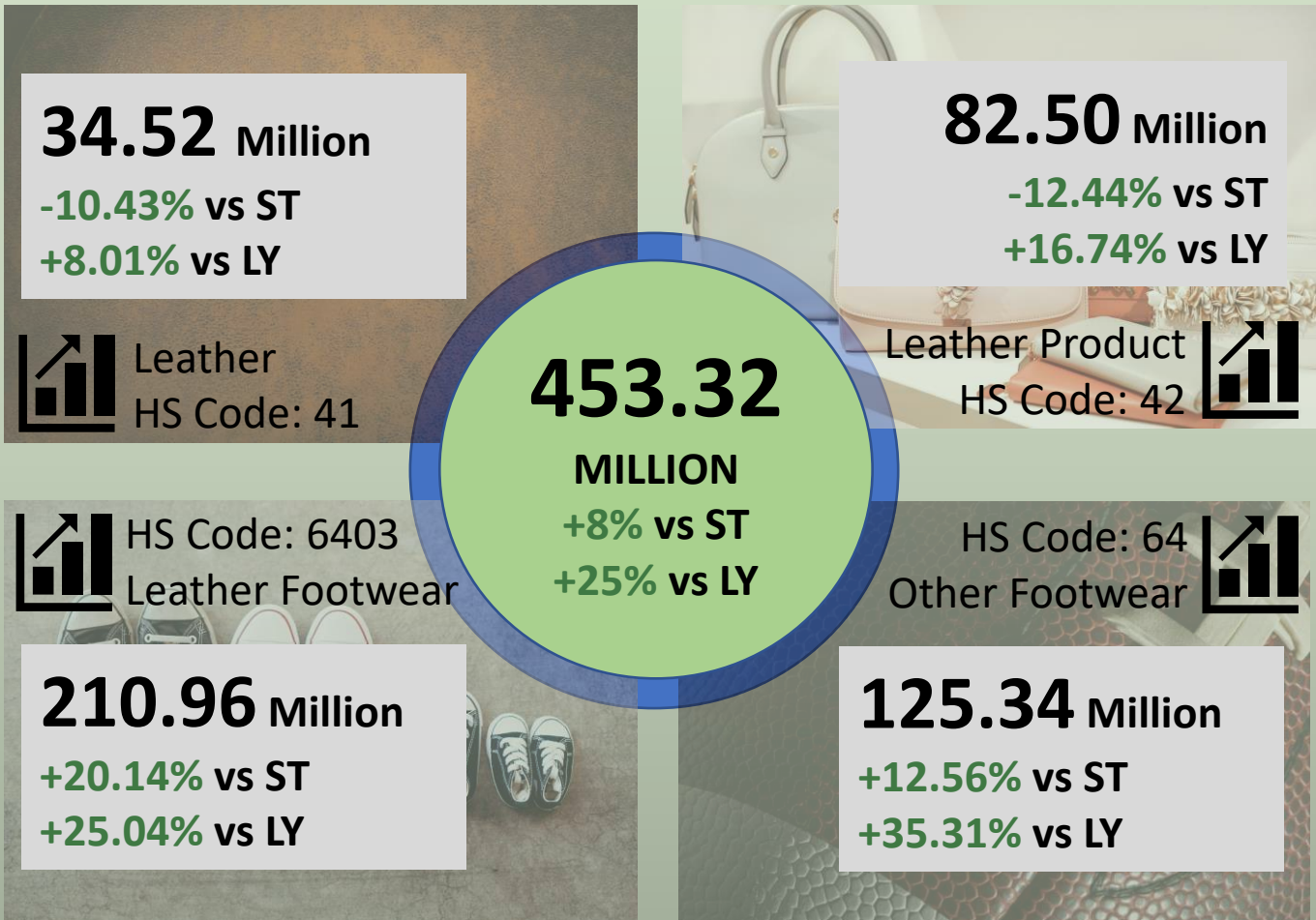


৪ যোগ্যতা অনুযায়ী কাজ না পাওয়া

বিভিন্ন প্রতিষ্ঠানে দেখা গেছে, দক্ষ ও মেধাবী কর্মীরা তাদের যোগ্যতা অনুযায়ী কাজ না পেয়ে চাকরি ছেড়ে চলে গেছে। এটা হয়ে থাকে কারণ, চাকরিতে সময়ের সাথে কর্মীদের বুদ্ধি, দক্ষতা ও যোগ্যতা বাড়তে থাকে। এই অবস্থায় যদি কাজের ধরণ তার জন্য না বদলায় ও মেধার সঠিক বিকাশ হয় এমন কাজ না দেয়া হয়, হতাশায় ও বিরক্তিতে কর্মী তখন নিজের যোগ্যতার পূর্ণ ব্যবহার করার জন্য অন্যত্র কাজ খুঁজতে থাকে।

লেখক: আবু মো: আব্দুল্লাহ,
সহকারী অধ্যাপক (ব্যবসায় প্রশাসন অনুষদ), ইস্টার্ন ইউনিভার্সিটি

Bangladesh leather & Footwear sector exports, **453.32 Million** in first quarter of FY 2022-23



ST = Strategic Target / LY: Last Year same period

Source:

Export Promotion Bureau, Bangladesh

Export performance (Goods) for FY 2022-23 July-September (Provisional)

Bata & Apex celebrates its founder day separately in September



A few days ago, on September 21, we celebrated our very first Founder’s Day as OneTeam all around the world.

Bata employees donated over 10,000 hours to support 5,217 children worldwide. Working with local children via Bata Children’s Program, our teams hosted sports days, mentoring programs, animal shows, assisted walks, footcare fun and much, much, more. Thousands of Bata employees participated in office and store events throughout September, inspiring us all.

A huge thank you to all the children who joined us, and to the Bata team members who volunteered their time and effort to support our local communities. It was incredible to see our Bata teams worldwide celebrating and generating so many young smiles.



Source: Bata Global website and Bata Bangladesh’s LinkedIn Page



To commemorate the special occasion of Apex Founder’s Day 2022, celebrated on September 26th every year, Apex Footwear Limited has initiated a tree plantation program in partnership with “Green Savers” as a step towards sustainability and its environmental responsibility. Deforestation and global warming are both on the rise, and the only way to protect our environment, ecology, and climate are to plant more trees. With this community-based approach, Apex has pledged to plant and nurture 2600 trees through Green Savers’ “Sponsor a Tree” program.



Source: Apex’s LinkedIn Page

Lineapelle sends signs of positivity amidst worrying macroeconomic context



The 100th edition of the trade fair, held from the 20th to the 22nd of September, registered an attendance volume 32% higher than the one of the last edition, mainly due to the 73% growth in foreign visitors

Drawing "unanimous" positive comments from the 1 134 exhibitors that were present at Fiera Milano Rho from the 20th to the 22nd of September, the international trade fair for leather, accessories and footwear components, leather goods, clothing, and furnishings welcomed visitors from 109 countries, which resulted in an increase of 32% in attendance volume due to the 73% growth in arrivals from abroad, as compared to the last February edition. Local visitors (from Italy) grew by 10%. The organization pointed out the strong expansion in entries from the US, India, Mexico, Turkey, and all main European markets, from France to the UK, and from Portugal to Spain, noting the "unavoidable absences" of Chinese buyers.

"It was a reassuring outcome for the entire supply chain, especially since the economic situation in which we are operating creates enormous worries and problems" added Lineapelle president Gianni Russo.

Source: The World Footwear

Tannery owners feel relief over long-awaited environmental clearance

Highlights:

- DoE stopped issuance, renewal of clearance certificates due to pollution and non-compliance by tanneries
- Expired licenses of 14 tanneries renewed in September
- Eight more tanneries' certificate renewal in the process
- Environmental clearances necessary for renewal of trade, bond and export-import licenses



Tannery owners in the country are breathing a sigh of relief as the Department of Environment has decided to renew their environmental clearance certificates, which had remained stopped for around one and a half years.

The department stopped the issuance and renewal of new environmental clearance certificates due to pollution and non-compliance by the tanneries. The decision left the tannery owners in a quagmire.

Entrepreneurs said following green light from the department in early September, the expired licenses of 14 tanneries have been renewed. The renewal of the certificates of eight more tanneries is in the process.

Entrepreneurs said that environmental clearances are necessary for the renewal of trade license, bond license and export-import license. But they could not renew the necessary licenses as the renewal of environmental clearances had remained stopped for more than one and a half years.

Source: The Business Standard

Power rationing: Savar tanneries counting huge production losses

Tanneries in the Leather Industrial City in Savar have of late been facing trouble due to the recent load shedding crisis, fuel oil price hike, and instability in the international market triggered by the Russia-Ukraine war.



Highlights:

- *Tanneries already suffering losses due to*
- *Regular load shedding*
- *Fuel oil price hike*
- *Instability in the global market triggered by Russia-Ukraine war*
- *Decision of 3-day closure every week has added to the crises*
- *Authorities say the decision came after discussion with stakeholders*
- *Large portion of rawhides collected this year is still unprocessed and wasting*
- *Tanners say BSCIC failed to make CETPs effective and pressuring them instead*

Source: The Business Standard

APICCAPS promotes leather footwear in foreign markets

The Portuguese Footwear, Components, Leather Goods Manufacturers' Association intends to demystify some preconceived ideas about leather while clarifying why leather footwear is a product of excellence

Within the scope of the recently launched INSURE.Hub – Innovation in Sustainability and Regeneration, which joins the Catholic University of Porto (Biotechnology and Business Schools) and the Planetiers New Generation, APICCAPS challenged the Hub and its international ecosystem of partners to assess the sustainability of leather. The result of this work will now be made available, with promotional actions in professional events, but also through an end-consumer-oriented promotion. Simultaneously, public relations actions will be carried out in foreign markets.

In effect, the Association intends, on the one hand, to "demystify some preconceived ideas" and, on the other hand, "thoroughly explain the competitive arguments that make leather footwear a product of excellence". "Leather is undoubtedly the best raw material available on the market", assures Luís Onofre, President of APICCAPS.

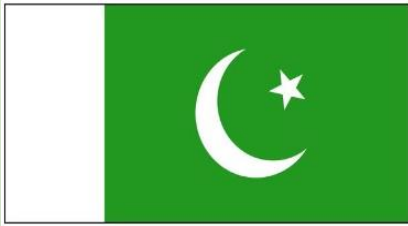
Source: The World Footwear

Next World Footwear Congress to be held in Istanbul on May 2023

The European Confederation of the Footwear Industry (CEC) announced at MICAM that the 7th edition of the World Footwear Congress (WFC) will take place in Istanbul from the 9th to the 11th of May 2023.

The next WFC, which was created in 2003 by CEC to bring closer all footwear players around the world, will be organized jointly by CEC and the Footwear Industrialists Association of Turkey (TASD), and take place in Istanbul.

Source: The World Footwear



Pakistan: footwear exports up while leather starts slowly

According to the Pakistan Bureau of Statistics (PBS), between July and August 2022, leather manufacturers' exports dropped by 2.91% in value, totaling 103.8 million US dollars, as compared to the 106.3 million US dollars recorded in the same period from the previous year*.

In this period, tanned leather exports generated 31.0 million US dollars, which reflects an increase of 8.52% and 13.14% in value and volume, respectively, on a comparable basis to the first two months of the fiscal year 2021-2022.



Chinese leather industry grows in the first half

According to the China Leather Industry Association, in the first seven months of 2022, Chinese leather exports increased by 29.6%, on a comparable basis to the same period of the prior year, reaching 60.51 billion US dollars. Leather exports accounted for 2.93% of the total national exported. Simultaneously, the total import value declined by 10.5% year-on-year, totaling 10.27 billion US dollars, and representing 0.65% of the total value imported.

The trade surplus recorded from January to July has then reached 50.24 billion US dollars, up by 42.7% on a comparable basis to the same period of 2021, accounting for 10.42% of the total Chinese trade surplus.



India: Leather, footwear exports to cross USD 6 bn in 2022-23

The country's leather and footwear exports are expected to cross USD 6 billion (about Rs 44,800 crore) in 2022-23 on account of increasing demand in the US and new markets such as Middle East, Africa and Latin America, CLE Chairman Sanjay Leekha said. Implementation of recently signed free trade agreement between India and the UAE would also help in pushing the exports further besides creating employment in the sector.

During April-January this fiscal, leather and leather products exports rose by 33 per cent to USD 3.6 billion. The exports stood at USD 3.3 billion in 2020-21 and USD 4.7 billion in 2019-20.



Vietnam: leather and footwear exports on the rise

In the first seven months of 2022, Vietnamese leather and footwear exports were up by 13%, as compared to the same period of last year, reaching 14 billion US dollars. These results are in line with the Vietnamese leather, footwear and handbag association's (LEFASO) forecasts for the year. . LEFASO had predicted a growth in footwear and handbags exports in the range of 10% to 15% to between 23 billion US dollars and 25 billion US dollars

In 2021, Vietnamese footwear and handbags exports resumed their upward trend, increasing by 4.6%, to 20.78 billion US dollars, on a comparable basis to the prior year. Footwear exports alone rose by 6.1%, totaling 17.77 billion US dollars.

Source: The World Footwear & The India Times

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